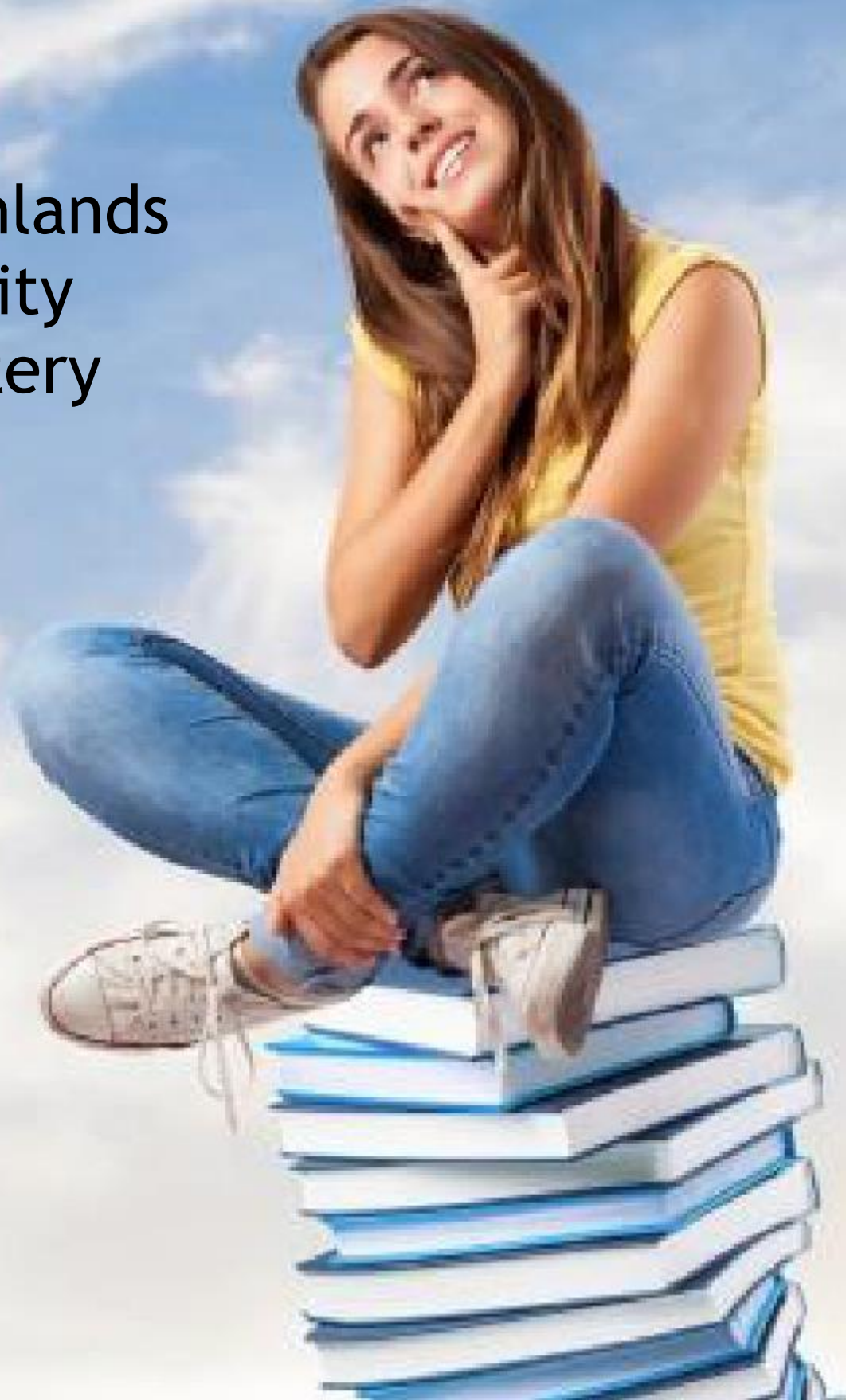


# FAIRHAVEN COUNSELING

*presents*

The  
Highlands  
Ability  
Battery





## **The Highlands Ability Battery is a three-hour online assessment taken on a desktop or laptop.**

The Battery helps identify your unique and natural abilities and assist you in determining how you learn, solve problems, and view the world. When you finish the Battery, you will get two reports, one report of your core abilities, including a bar chart showing your scores as percentiles. The second report is a Career Supplement that links your abilities to careers with descriptions and projected salaries.

