Your Highlands Ability Profile

**Concept Organization**

This worksample measures the ability to reason analytically. Concept Organization is the ability to mentally organize or create order and influences one's orientation toward process, decision-making time, and communication. It is one type of convergent reasoning.

The following description can help you *understand* the types of work roles and career fields that often draw on mid-range Concept Organization, 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 mid-range Concept Organization are employed.

A person scoring in the mid-range on the Concept Organization continuum prefers academic and work responsibilities with a balance of processes/procedures and the flexibility to skip steps; responsibilities relying on some explanation of logic tracks with time to compose in advance, for example:

1. Work roles/tasks with flexibility in following a prescribed process.
2. Responsibilities that rely on communicating a framework rather than structured, detailed steps.
3. Work roles that allow for both restraint and reactivity.