



Highlands Ability Battery for Student Exploring Careers

Every path of study and every occupation, whether it's technology, psychology, education, engineering, law or management, uses specific abilities. Why is this important?

Every person is born with a unique set of abilities. Those abilities tend to stabilize around the age of 14 and because they are innate, they do not require constant use to remain accessible.

Skills are another story. Skills are acquired over time. Skills require constant use or they begin to decline and they cost far more time and energy than abilities.

This difference means the learning environment that will give you the most satisfaction and the work you will enjoy most and be most successful in, are those that use your unique pattern of abilities; the abilities - not skills - that come naturally to you.



What if you could...

- Identify what comes easiest to you?
- Discover the type of learning environment where you will thrive?
- Feel confident in communicating what your strengths are?
- Learn strategies to improve your performance at school?
- Have a list of careers that utilize your unique pattern of abilities which are hyper-linked for your personal research?
- Understand how your natural talents will fit in the real world?
- Expand your vision of opportunities?
- Be empowered with a reliable tool to guide your career for the rest of your life?

ABOUT THE HIGHLANDS ABILITY BATTERY (tHAB):

The Highlands Ability Battery is an assessment tool that measures a person's natural abilities objectively. A battery-taker's performance on specific tasks or exercises is measured and categorized into unique patterns of abilities then, matched with careers that utilize similar patterns of abilities. tHAB is a comprehensive and foundational step towards understanding the whole-self and the starting point for identifying the career best suited for tHAB-taker.

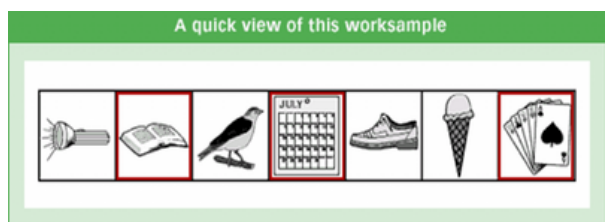
tHAB is rooted in the work of research scientist Johnson O'Connor. He dedicated his life to the study of human engineering. Nearly a century of research, beginning with Johnson O'Connor and continuing through the Johnson O'Connor Research Foundation, has solidly established that every individual is born with a pattern of abilities unique to him/her.

tHAB is unique in that it measures one's abilities not based on the individual's perception of themselves, but rather based on performance. Most assessments offered to students and adults are subjective. tHAB is objective. In other words, the data is not influenced by self-perception and is dependable.

Exercises are timed and range from recreating designs from memory to manipulating blocks in space and putting images in logical sequence. Results based on timed performance are far more reliable than results based on self-perception or personal opinion.

WHAT TO EXPECT:

tHAB consists of 19 virtual work-samples taken online over an estimated three hours in total. The battery does not have to be taken all at once. Each work-sample can be completed individually with breaks (or even days) in between each timed exercise as needed.



tHAB measures abilities such as:

Structural Visualization

Spacial Relations Theory

Visual Speed and Accuracy

Verbal Aptitude

Idea Flow

Analytical Reasoning

Inductive Reasoning

Time Orientation

Ability to Work with Numbers & Design

And several applications of memory

Full list available [here](#).



tHAB is different from other performance assessments in that it also measures one's vocabulary level. Although the level of a person's vocabulary is a skill and not a natural ability, Highlands recognizes vocabulary level as a good predictor of occupational success in many areas such as law and business.

HOW ARE RESULTS CONVEYED:

After you complete all 19 work samples, you will receive customized reports that provide insights into how you think, what makes you tick, and where you will thrive.

Your results are revealed in an **individual analyses report** of more than 30+ pages which becomes available within your account at the time of your debrief.

*The report begins with your personal profile, showing the score achieved for each ability and its significance as it relates to **your personality, your motivation, how you learn, communicate, solve problems, and make decisions.***

tHAB reports also include an **interactive career supplement** that combines your personal style with what motivates you to reveal personal patterns of abilities. *These patterns are then aligned with **careers to explore.*** Each career recommendation is linked to the U.S. Department of Labor's ONET Online to provide you with the most current data for each occupation.

YOUR DEBRIEF & THE POWER OF FEEDBACK:

To thoroughly understand and absorb the knowledge gained from the results of the assessment and highly detailed reports, you will meet with Cindy for about 2 hours over Zoom. Parents are welcome to participate with the student. Cindy has been extensively trained by Highlands to interpret your HAB results, guide you through your reports, and help identify potential careers, school environments, and work roles that would be a good fit given your natural abilities. She will also help you understand how you can best integrate those abilities into your daily life.