The Battery consists of 19 worksamples and is between 2 1/2 to 3 hours taken online in a quiet setting. The following are the names of the worksamples.

Generalist / Specialist (oral)  
Generalist / Specialist (written))  
Introvert / Extrovert  
Time Frame  
Classification  
Concept Organization  
Idea Productivity  
Spatial Relations Theory

Spatial Relations Visualization  
Design Memory  
Observation  
Verbal Memory  
Tonal Memory  
Rhythm Memory  
Pitch Discrimination  
Number Memory

Visual Speed and Accuracy  
Vocabulary  
Typing

# Eight Critical Steps to Career Development

## STEP 1

Assessing your abilities. The Highlands Ability Battery is the most effective assessment of innate or hard-wired abilities available today. Online since June 2004, the Battery measures an individual's abilities by requiring him to perform worksamples that test the speed at which he can perform an assigned task. By requiring the individual to perform a timed worksample, we learn more about his ability to perform that task than by any other means. One worksample was designed to measure a person's powers of observation. In all, the Highlands Ability Battery asks an individual to perform nineteen different worksamples. The results enable the individual to plot his or her career development.

## STEP 2

Analyzing your skills. Skills are developed and learned; Abilities are congenital. Skills are those function-driven tasks an individual has learned to do well. They develop over time through study, education, application and practice. To the extent an individual takes advantage of her natural abilities in developing a skill, the skill will be acquired more quickly, easily and fully and will facilitate career development.

## STEP 3

Understanding Your Personal Style. Every individual has developed speech patterns, body language, social devices, and personality traits unique to her. Because other individuals respond either more or less favorably to a person's personal style, it's important to identify its ingredients in each individual to enable that individual to relate better to other people.

## STEP 4

Knowing Your Interests. Over the years, a person develops interests unique to her. When these are identified and recognized, the individual can be helped to combine these with her abilities to achieve a fuller and more integrated use

## STEP 5

**Reliving Your Family History.** An individual's background and family shape her life and her work ethic. We encourage each individual to examine and to understand how her family's history and her intrafamily relationships have influenced her.

## STEP 6

**Relating to Your Values.** An individual's values (i.e., her scales for judging good and evil, wise and foolish, moral and immoral) define her reaction to people and events around her. When a sense of her values is combined with knowledge of the other factors in the whole person, the individual is helped to bring her plans and choices into sharper focus and to enhance her career development.

## STEP 7

**Reaching Your Goals.** Every person has goals which control and drive her activities, both every day and over the foreseeable future. The individual may wish to modify these goals in light of her natural abilities. The results of one worksample may show, for example, that she may be happiest pursuing short-term objectives instead of long-term goals.

## STEP 8

**Reaching Your Goals.** Every person has goals which control and drive her activities, both every day and over the foreseeable future. The individual may wish to modify these goals in light of her natural abilities. The results of one worksample may show, for example, that she may be happiest pursuing short-term objectives instead of long-term goals.

## The Career Assessment Tool is for Everyone

Highlands has helped thousands of workers and students to match their career and educational choices to their unique strengths in communication and learning, as well as to their personal styles. The Highlands Ability Battery provides the insights needed by counselors, coaches, and other career professionals to help individuals formulate their career assessment and career plans.

