



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 high 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 high Concept Organization are employed.

A person scoring in the high range on the Concept Organization continuum prefers academic or work responsibilities emphasizing processes and procedures, careful analysis and thoroughness, or easy-to-follow communications and explanations, for example:

1. People in work roles that require careful planning, careful and logical communication, and the drawing of logical conclusions that can be communicated to others in fields such as chemistry, mathematics, test piloting, actuarial science, bank managing, design engineering, middle managing, engineering, industrial engineering, software engineering, accounting, office management and college studies.
2. Any work roles that rely heavily on logical, linear thought, careful linear problem-solving and/or planning, or careful, content-oriented information, such as the medical sciences, some fields of law enforcement, security services, engineering, computer programming, and oral communications.
3. Fields that require logical analysis of data and the movement of materials through time and space, such as writing (facts and words), logistics/scheduling (materials, deliveries, routes, products, space), teaching (facts and logical connections), natural sciences (observation and data), travel and tour planning (space, time, routes).
4. Work roles that require planning and organizing such as editing, political and advertising campaign planning, PR strategizing, professional writing, computer programming, systems analyzing, social science researching, and travel agent scheduling.
5. It is an asset for people with small businesses or individual practices where they themselves do most of the scheduling, organizing, ordering and other logistical tasks.
6. Helpful in fields of law, science, technology, life sciences, copywriting, planning an ad campaign, and sports directing.