In a world that demands faster and faster results, we have held firmly to the integrity of our process. A quick, ten-minute survey that you find online might be able to offer a glimpse into your abilities or personality, but quick and easy surveys yield easily forgotten, and often less accurate, results. tHAB is in-depth and highly personalized; anyone who invests in the process will reap a lifetime of practical and applicable self-knowledge. Think of It this way...

Cindy customizes the debrief to the student's whole person (interests, passions, ability patterns, etc) based on answers the student provides during a brief intake session (or form submission). She also strives to make a personal connection with the student and create an encouraging experience within the debrief. She makes sure the student understands there are no bad scores... only unique patterns - all with strengths and challenges.

In a world that demands faster and faster results, Highlands Co. and EmpowerWise Coaching have held firmly to the integrity of our process.

... You can read a psychology book and learn something about yourself. If there is a quiz at the end, you may even find that there's a label or category that helps to explain who you are. But imagine the difference between just reading the book and having the opportunity to talk to the author; imagine having an extensive conversation during which the author applies the principles in the book to your specific situation. Your understanding would improve exponentially.

WHAT PARENTS SHOULD KNOW:

- Abilities develop naturally and stabilize by the age of 14 or 15. At that point, they remain essentially unchanged throughout the rest of life. Skills can be added and studies can be modified, but natural abilities are constant.

- Factors not measured: The HAB does not result in grades, and they do not reflect class standing or general intelligence. Abilities assessments are designed, instead, to get at the student's core strengths and to help him or her articulate those strengths in terms that guide success and happiness in life and career.
- Scientists have determined that a child's natural abilities mature and are ready to be tested at any time after the age of about fourteen. The sooner after that age your child is tested, the sooner he or she can take advantage of the insights the test provides into good study and learning habits, as well as into the selection of the right college and career.
- An abilities assessment combined with student-specific feedback is of special importance to students without identifiable special talents. Why? Because these students know very little about themselves that will help them in college and work. An abilities assessment and interpretation by a trained consultant will go far in telling them how they solve problems, how they learn best, what work environment is right for them, whether they have measurable musical talent, and how they relate to and are perceived by others. The experience of completing the HAB and discussing the results with a consultant will do more to impress how special they are better than anything else.
- One of the strengths of tHAB is that it tests the five prime learning channels – verbal memory, tonal memory, design memory, number memory, and rhythm memory. In tHAB report, we include a chart showing the student's relative strength in all five learning channels, which will show him how he best learns and what tools to rely on going forward.
- It is impossible to fail tHAB. We do not grade anything. We simply measure how well the child is able to perform each work-sample. Our aim is to identify a child's strengths. If she does well in diagnostic thinking, for example, she shows the strengths typical of lawyers. If she does well in spatial visualization, she would do well to consider a career in engineering or medicine. The point is that our abilities testing is never judgmental. It simply confirms the abilities your child has and gives her the confidence to describe them in her college application.





- When you pay for the HAB, you pay for a three-hour assessment, a 30+ page report detailing results plus additional reports, and a two-hour debrief with Cindy. The price of the HAB is usually considerably less than the cost of in-house assessments conducted in assessment clinics, and even more cost-efficient when compared with the usual SAT or ACT prep courses. **Total cost: \$550 for individual battery/debriefs.** Once payment is received, the student will receive an email within 48 hours detailing tHAB registration and instructions.
- **Group rate** is determined by number of students within group or a predetermined cost with the organization/school. Debrief for groups is 3 hours.
- **If you have further questions, book a complimentary zoom (30 min) with Cindy [here](#).**

Higher education is one of the greatest opportunities for young adults and yes, one of the biggest investments a family will make. Imagine if you and your child could rely on dependable scientific research when making these life-changing decisions. Proven results from the Highlands Ability Battery will give you and your student the launching point needed!

REVIEWS:

"Both my sons gleaned tremendous insight from the HAB results and the debrief. Cindy immediately connected with them and made them feel comfortable. She delivered the information in a way they could grasp and appreciate. We found the reports to be on point and they offered immense affirmation in how their passions and interests are leading them for higher education."

- Drummond Family, Amarillo, TX

"My daughter took the HAB as a sophomore in college. She wasn't confident in her choice of study and wanted to know if a different area of interest would be a fit for her. The HAB did not disappoint and my daughter was able to make a confident decision for her future."

- Martine Family, San Antonio, TX

"My wife and I joined our son for his debrief and boy were we blown away! The reports coupled with Cindy's feedback delivery were incredibly insightful. We learned new things about our own son and he walked away with a huge smile on his face. I highly recommend parents invest in their children having this opportunity and experience."