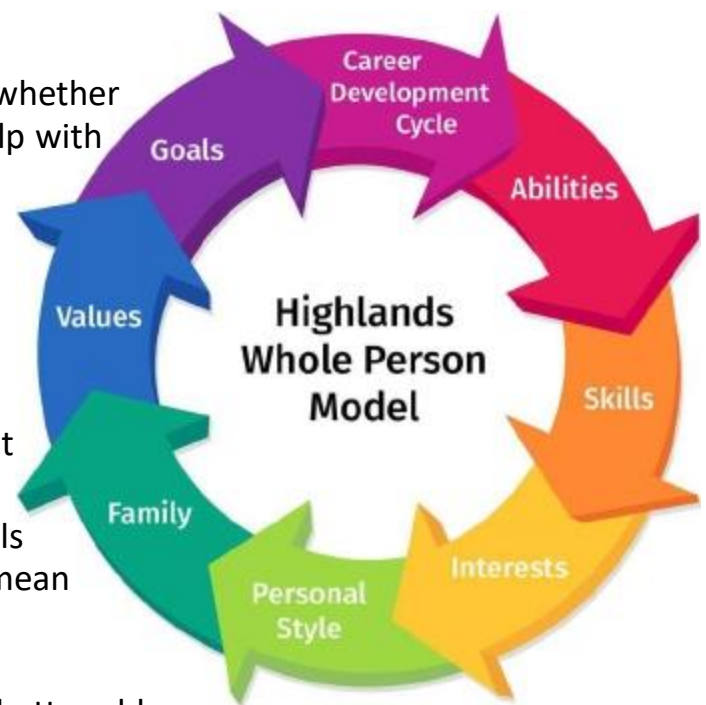


## Your Career and Highlands

Wherever you may be in your career development, whether you feel the need to make a career change, want help with career planning, need career counseling or career coaching or a life coach, or wish to complete the Highlands Ability Battery, the gold standard among career assessments, Highlands is the one company that can satisfy all your needs and requirements.

The Highlands Ability Battery is an online assessment tool measuring individual abilities. By means of objective hands-on work samples, we help individuals to understand their natural abilities and what they mean to their career planning and career development.

When you know the range of your abilities, you are better able to use them in your life and career and in your relations with others, including your fellow workers. Also, you are better able to integrate your abilities into the other factors that affect and influence your life and career. The abilities identified in addition to innate abilities are a person's skills, interests, values, goals, personal style, family history, and position in the Career Development Cycle.



# Discover Who You Are

## EXTROVERT

aka//  
Energized  
by Others  
*"Leave the  
door open."*



or

## INTROVERT

aka//  
Energized by  
Alone Time  
*"Close the door  
behind you."*



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## GENERALIST

aka//  
The Jack of All  
Trades  
*"You can ask  
me anything."*



or

## SPECIALIST

aka//  
The Expert  
*"I know all  
there is to know  
about this."*



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# Discover What You Do Best – Which Are You?

## ADMINISTRATOR

aka//  
The Person  
Behind the Curtain  
*"You have no idea  
what I know."*



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## ANALYTICAL

aka//  
The Analyzer  
*"Got an hour?  
Let's make a  
pivot chart."*



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# Discover What You Do Best – Which Are You?

## BUILDER

aka//  
The Producer  
*"Wait until I get  
my hands on it."*



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## CONSULTATIVE

aka//  
The Advice Giver  
*"This is what you  
need to do."*



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## DETAILED COMMUNICATOR

aka//  
The Performer  
*"Let me tell  
you about..."*



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## DETAILED RESEARCHER

aka//  
The Info Gatherer  
*"That reminds  
me of something  
I've read."*



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## ENGINEER

aka//  
The Innovator  
*"That is good,  
but I can make  
it better."*



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## EXECUTING

aka//  
The Practical One  
*"Tell me what to  
do. Not why."*



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## **A Highlands Ability Battery and Natural Abilities FAQ for Parents**

### **What is the Highlands Ability Battery?**

The Highlands Ability Battery (HAB) is an assessment that measures aptitudes that stabilize around age 14 and are not typically modified by training or practice. It's also a life-changing experience that can re-direct a person's choices in school and work.

