
















Table of Contents

ASSESSMENT RESULTS	PAGE #
PERSONAL APPROACH	4
 Interpersonal Style	5
 Timeframe Orientation	7
 Work Approach	9
 Vocabulary	11
CORE DRIVERS	13
 Visual Comparison Speed	14
 Inductive Reasoning	16
 Sequential Reasoning	18
 Spatial Visualization	20
 Idea Generation	22
 Numerical Reasoning	24
AMPLIFIERS	26
 Numerical Computation	27
 Associative Memory	29
 Hand-Eye Coordination	31
 Visual Memory	33
 Pattern Memory	35
APTITUDES IN ACTION	
School	37
Work	39
Social	41



PERSONAL APPROACH

tells how you most naturally approach the projects in your life, in and outside of work.

pg. **4**



CORE DRIVERS

determine how effective and satisfied you'll be doing a particular kind of work.

pg. **13**



AMPLIFIERS

are supporting aptitudes that can boost your performance when developed.

pg. **26**



APTITUDES IN ACTION

gives you information on how to put your strengths to work at school, on the job, and in your social life.

pg. **37**



Personal Approach

HOW DO YOU TACKLE PROJECTS AND DECISIONS?

Personal Approach aptitudes reveal how you naturally approach work at your job, in a class, or in your personal endeavors. These results identify the role on a team that best suits you, the environment you most likely prefer, and the means you naturally use to accomplish tasks and reach your goals.

Your Personal Approach

yusuf , your Personal Approach shows your Interpersonal Style is the Extrovert who's likely happier and more productive in a group where your people skills can pay off. Your Timeframe Orientation balances between the "someday" and the "now," so you'll feel most productive when pursuing long-term goals in shorter-term stages. You're the rare Specialist, who's naturally happiest working independently to build and offer deep expertise on a topic.

Take these results seriously when you choose school and job paths, and you'll make your own nature a powerful ally.



Interpersonal Style

Your Interpersonal Style affects how you initiate interactions and replenish your energy.



Timeframe Orientation

Timeframe Orientation affects the kinds of goals you set for yourself and how you approach them.



Work Approach

Work Approach indicates how you're likely to think about and perform work tasks.



Vocabulary

Vocabulary affects how you communicate with others to exchange ideas, express personal opinions, relay information, and learn.

Interpersonal Style



YOUR RESULTS SHOW

- You're sociable and expressive, and outwardly focused.
- You communicate easily by talking, learn by discussing, and enjoy group work as a way to get energized.
- You tend to be outgoing, gregarious, enthusiastic, and social.
- You naturally initiate and sustain interactions that can lead to a broad range of friends and interests.
- You seem genuinely interested in others while getting to know them, and you ask lots of questions, even personal ones.

You're an Extrovert.
Bring on the crowd.

Aptitude Awareness

Think about how passengers interact on a flight. Some passengers automatically greet their seat mates and easily engage in small talk. Some passengers quietly read or listen to music using headphones and never speak to the people around them. For some, small talk seems to make the flight go by faster, while for others, idle chitchat is uncomfortable or even tiring. Some people get energy from interacting, while others get energy from being alone. No one is completely introverted or extroverted; we all fall somewhere in between. Understanding your natural preference helps you make better choices.

Frequent, even if brief, contact with others keeps you energized. You're rarely drained by social interaction. You make friends easily and might find that people readily share information about themselves. You enjoy meeting people and you're not shy about reaching out to people you haven't spoken to before. You likely enjoy keeping in touch with a large number of people; in fact, maintained personal connections give you additional emotional energy. In a large gathering, you enjoy knowing many of the people there and you're invigorated by making connect with everyone else.

TIPS FOR SUCCESS



yusuf, you gather energy from external events, experiences, and interactions. Seek them out.

- 🗨️ Pay attention to others who are less talkative. Let them get a word in edgewise.
- 🗨️ Your gift of gab is a prize. Use it to break the ice among strangers and start the conversational ball rolling.
- 🗨️ Not everyone interacts with your level of energy. Read cues that others might need more space.

Interpersonal Style continued...

You may find these things:

EASIER
FOR YOU

Meeting several new people at once and interacting with them immediately

Speaking about any topic with anyone at any time in a strong, clear voice

Acting as a social facilitator. You're great at connecting people whose interests are similar

DIFFICULT
FOR YOU

Recharging by yourself

Being out of the loop from what's going on with others

Noticing when others want to interject

Sharing intimate details with others

Expressing your ideas formally in writing

Your Friends & Co-workers Recognizing this aptitude in others

Extrovert - YOU

Extroverts are sociable and expressive, outwardly focused, communicate by talking and thinking out loud, learn by discussing, and enjoy group work as a way to get energized. They tend to be outgoing, gregarious, enthusiastic, and social. They naturally initiate and sustain interactions that can lead to a broad range of friends and interests.

Extroverts tend to respond quickly when you speak to them because they process their thoughts out loud instead of internally. They seem generally interested in you while getting to know you by asking a range of surface level and personal questions. In fact, they seem to walk away with your life story shortly after you've met them.

Introvert

Introverts are introspective and quiet, enjoy working alone or one-on-one, and are reflective and private. They require time to themselves to recharge the energy drained by interacting with others, especially strangers. They often prefer observing others to interacting and tend to process thoughts internally rather than verbally. In large group settings, they often appear shy and reserved because they find it hard to interject into a conversation unless invited. They might seem shy or insecure, they often don't feel the need to share their thoughts with others.