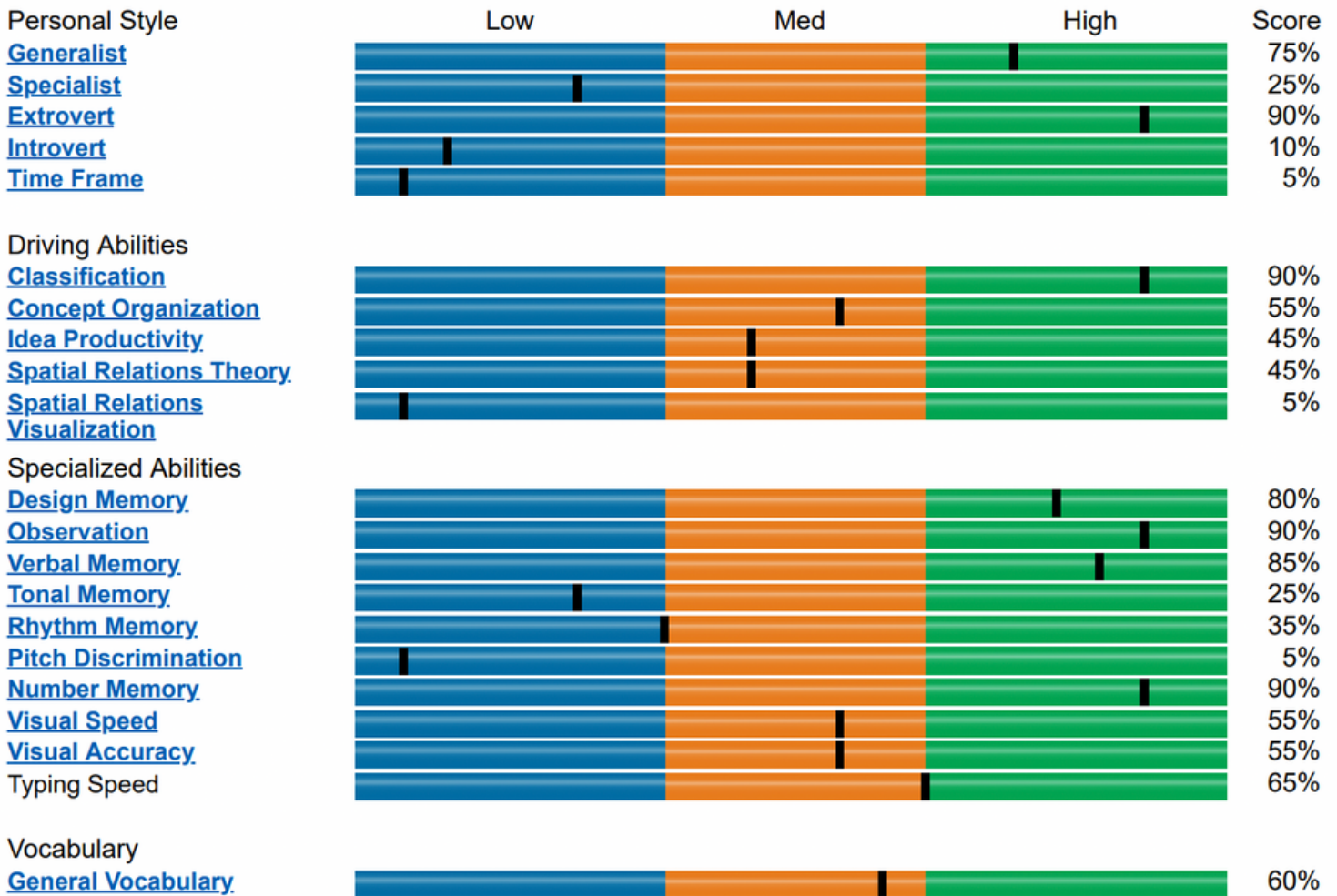
- Leech Family, Amarillo, TX

SAMPLE BAR CHART SCORES



Your Highlands Ability Profile

Click On Each Ability For Fuller Explanations



[Link to Sample Student Standard Report](#)

[Link to Sample Student Career Report](#)

[Link to List of Abilities HAB Assesses and HAB Payment](#)

[Link to Book Complimentary Consultation/Intake Session](#)

[Link to Coaching Packages for Students, Adults, Leaders](#)



Cindy Foote

CINDY'S CREDENTIALS:

MA, Church and Community Ministries
 Certified Highlands Consultant
 Certified Professional Coach
 Trauma Informed Care Certified
 Mediation Certified
 Founder: EmpowerWise Coaching

CONTACT CINDY:

E-mail: cindy@empowerwisecoaching.com
 Cell: 817-821-4767
 Web: www.empowerwisecoaching.com