### **How are abilities assessed?**

Unlike tests of skills, personality, interests, or values – all of which are influenced by changes over time – abilities are assessed through the actual performance of tasks which measure how easily you can perform those tasks. HAB worksamples require the test-taker to follow instructions on the computer screen (reproduced in audio) and then to “do” or “recognize” something in response. In all, the HAB takes 3.5 hours to complete and can be taken anywhere there is a reliable Internet connection.

### **What abilities does the HAB measure?**

The HAB measures 14 abilities, 3 personal style dimensions, and one skill.



## The abilities:

- **Diagnostic thinking** Diagnostic thinking is an aptitude for recognizing a common relationship among seemingly discrete or unrelated notions or ideas. Strong diagnostic thinkers typically perform well when a premium is placed on rapidly identifying solutions or understanding complex problems often found in the medical, legal and various consulting fields.
- **Analytical thinking** is an aptitude to recognize structure among related ideas. People with strong analytical ability gravitate toward the logical sequencing of facts, events or processes often found in engineering, computer programming, accounting finance and editing fields.
- **Idea productivity** is the rate at which a person offers ideas; a measure of the quantity of ideas, not their quality. In addition to roles within fields such as advertising, marketing and writing, the ability enhances persuading, selling and communication.
- **Spatial relations theory** is the ability to understand the theoretical underpinnings or the interconnectedness of mechanical or interpersonal systems.
- **Spatial relations visualization or structural visualization** is the ability to perceive objects in three dimensions. People strong in this ability need a connection to the hands-on or concrete world often found in mechanical, dental, scientific, engineering, architectural and artistic fields.



- Observation is the ability to recall objects and changes in a person's field of vision.
- Design memory is the ability to visualize, recall, and expand on a two-dimensional graphic or design; useful in fields such as biology, architecture, fashion, and art history.
- Verbal memory is the ability to remember material presented in written form and to associate words or terms that relate to each other.
- Tonal memory is the ability to remember and differentiate between musical tones; the memory for melodies and harmonies; a measure of the ability to learn by listening.
- Rhythm memory is the ability to perceive and remember rhythmic patterns and actions; relates to the process of learning through movement (kinesthetics).
- Pitch discrimination is the ability to perceive and identify minute differences in sounds on a tonal scale; relates to the ability to detect fine differences in taste, touch, and the other senses.
- Number memory is the ability to remember non-associated numbers. The student sees multi-digit numbers and is asked to reproduce them. This is a valuable ability in inventory control, stock trading, and retail sales.
- Visual speed and visual accuracy are the speed and accuracy with which one sees and processes numbers, letters, and symbols.

### **The three personal style dimensions:**

- The generalist/specialist scale where generalists are group workers and have an easy time working through and with other people; specialists prefer to contribute independently and to develop "their own thing"
- The extrovert/introvert scale where extroverts are energized by others, think out loud, and need people to work with and talk to, and introverts are self-energized, reflective thinkers and work well quietly on their own.
- Time frame orientation measures how far out into the future a person prefers to set and work toward targets. This can influence the length of time a person expects to achieve goals such as the difference between project work and strategic planning.



**The one skill:**

Vocabulary measures the linguistic level at which a person expresses thoughts and concepts to others – a vital predictor of success and performance levels at work.

**Students grow and change over time. Do their abilities change as they grow?**

No, abilities as we define them are stable and develop naturally 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.

**What factors are not measured by the HAB?**

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.

**When should a high school student complete the HAB?**

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.

**The HAB sounds complex and the results hard to understand. How do you help my child to know what the results mean?**

Your child gets a detailed set of reports that include a bar chart and discussion of the test results. What sets the HAB apart from other ability assessors is the personalized two-hour consult with Collin Myers, owner of [Fairhaven Consulting](#).



### **Do the results of an abilities assessment help the student to define the ideal college learning environment?**

Yes. A college's learning environment is determined by its size, the size of its classes, the ratio of faculty to student, its housing arrangements, the size and scope of its library, its eating arrangements, etc. Most critical is the college's commitment to a particular program of study, the breadth or specificity of offerings, and the options available through campus student services that will best support your student's learning. The HAB reveals how your child learns best, which helps direct your child to the right school and learning environment.