Introverts easily direct their energy toward the inner world of experience and ideas. They might be comfortable with only a few close and deep friendships.

Blended Energizer

Blended Energizers balance the traits of introversion and extroversion. They can do well in a group setting and active interaction, but they also need time to recharge their inner batteries. They tend to be flexible in how they communicate with others. They can talk openly about a wide range of topics, but also like to take time to process their thoughts before expressing them.

While Blended Energizers might hold back in a large crowd, they're assertive and easily assume leadership roles if necessary. They may seem guarded in initial introductions, but they quickly open up as others become more familiar to them.

Timeframe Orientation



YOUR RESULTS SHOW

- Your natural sense of time keeps one eye on the present and one eye on the future.
- You're happiest when you include both a valued long-term goal and also specific, short-term deadlines that will move you down that road.
- In a group effort, your time sense might help others stay steady and focused: you can nudge those who get stuck in the daily details and you can bring the dreamier planners back to earth.

We call you a **Balanced Focuser**.
Time is always on your side.

Aptitude Awareness

Think of your Timeframe Orientation as how you might approach a triathlon. Some people need to focus on the short-term goal, finishing each section as quickly as possible. First, they focus on the swim, then on the bicycle ride, and finally on the run to the finish line. Others may think only about the finish line as they swim, bike, and run. Everyone gets to the finish line, but not everyone focuses about how to get there in the same way.

It is important to be aware of your range (long, intermediate, or immediate). Knowing your Timeframe Orientation enables you to adapt to the ranges that do not come as naturally to you - and helps you understand others.

You're at your best when you have a distant goal, the finish line, with room for closure - the swim, bike, and run - along the way. You naturally envision goals within one to five years and you are able to put off instant gratification for the bigger picture. You may need a sense of closure in your daily and weekly activities, so goals further than about five years away may frustrate you. If you have too many short-term goals (within a year) to work toward you may lack a sense of purpose.



TIPS FOR SUCCESS

yusuf, you pair long-term foresight with short-term efficiency. You're a double threat.

- ⌚ Having a structured plan can be critical for you to achieve immediate or long-range goals.
- ⌚ Have two or three goals in mind with different time lines so you do not complete them all at once.
- ⌚ Have a few distant goals to go along with your daily accomplishments.
- ⌚ Grab unexpected opportunities while also reaching for idealistic or "stretch" goals.
- ⌚ Look for opportunities that reward flexibility in goal achievement.

Timeframe Orientation continued...

You may find these things:

EASIER
FOR YOU

- Enjoying the process while being motivated by the end result
- Helping to remind others of a goal
- Keeping distant goals in mind while adjusting to current circumstances
- Grabbing unexpected opportunities while staying the course in the face of challenges or obstacles

DIFFICULT
FOR YOU

- Working toward a distant goal when the tasks along the way aren't rewarding
- Celebrating achievement of a long-term goal when you don't have a new one in place
- Creating a more distant goal while focused on too many short-term tasks

Your Friends & Co-workers Recognizing this aptitude in others

Balanced Focuser - YOU

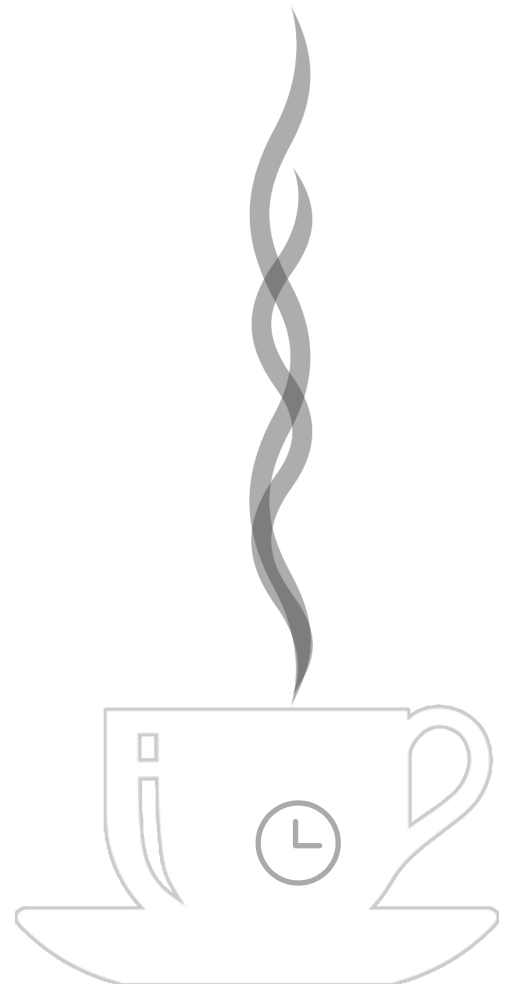
Balanced people often find a middle ground between focusing on their current activities and a distant goal. They are likely to need regular, short-term achievements within a longer-term focus. They help coworkers or teammates stay on track with a goal, but can also switch gears if the goal is no longer viable. Given their desire for clarity about the direction and outcome of a project, they can point out when a goal is becoming too costly or risky. Balanced Timeframe Orientation can be very helpful in jobs requiring relationship building, such as developing community coalitions across diverse interest groups.

