



# Your Highlands Ability Profile

## Specialist-Generalist

This worksample measures the breadth and depth of information with which a person is comfortable, a person's preference for assuming singular or shared responsibility for work outcomes, and one's response to group dynamics.

If you scored low on Generalist it means that you scored high on Specialist. The following description can help you *understand* the types of work roles and career fields that often draw on a Specialist orientation, 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 Specialists are employed.

A person scoring in the Specialist range on this continuum prefers academic or work situations in which one can function independently or individually, achieving results using one's own knowledge or skills, for example:

1. Professions like law, medicine, the sciences, accounting, and other careers that require specialized training and skills.
2. Engineering that stresses individual effort, such as lab research, design, or sub-fields of chemical engineering.
3. Performance-oriented careers in music and art.
4. Academic environments in which one can do independent or individual study or research.
5. Curricula in which one can get specialized training.
6. Mechanical or non-professional work where one works independently based on individual knowledge.