

Highlands Ability Battery?

The **Highlands Ability Battery** is a series of work-samples that measure and define a person's natural abilities. This is not a "test" in the traditional sense of the word. You are asked to do something in each worksample. How easily you complete a worksample defines how "naturally" the underlying aptitude comes to you. Each worksample is timed to reflect your innate abilities and not your skills.

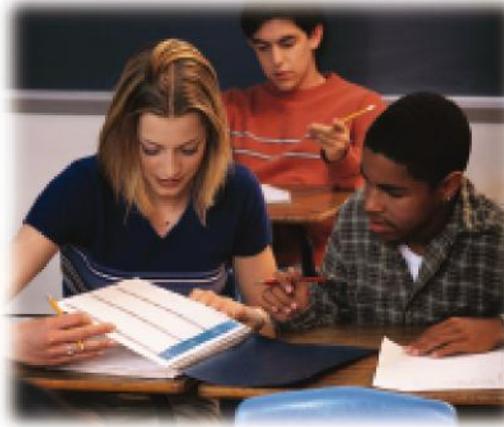
After you complete the Battery, you receive a 30+ page report describing your results. The individualized report describes each worksample and what it measures. Your score is linked to how easily you can perform a task that focuses on a particular ability.

After you have received your report, you go over the results in detail with a highly trained feedback consultant. In a 2-hour feedback session, you and your consultant discuss your abilities as they relate to your career and the work roles for which your ability profile ideally suits you. This process is the foundation for developing a long-term career strategy.

Natural Abilities?

Natural abilities are like the strings of a violin or keys of a piano. Untouched, they exist without any impact on our minds or senses. Harnessed and controlled, they offer limitless possibilities for growth and development.

Everyone is born with natural abilities. Natural abilities are not influenced by education or experience. By the age of fourteen the natural abilities of each individual have matured enough to be defined and measured.



Natural Abilities to Work

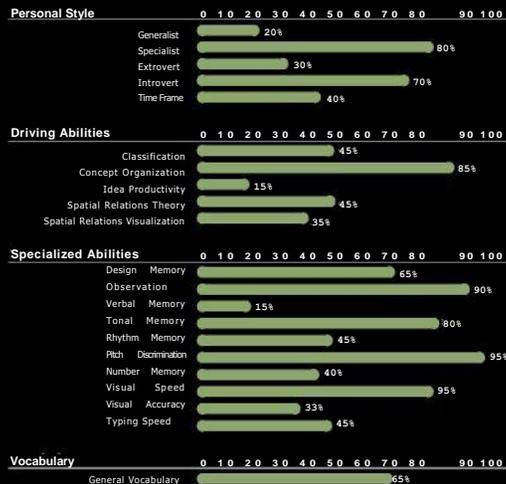
The *Highlands Company* has trained scores of professionals throughout the country to administer the Highlands Ability Battery and interpret the results. Psychologists, counselors, coaches and business/human resource managers have developed a wide-range of programs that draw on the Highlands Ability Battery. Their clients are quite varied. Some work exclusively with High School students, while others use the Battery as the foundation for corporate leadership development plans and other corporate programs.

No matter who you are or what stage of your career you are in, **you can count on** your ability profile to be a practical, objective way to provide you with direction and focus. Students will gain the knowledge that allows them to make practical decisions about educational choices and career options.



Everyone can benefit from the Highlands Ability Battery. Whether you are a student seeking guidance for your studies, an adult who wants to enhance your career, or an executive who wants to relieve work stress or change your career direction, the Highlands Ability Battery is the place to start. Successful employees use the Ability Battery to assess areas of strength, set goals and develop long-range career strategies. Corporate teams use the ability Battery to enhance their productivity in the marketplace.

A Sample Highlands Ability Profile



The Ability Battery Work?

After years of development, the online version of The Highlands Ability Battery was introduced on June 1, 2004. The online version enables everyone to complete the Battery on any Internet browser and on a PC or MAC. The Battery is also available in two other forms. The Paper and Pencil version is administered in person. The CD version was developed in 2003 and is an alternative to the online version.

In all three forms, the Highlands Ability Battery is unique among assessment tools because it provides objective measurements of natural abilities. Because it does not depend on self-reporting or on subjective appraisals, it gives you a clear and powerful picture of who you really are.

A feedback consultation always accompanies the Ability Battery and is an integral part of the Highlands process. The feedback is designed to guide you in making your innate abilities work for you. The feedback can be delivered in group format as well as individually.



“Most people think they know what they are good at. They are usually wrong.”

-Peter F. Drucker

“ To find out what one is fitted to do, and to secure an opportunity to do it, is the key to happiness.”

-John Dewey

“ The Ability Battery was so accurate. The two-hour session with the counselor was very helpful in analyzing the results...gave me more insights into specific actions I need to evaluate.”

-corporate client

The Highlands Ability Battery is available through Certified Affiliates.

Get Started Now: Email Maxine Phillips maxine@gammsunlimited.com or call 919.349.1726

MAXINE P. PHILLIPS
CERTIFIED HIGHLANDS AFFILIATE

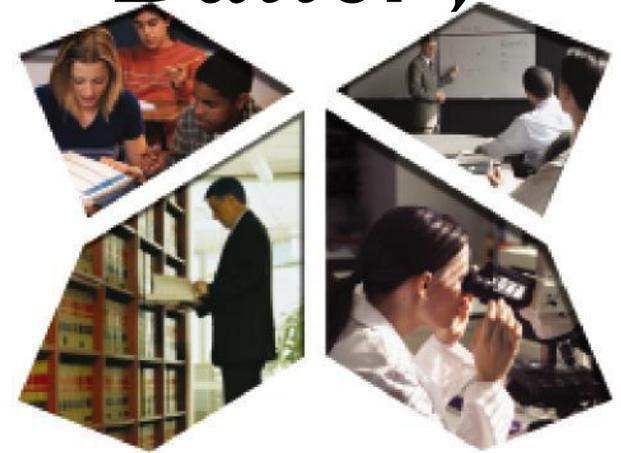


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“Transforming how YOU Work, Live and Build Your Career!”

The Highlands Ability Battery



Now Online!

- Defines Individual Abilities
- Promotes Self-Understanding
- Builds Self-Confidence
- Guides Educational Choices
- Optimizes Career Options
- Assesses Occupational Satisfaction
- Leads to Success and Self-Fulfillment



THE HIGHLANDS COMPANY