Future Focuser

Future Focused people are able to plan and work toward goals that may take years to come to fruition. They are able to keep an eye on a long-range target. They will make efforts that might not be rewarded in the near future to reach goals in the distant future. They're good to have around when others get off track or lose motivation toward a long-term goal.

Present Focuser

Present Focused people need goals that can be accomplished in a shorter period of time, so breaking a long-term process into smaller "bites" makes goals doable. They understand the concept and benefits of working toward a distant goal, but they may not have specific plans to get there. The immediacy of present-focused goals (one to twelve months) can be very helpful in jobs demanding quick completion, such as sales.



Work Approach



YOUR RESULTS SHOW

- You're happiest when digging deep to master a body of knowledge that ignites your passion.
- You strive to be an expert in your field.
- You prefer working independently.
- You want your work to bear your unique handprint.
- You are a born researcher, consultant, or advocate for a cause.

You're what we call a Specialist.
You dig deep on knowledge.

Aptitude Awareness

Think of Work Approach as a video camera. When the lens is set on wide angle, the background scenery is part of the picture. You are aware of the work at hand plus all who contribute to it or who will be affected by the results. When the lens is focused part way between wide angle and close-up, the project is clear, but not the background. The people who will be affected by it are not as easy to see, but they will come into the picture later. When the video lens is in close-up mode, only the work itself appears in the picture; the individual's focus is intense on his or her area of expertise.

As a Specialist you prefer to be like the video camera in close-up mode. You need something to grab your attention so you can channel all of your energy into it. You can focus concerted effort without input from others; in fact, you might find input from others distracting. You're very driven and focused when working on something you care about deeply. This makes you a great researcher, teacher, athlete, spokesperson, or advocate.

TIPS FOR SUCCESS



yusuf, you excel when you're able to dig deep in a field and then contribute as a specialized expert. You want to be valued for the expertise you can share.

- 📄 You need opportunities to develop a deep expertise in a field that inspires you. If not at work, then you must find an independent interest to nurture as a hobby.
- 📄 Accept that you might be more comfortable working independently. Within a group project, try to find a specific role you can own.
- 📄 Try sharing your expertise and experience in blog posts, discussion forums, and letters to the editor.
- 📄 Your passion and expertise make you a powerful advocate for a cause. Your informed authority can make a big impact.

Work Approach continued...

You may find these things:

EASIER
FOR YOU

- Finding specific detailed information about what interests you
- Discovering new information about a topic
- Continually refining your skills
- Developing tools and materials needed to further a cause

DIFFICULT
FOR YOU

- Sharing your work while focused on mastering an area of interest
 - Considering how others will receive your work or knowledge
 - Evaluating what method for communicating your findings will be most compelling
-

Your Friends & Co-workers Recognizing this aptitude in others

Specialist - YOU

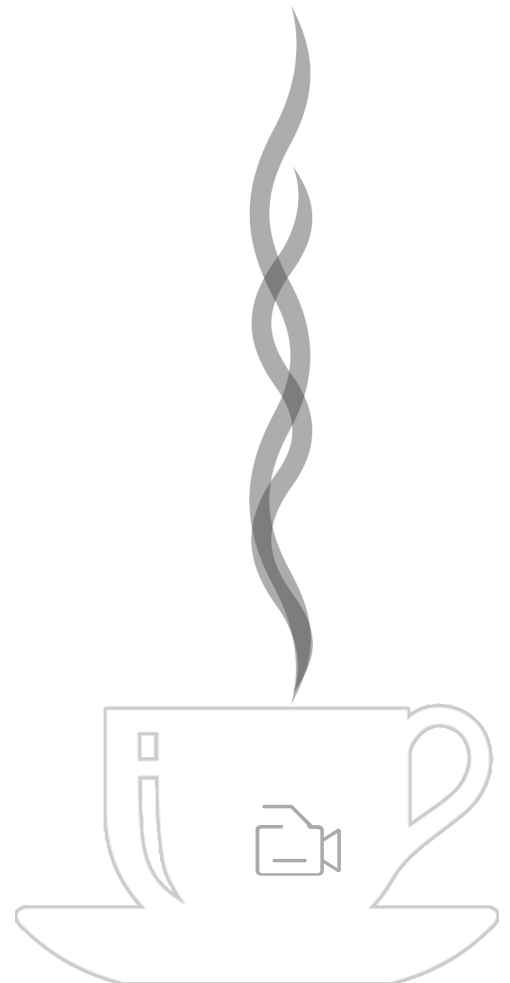
Specialists see work as an extension of themselves. They are most comfortable and effective when they can make a contribution from an expert or unique point of view and tend to work best individually or independently. People who spend their lives dedicated to a cause or research are often Specialists.

Generalist

Generalists are most comfortable and effective with teams, on committees, and in organizations. They understand intuitively how others react and feel. They have the ability to move from job to job as needed. While caring deeply about their work, they always have their eye on what's best for the team.

Liaison

Liaisons thrive in any workplace or academic situation where they can use their expertise or specialization while contributing to a group or project. They can relate to the viewpoints of others, but they also have their own unique vision. In a group where most of the workers are Generalists, a Liaison probably appears to be a Specialist. But the reverse is also true: in a group where most of the workers are Specialists, a Liaison probably appears to be a Generalist.