### **How does an abilities assessment help in the choice between a liberal arts college and an engineering school?**

A student who knows his or her own strengths is miles ahead of a student who doesn't. Several of the abilities measured on the HAB form patterns which indicate whether a student will be happier in liberal arts or in engineering. An engineer should ideally be strong in analytical thinking, spatial visualization, observation, and design memory. On the other hand, the ideal pre-law student will probably also score in the high range in diagnostic thinking, analytical thinking and time frame, and score low in spatial relations visualization. High scores in vocabulary also suggest success in law, medicine, editing and entrepreneurship.

### **What new insights does an ability assessment provide that are not measured by a student's grades or the standardized test scores?**

Grades and standardized test scores represent a convenient means by which the colleges measure and qualify students. However, they are more representative of skills and level of learning than of true abilities. Educators are not generally pleased that they are limited to these devices. Many of them would prefer a test that separates and identifies students on the basis of their natural abilities. Certainly, the concentration on grades and achievement ignores the role of natural abilities in education.



**My child is a good overall student, but she feels that she has no special talents. Would an ability assessment help her get a better sense of direction?**

Yes. 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 will do more to impress how special they are better than anything else.

**Will an abilities assessment help my child to study better?**

Yes. One of the strengths of the HAB is that it tests the five prime learning channels – verbal memory, tonal memory, design memory, number memory, and rhythm memory. In the HAB 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.

**How can I confirm that the results of the HAB are valid and reliable?**

Psychometric tests are expected to satisfy the tests of reliability and validity. Reliability is the degree to which a test will remain consistent in its results over a period of time. Validity is a measure of the certainty or confidence with which we can ascribe a contextual significance to any score on a test.

**My child suffers from low self-esteem. Is there a risk that he will fail the Highlands assessment of abilities?**

No, it is impossible to fail the HAB. We do not grade anything. We simply measure how well the child is able to perform each worksample. 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. 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.



## **How does the HAB help a teacher or a school's guidance counselor to write a better recommendation letter?**

The more we know about a student, the better we are able to help him or her to choose the right college, and the better we're able to express in our recommendation letters what that student can contribute to the college. If the HAB suggests that the student is both an introvert and a specialist, for example, we would not recommend a general program of study at a large liberal arts college. Instead, we would suggest a small college or a specialized program of study or an honors program at a larger university which would enable the student to concentrate on specialized projects and shine.

## **How does an abilities assessment help in the years after college?**

Because abilities assessment measures natural abilities at the age of maturity, they are solid markers of a person's strengths and style. Once the results are embodied in a report that the student can study and discuss with a Highlands Certified Consultant, the results represent a guide to a satisfying life and career. So many college students, assuming that they will go on to the same career as a parent or a personal hero, embark on the wrong courses. One student we know chose courses in anatomy because she thought there was glamour and excitement in forensic medicine. At the end of her junior year, she realized that her real love was teaching young children. She took the HAB and her results confirmed her ability to find fulfillment in teaching. Her results showed that she was a generalist and an extrovert and had strong scores in classification, idea productivity, and verbal memory. The HAB enables students to make better choices about college majors and about their careers. The results of an ability assessment is a tool for life.



