Your Highlands Ability Profile

Classification

This worksample measures the ability solve problems diagnostically, to identify a unifying principle, and for synthesizing. It influences one's natural ability to evaluate and critique, one's contribution to problem solving and the pace and structure of one's preferred work environment. It is one type of convergent reasoning.

The following description can help you *understand* the types of work roles and career fields that often draw on low Classification, independent of all other dimensions measured by the HAB. It is not intended to suggest a specific job nor is it a comprehensive list of all the career fields in which those with low classification are employed.

A person scoring in the low range on the Classification continuum prefers academic or work responsibilities allowing for patience in solving problems, time to implement solutions, and parameters within which to implement identified solutions, for example:

1. Classes/work roles with tried-and-true procedures and within a structure such as actuarial work.

2. Classes/work roles that allow time for decision-making based on new information, outside areas of expertise and experience such as mechanical work.

3. Classes/work roles where one can be curious, accepting, patient with process and a good listener such as teachers.

4. Work roles/tasks that require extremely accurate, predictable decision-making such as engineers and bankers.

5. An asset for executives, managers, and anyone whose job is team building and individual development.

6. Can be an advantage for artists (less critical of own work).

7. A plus for managers who make decisions by review of facts, not by leaping to conclusions.

8. Technical roles related to industrial and other engineering.

9. Work roles where reaching conclusions is based on careful, deliberate and methodical processes, where quality is emphasized over speed, such as furniture restoration and estate planning law.