Vocabulary



YOUR RESULTS SHOW

- You're comfortable using the vocabulary you hear every day.
- You might know more words from a specialized field or interest you enjoy regularly.
- You can add more general vocabulary by exploring new topics.
- You might need to look up new words as you run across them.

We call your vocabulary type **Solid Vocabulary**.
When you're ready to add more words, they'll be waiting.

Aptitude Awareness






Vocabulary is like a toolbox: the larger it is and the more tools it holds, the easier it is for the owner to do lots of different tasks. They can easily grab the perfect tool for a job. For instance, they have a small hammer to pound a tack, a heavyweight hammer for large nails, or even a sledgehammer for knocking down walls. Others may have a small toolbox with a few tools: one hammer serves to pound tacks and large nails. The person who has a large vocabulary toolbox, with many word choices in it, can use different words with slightly more precise meanings across a variety of situations.

You enjoy having just enough vocabulary tools in your toolbox. You are probably most comfortable communicating about subjects in which you have a great deal of interest and experience. Communicating in areas that are new or unfamiliar to you is a challenge. You might find yourself fishing for words in those situations.



TIPS FOR SUCCESS

yusuf, you can communicate about what interests you. But you might enjoy adding more words to your vocabulary.

-  Ask questions if you don't understand what someone is explaining.
-  When you run across a new word or term, take time to look it up in a dictionary.
-  When exploring a new idea, talk it over with your circle of friends with whom you communicate easily.
-  Try subscribing to a "Word for the Day" website or application.
-  When you are preparing to make a presentation, practice it several times and look up any unfamiliar terms.

Vocabulary continued...

You may find these things:

EASIER
FOR YOU

- Using words that everyone can understand
- Listening rather than talking when in a conversation about an unfamiliar subject
- Communicating within your own circle of friends and coworkers
- Communicating with others in your areas of interest

DIFFICULT
FOR YOU

- Understanding complicated material about unfamiliar subjects
 - Using few words to communicate specific thoughts or feelings
 - Finding precise words when communicating in an area where you are not knowledgeable
 - Writing about unfamiliar subjects
-

Your Friends & Co-workers Recognizing this aptitude in others

Solid Vocabulary - YOU

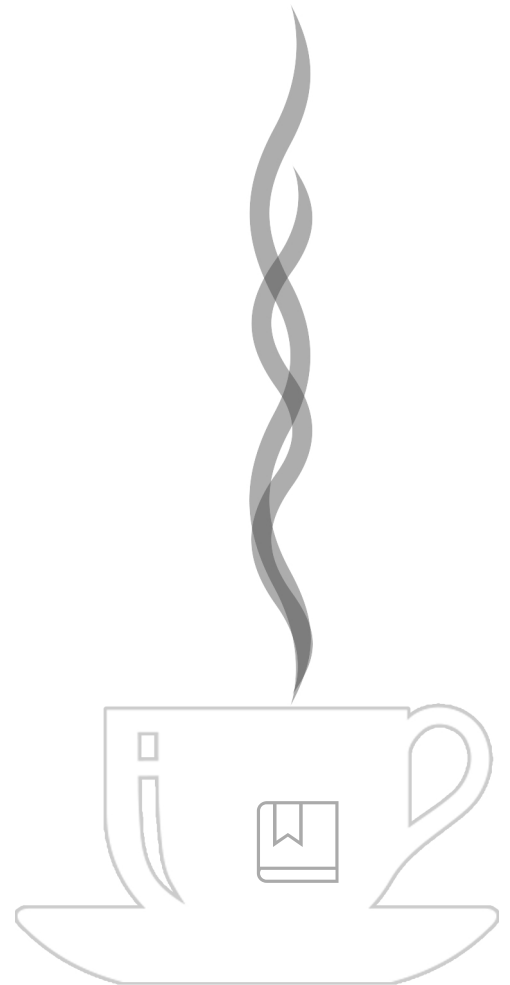
Those with Solid vocabulary prefer to communicate at an in-depth level in fields with which they're most familiar.

Masterful Vocabulary

Those with Masterful vocabulary seem to use fancy words a lot. Sometimes it may seem as though they are showing off, but they might just love words the way others love music. And they seem to enjoy knowing about a variety of different things. Sometimes it's hard to tell what they're talking about. They likely enjoy reading and discussing things they are interested in.

Accomplished Vocabulary

Those with Accomplished vocabulary probably fish for words occasionally, but can usually figure out meaning from the context or conversation. They tend to enjoy communicating with people with a variety of backgrounds, interests, and knowledge.





Core Drivers

WHAT TYPE OF WORK SPARKS YOUR NATURAL STRENGTHS?

Core Drivers are the aptitudes that can most deeply predict how effective and content you'll be doing a particular type of work, either in a job, in a class, or elsewhere. They are the natural gifts that people feel driven to use, and you'll miss them if you don't put them to work somewhere in your life.

Your Core Drivers

yusuf , your Core Drivers show you are deliberate and thorough in making decisions, and you resist being rushed to judgment. Your strength lies in carrying out the details of a plan, once a procedure's in place. You can easily speak the language of space, but you don't need spatial work to feel fulfilled. You generate ideas at a fast and furious pace, whatever the topic.

When you play to these strengths, and make choices that put your driver aptitudes to work, you give yourself the greatest possible chance to feel fulfilled and perform your best. Success, inside and out.



Visual Comparison Speed

Visual Comparison Speed is a measure of visual dexterity that allows you to process written information quickly and accurately.



