



Your Highlands Ability Profile

Idea Productivity

This worksample measures the ability to generate a large quantity of ideas. Idea Productivity influences the rate of ideas going through your mind at any one time, how you self-manage multiple tasks/projects, and the type of contributions you make to group decisions. It is divergent reasoning.

The following description can help you *understand* the types of work roles and career fields that often draw on low Idea Productivity, 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 Idea Productivity are employed.

A person scoring in the low range on the Idea Productivity continuum prefers academic or work responsibilities requiring focus and/or follow through; environments that allow for a more sequential approach to accomplishing tasks, for example:

1. Work roles/careers where routine and/or stability are called for or are typical of the environment, such as banking, air traffic control, management, and clerical work.
2. Fields requiring concentration, focus, and following a direction or project to completion, such as accounting, dentistry, engineering, computer programming, surgery, house painting and engraving.
3. Opportunities to bring focus to any type of group or with an individual where a myriad of ideas are generated or under consideration and the goal is to arrive at an answer/plan.
4. Work environments where progress is viewed as completing projects somewhat sequentially.