



# Your Highlands Ability Profile

## Concept Organization

This worksample measures the ability to reason analytically. Concept Organization is the ability to mentally organize or create order and influences one's orientation toward process, decision-making time, and communication. 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 Concept Organization, 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 Concept Organization are employed.

A person scoring in the low range on the Concept Organization continuum prefers academic and work responsibilities that de-emphasize using a process to arrive at a solution; jobs not requiring step-by-step explanations or rationales; jobs that do not require juggling many schedules or activities at once, for example:

1. People who tend to score low in this ability are likely to be in work roles requiring decisiveness or performance of certain rote tasks in a highly consistent manner without drawing logical conclusions from them.
2. Work roles/tasks such as clerk, cashier, coding clerk, insurance typist, industrial leadsman, general production, and auto assembly inspector.
3. Work roles in which there is a premium on reactive decision-making such as some school administrator roles, clergy, some fields of law enforcement and customer service representatives.