Spatial Visualization

Spatial Visualization is the ability to look at a two-dimensional figure and visualize what it would look like expanded into three dimensions.



Inductive Reasoning

Inductive Reasoning influences how you approach gathering information and solving problems: that is, how quickly and intentionally you draw conclusions based on the facts available to you.



Idea Generation

Idea Generation directly affects whether your thoughts go in several directions at once or whether you follow single ideas more readily.



Sequential Reasoning

Sequential Reasoning is a problem solving ability that allows you to mentally arrange information in logical linear order.



Numerical Reasoning

Numerical Reasoning affects your ability to process complex mathematical problems logically in your daily life.

Visual Comparison Speed



YOUR RESULTS SHOW

- You need time to handle paperwork accurately.
- You can scan visual symbols and spot discrepancies and errors, but it's work for you.
- Call in the crack proofreaders when a big document's got to be right.
- You're happy to call Spellcheck a friend.

We call you a Double Checker.
Take your time; get it right.

Aptitude Awareness

Think of Visual Comparison Speed like a weather radar scanning a storm front. Sometimes the radar scans quickly so that the storm front seems to pop up on the map all at once. At other times, it scans very slowly, making the storm appear bit-by-bit. Fast or slow, the completed picture shows the same storm. Similarly, some people scan written information and do clerical tasks quickly, while others take more time.

Your visual radar moves slowly and deliberately. You probably find clerical work or video games tedious, draining, and boring. You can find fulfillment in the completed product or game, but are more likely to enjoy fields of work or study that are more hands-on, interactive, or auditory.

TIPS FOR SUCCESS



yusuf, paperwork can be a drag for you. But don't let it block you from achieving your goals.

- ① Double-check your written work, including tests and reports, and use tools like spellcheckers to make clerical tasks easier.
- ① Don't rush through a set of written instructions. Read them aloud if you can.
- ① Value accuracy even if it takes extra effort. Little errors can matter. Like the difference between "Let's eat Grandma" and "Let's eat, Grandma." That one comma saved a life.
- ① It might be hard to take accurate notes throughout a long lecture or meeting. Try recording what's said so you can review it later.

Visual Comparison Speed continued...

You may find these things:

EASIER FOR YOU

Using apps on smartphones and other devices to aid in clerical tasks like keeping appointments

Being precise in filling out forms when you have enough time to read and understand what is required

Absorbing material through audio books rather than paper or electronic ones

DIFFICULT FOR YOU

Completing paperwork rapidly

Quickly absorbing information from print or computer screen

Catching clerical errors with the first sweep

Filling out large amounts of paperwork

Your Friends & Co-workers Recognizing this aptitude in others

Double Checker - YOU

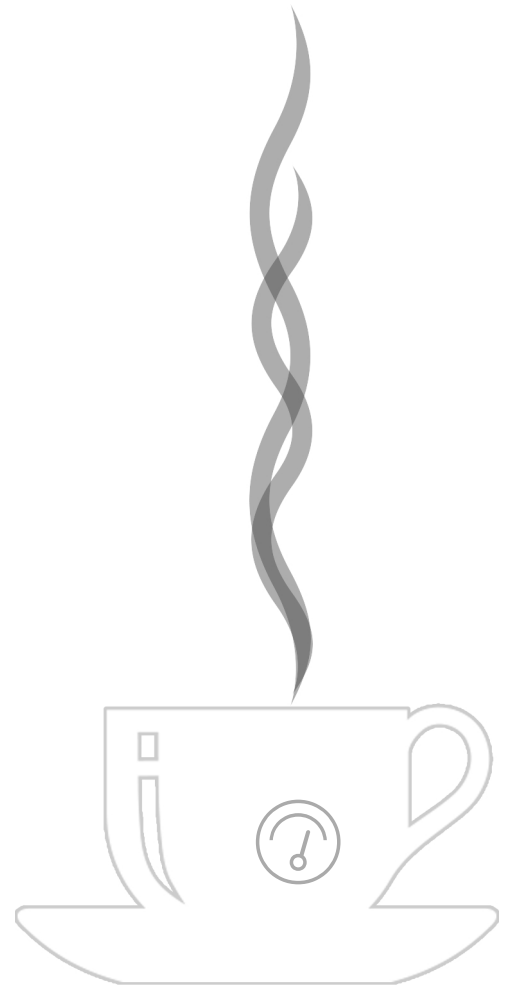
Double Checkers need to be deliberate in scanning information. They take a while to process paperwork, but are accurate if they have enough time. When scanning for someone in a crowd or searching for an item in lists or grocery aisles, they tend to rely more on memory, familiarity with the surroundings, or visual cues such as color, size, placement, or shape.

Visual Scanner

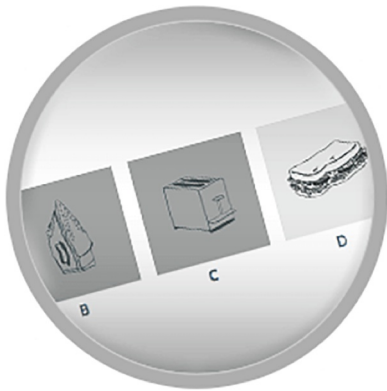
Visual Scanners are likely to be the first to finish a word search or find their favorite magazines at the newsstand. They're good at keeping required paperwork, detail, and office organization to a very high level of effectiveness and order. They can read and interpret written symbols such as pictorial signs, numbers, and letters on the highway quickly and accurately. You can recognize Visual Scanners because they're the ones who fill out forms in just a few minutes or notice a typo in a sign while ordering a sandwich.

