

The Highlands Ability Battery:

A work-sample assessment that supports individuals in finding meaning, purpose, connectedness and self-expression in their work and lives!

Peter Drucker maintains this: Success in the Knowledge Economy comes to those who do two things: they are able to articulate what they do best and what their highest level contribution to the company is, and they are able to put themselves into a position that allows them to do that. The Highlands Program is a direct path to both of these goals! The Highlands Program helps people understand and articulate what they do and what their most significant contributions to the company can be – their best and most productive fit in the organization. Research shows that when people go through the Highlands Program, they experience less stress, a greater match between their job and their natural talents, more connection to the company, greater balance, more productivity and more satisfaction. In addition, they retain all of these gains long term.

Unlike most assessments on the market, The Highlands Ability Battery is not based on self-report. Abilities are measured by actual samples of behavior called work samples that identify how an individual communicates, takes in information, solves problems/make decisions and describes the ideal work environment for the person.

Outcomes from going through the Ability Battery include:

- Dealing more positively and effectively with individual differences
- Maximizing individual performance
- Working with less stress and more enjoyment
- Achieving greater efficiency in problem solving and decision making
- Communicating ideas more effectively
- Understanding how you learn and process information most efficiently
- Balancing work and home

The Highlands Ability Battery is available as a CD through DFA. Follow-up feedback sessions and coaching programs easily arranged.