# Fairhaven Counseling

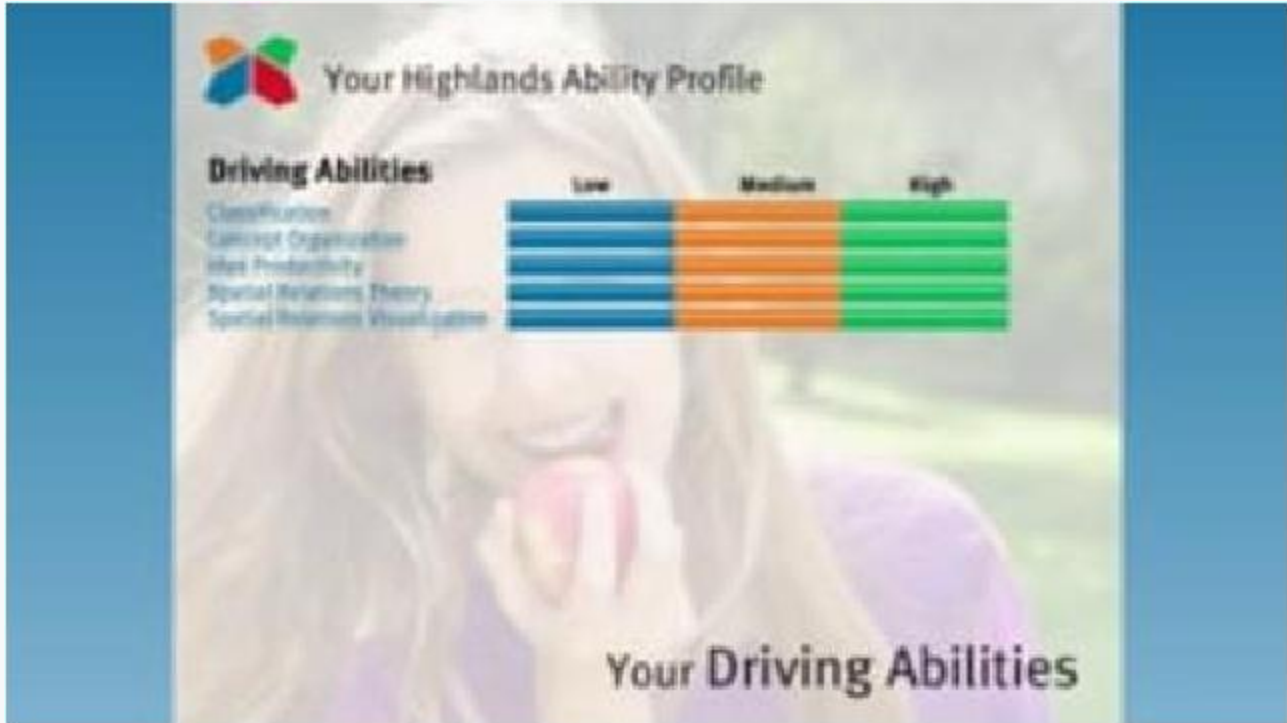
presents

## *The Highlands Ability Battery Assessment* for Corporations, Adults and Students

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Watch the video!



**Invest in your child's future today!**  
**Call Collin 330-940-2522**

Or Sign up [online](#)

**Download Sample Reports**

[Student Report](#)

[Student Career Report](#)





## Dr. Collin Myers, PhD, PCC-S

Counselor, Mediator, Coach, Career  
Counselor, Crisis Counselor, ADHD expert

Dr. Myers received his B.A at Houghton College, 2 Masters degrees—1 in Special Education from Kent State University and 1 in Community Counseling at Walsh University. He also received his PhD in Special Education from KSU. During his teaching career, he served as a full-time

professor at Notre Dame College, Ohio and later at Walsh University, Ohio.

As a Clinical Counselor, Dr. Myers works with children, adolescents, adults, couples, and families. He also provides in situ crisis interventions for schools, police and fire departments, and corporations.

As a career coach, Dr. Myers has worked with hundreds of professionals from multiple walks in life. He is very proud of his 2 grown children with 2 grandchildren and 4 stepchildren with 8 grandchildren. He also helps parent 3 dogs along with his wife, Jean who is a certified animal trainer.

<https://fairhavencounseling.com/>

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A group of five diverse young adults (three women and two men) are smiling and holding a large white sign. They are standing in front of a light-colored brick wall. The sign contains text about a counseling service. The overall mood is positive and supportive.

**Take the Highlands Ability  
Battery with Collin Myers at  
Fairhaven Counseling.**

**Call 330-940-2522**