List Checker

List Checkers can find a specific item among many without too much trouble. They're not often the first one to complete paperwork or finish a video game, but they're very rarely the last. They're comfortable and effective with a moderate amount of clerical or administrative work.



Inductive Reasoning



YOUR RESULTS SHOW

- You like making decisions deliberately, without time pressure.
- You want to have as many facts as possible on the front end.
- You're careful and thorough and dislike being forced to jump to conclusions.
- You want to avoid problems that might be hiding behind incomplete facts.
- You'll keep asking questions, and you'll make sure you're well-prepared.

We call this kind of thinker a Fact Checker.
You're the steady voice for prudence.

Aptitude Awareness

Think of how a detective might solve a crime. Some draw conclusions with every new bit of information, changing suspects as evidence comes to light. Others wait until they have all of the evidence and systematically weigh facts before choosing any suspects. Like detectives, some people take in only a few facts before making a decision. Others gather and weigh all the facts before moving forward.

As a detective, you follow the Inspector Lestrade model. You relentlessly pile up evidence, asking "just one more question" until the perpetrator can no longer maintain a claim to innocence. You like knowing all of the facts and seeking out those that are missing. You're most comfortable drawing conclusions at a deliberate, slower pace. Being bombarded with new and different information is stressful for you. You prefer analyzing individual facts one at a time rather than multiple ones simultaneously. You like being prepared rather than having to deal with the unexpected, and so tend to be aware of exceptions to normal situations or alternative interpretations of events.

TIPS FOR SUCCESS



yusuf, you make decisions with care and deliberation. You believe a complete set of facts can strengthen any conclusion.

- 🔍 Value your willingness to seek all the facts. But know when it's time to move on. Sometimes, it's better to be done than to be perfect.
- 🔍 Try to participate in situations where ensuring accuracy of facts is valued over speed in reaching conclusions.
- 🔍 Keep asking "what-ifs" even when others leap to conclusions right off the bat. You know a little more deliberation might make a difference.
- 🔍 Remember, even if others look ready to decide, they might still welcome more discussion. Raise your voice, but know when to quit.

Inductive Reasoning continued...

You may find these things:

EASIER
FOR YOU

- Being ready for unlikely scenarios
- Looking for possible exceptions to accepted truths
- Noticing when others have jumped to a premature conclusion
- Memorizing facts without context
- Being a good listener about problems

DIFFICULT
FOR YOU

- Tolerating others when they jump to conclusions
 - Drawing conclusions based on only a few facts
 - Weighing multiple facts against each other simultaneously under time pressure
 - Making quick decisions in stressful or crisis situations
 - Settling for an option that is a less-than-perfect fit
-

Your Friends & Co-workers Recognizing this aptitude in others

Fact Checker - YOU

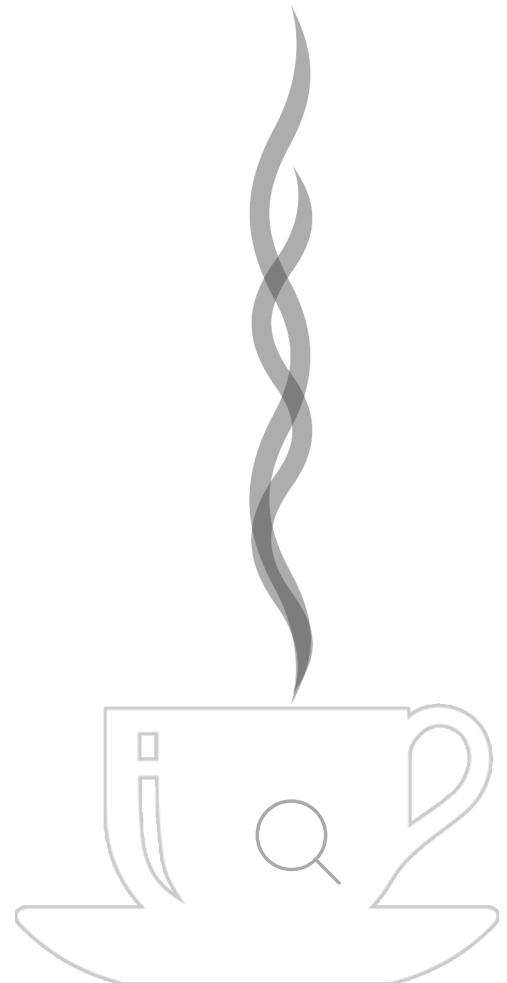
Fact Checkers are deliberate in deciding whether something is true. They rely on specific information and observed experience to verify "what is" before arriving at a conclusion. Knowing all of the facts and filling in gaps are important to them, so they're frequently the last ones ready to make a definitive statement. Being bombarded with new and different information is stressful for Fact Checkers. They'd rather weigh individual facts against each other one at a time. They like being super-prepared rather than having to deal with the unexpected, so they may seem to worry about rare exceptions to normal situations. They're likely to say things like "Did you consider...?" or "What if X and Y happen?"

