



Your Highlands Ability Profile

Idea Productivity

This worksample measures the ability to generate a large quantity of ideas. Idea Productivity influences the rate of ideas going through your mind at any one time, how you self-manage multiple tasks/projects, and the type of contributions you make to group decisions. It is divergent reasoning.

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

A person scoring in the mid-range on the Idea Productivity continuum prefers academic or work responsibilities that allow for a mix of focus and generation of new ideas; work environments that do not singularly emphasize either brainstorming or focus.

1. Work roles/careers with environments that are somewhat changeable and not chaotic such as design engineering, some sales, some types of business management, and project management.
2. Opportunities to switch-hit in group discussions between kick-starting a group that is stuck on a single idea and focusing a group that is all over the board.