



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.