Diagnostic Problem Solver

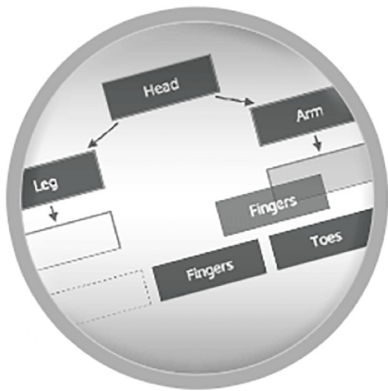
Diagnostic Problem Solvers often seem to leap to conclusions without having all the information or following a logical step-by-step method of problem-solving. They tend to notice flaws instantly. Although they may seem quick with an opinion, they're surprisingly accurate in their conclusions and observations. It's almost as though they intuit the answer or "think without thinking." It seems like they're in constant problem-solving mode.

Investigator

Investigators enjoy acquiring new information and learning how facts interrelate. They like possessing knowledge, having the chance to apply it, and occasionally being involved in improving a solution. Although they enjoy making connections, they don't want to be bombarded with information constantly. They do a good job of keeping others moving at an efficient pace, whether that means slowing down decisions being made without sufficient information or moving a group into action mode.



Sequential Reasoning



YOUR RESULTS SHOW

- You like having procedures and routines already in place, so you can perform your best.
- You don't get bogged down by process for its own sake: why reinvent the organizational wheel?
- Tools like calendars and schedulers anchor and free you to do your best work.

We call you a Process Supporter.
You're probably more of a "doer" than a planner.

Aptitude Awareness

Look in your closet. Is it organized systematically or randomly in a way that only makes sense to you? That can indicate your physical and mental organization. Think of your brain as a closet where you add, sort, store, and retrieve information instead of stuff. Your logical step-by-step sequential planning shows how you mentally organize facts, knowledge, and procedures.

You may have a large mental closet without a bunch of hooks, shelves, drawers, and hangers to organize different pieces of information. You're at your best using physical organization tools like notes, files, labels, calendars, and established routines to keep information and ideas in order.

You may prefer to establish and stick to specific routines and are most comfortable when your daily tasks are organized in advance.

TIPS FOR SUCCESS



yusuf, you'll perform best where structure and routine are already in place. Find those environments first to succeed at school, work, and play.

- ☞ When beginning a new project or task, give yourself a little extra time to prioritize your activities and develop a step-by-step plan of approach.
- ☞ Free yourself. Put your plan in place and then make it work for you.
- ☞ Avoid unstructured environments and open-ended assignments.
- ☞ Use physical filing and organization systems and calendars to organize your time most efficiently and minimize the stress of having to create new plans for every situation.
- ☞ Do yourself a big favor. Keep your work space organized and uncluttered. Rely on a detailed calendar, and use that alarm on your phone.
- ☞ Develop and use good note taking strategies. They will be your lifelines when things get hectic or unpredictable.

Sequential Reasoning continued...

You may find these things:

EASIER
FOR YOU

Laying out a plan on paper, map, or diagram and working through the steps sequentially

Recognizing when others aren't following established plans

Creating outlines and notecards as you gather information for writing or presentations

DIFFICULT
FOR YOU

Thinking through a series of steps without writing them down

Recognizing flaws in a plan before problems happen

Organizing ideas in a paper, letter, or instruction without writing an outline or rough draft first

Speaking about unfamiliar material on the fly

Your Friends & Co-workers Recognizing this aptitude in others

Process Supporter - YOU

Process Supporters tend to be most comfortable in environments with procedural rules and strong logistical routines. They're determinedly organized and prefer practical plans to complex ones.

Process Supporters don't necessarily need to see every step in a solution and, in fact, may believe that tediously going through every logic-laden, detailed step impedes action.

Sequential Thinker

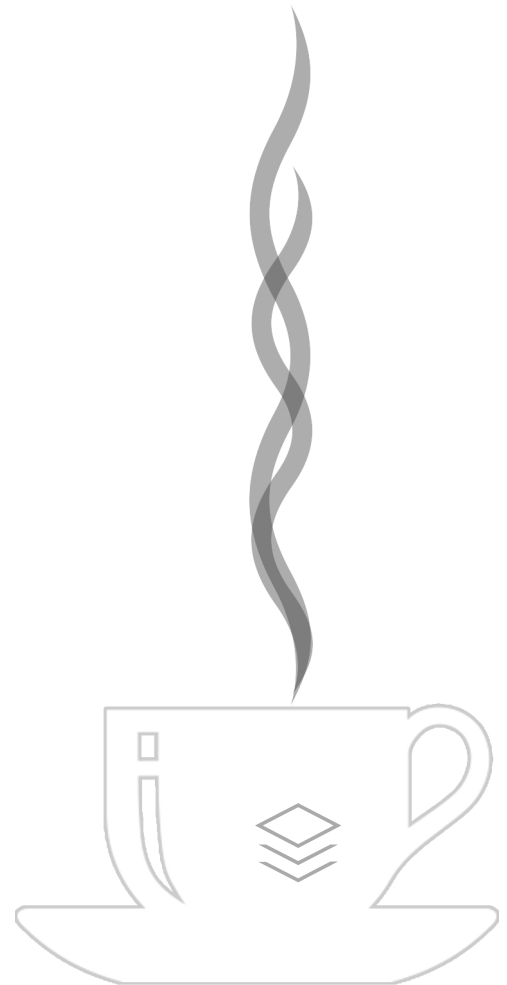
Sequential Thinkers quickly organize a lot of information simultaneously in their heads while listening and talking. They're able to organize ideas quickly and readily express them to others.

