

## The Whole Person Approach & Careers

The Highlands Company – developer of the Highlands Ability Battery – has identified eight critical factors which should be considered when making a career decision. Taken together, they are called the *Whole Person Approach*, and can be the path to career satisfaction. The eight critical factors are:

**Natural Abilities:** These are the talents that you are born with, and are identified and measured by the Highlands Ability Battery. People are happiest and perform best when their natural abilities are employed to the fullest.

**Skills:** These are those tasks an individual has learned to do well. They develop over time through study, education, application and practice. To the extent an individual takes advantage of his/her innate abilities in developing a skill, the skill will be developed more quickly and easily.

**Personal Style:** Every individual has developed speech patterns, body language, social devices, and personality traits unique to him/her. Because other individuals respond either more or less favorably to a person's personal style, it's important to identify its ingredients in each individual to enable that individual to relate better to other people.

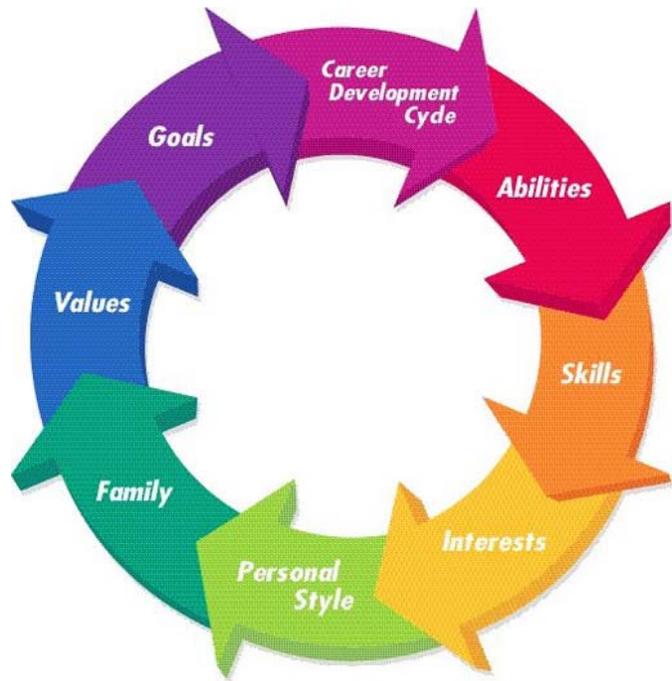
**Interests:** Over the years, a person develops interests unique to him/her. When these are identified, the individual can be helped to combine these with his/her abilities to achieve a fuller and more integrated use of both.

**Family of Origin:** An individual's background and family shape his/her life and work ethic. We encourage people to examine and to understand how family history and intra-family relationships have influenced them.

**Values:** People's values (i.e., their scales for judging good and evil, wise and foolish, moral and immoral) define their reaction to people and events around them. When a sense of values is combined with knowledge of the other factors making up the whole person, people are helped to bring their plans and options into sharper focus.

**Goals:** People have goals which control and drive their activities. They may wish to modify these goals after they learn whether the goals are compatible with their innate abilities. They may find, for example, that they will be happier pursuing short-term goals instead of long-term goals.

**Career Development Stage:** All individuals confront critical stages or transitions in their lives. Some of these are work or career related. These issues are sometimes self-created and sometimes caused by external forces (e.g., company downsizing). By defining and discussing the issues confronting the individual, we are able to help him/her through periods of change and stress.



*A Career to fit your Values, your workstyle, your lifestyle. A Career that you'll love!*