Sequential Thinkers work well in any entity requiring the organization of structures, systems, or schedules.

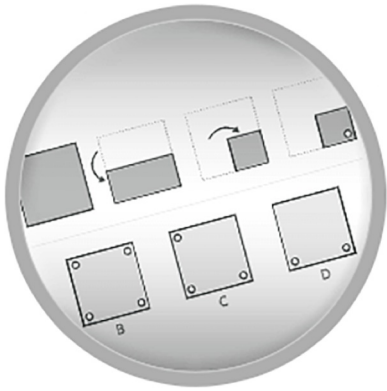
Collaborative Planner

Collaborative Planners tend to prefer coordinating established processes where they contribute specifics to a situation. They might enjoy laying out the steps needed to plan events, create a database, or work through a project. While it may look as though they enjoy planning activities, they don't generally originate plans and don't generally enjoy the responsibility of executing them. They prefer tweaking plans rather than creating them.

Collaborative Planners create the critical individual pieces of a project, but leave project delivery to others.



Spatial Visualization



YOUR RESULTS SHOW

- You're comfortable visualizing in 3D.
- You can envision the completed house just by reading the blueprints.
- You can usually visualize how objects best fit in a room or a car trunk.
- You're equally comfortable with topics that aren't visually based, like philosophy.
- You're able to explain concepts without needing to use visual diagrams.

We call you a Space Planner.

Use visual images or leave them: you have your choice.

Aptitude Awareness





How you organize furniture on a moving truck or pack camping gear in your car may indicate your Spatial Visualization type. Sorting, stacking, rotating, and reorganizing objects require you to mentally visualize items in three dimensions. Some people can quickly and easily visualize how the items can fit in the available space.

When packing your vehicle, you may need to rotate items even after they're loaded. You might spend extra time moving items about in the space and repacking them. While you can mentally visualize information, mentally manipulating or rotating it may prove tiresome for you. You have the unique ability to explain plans to others; consider how you can use this ability to increase the effectiveness of a team. For example, you may excel at interpreting information between the programming (technical) and marketing (business) staff of a software firm. You probably like rearranging space if given time but wouldn't necessarily want to design it or build it.



TIPS FOR SUCCESS

yusuf, you're comfortable thinking in spatial terms. This ability can work for you everywhere.

-  You might enjoy the planning it takes to make space work best. Pair your own ability with organizing tools and systems.
-  You are able to read visual diagrams and plans, but your talent lies in explaining them to others who interpret their meaning.
-  Give yourself time when a 3D model is especially complex.
-  Set up that garage workshop. Outfit that corner craft table. Choose an outlet: you have the gift, now have the fun.

Spatial Visualization continued...

You may find these things:

EASIER
FOR YOU

- Reviewing artistic shows
- Installing a set of cabinets or appliances
- Explaining spatial concepts in non-spatial terms
- Decorating a school carnival or setting up for a play
- Coordinating a large planned event, such as a wedding or conference

DIFFICULT
FOR YOU

- Judging if a given object will fit into a particular space without first measuring
- Taking something apart for the first time and easily rebuilding it
- Visualizing the placement of furniture in a room where you are not located

Your Friends & Co-workers Recognizing this aptitude in others

Space Planner - YOU

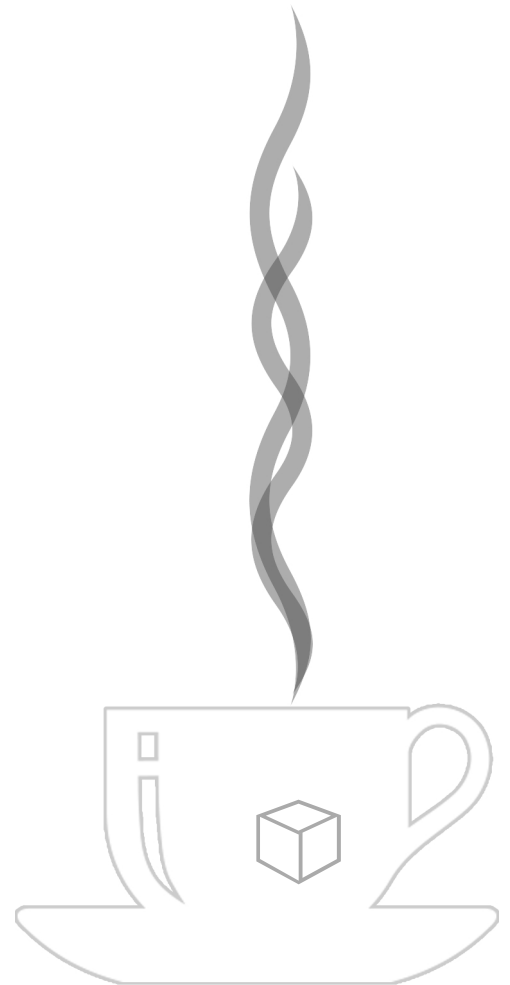
Space Planners are comfortable reading maps, blueprints, or diagrams. They can usually visualize how objects would most effectively be organized in a given space. They retain new information presented visually via pictures, tables or graphs.

3D Visualizer

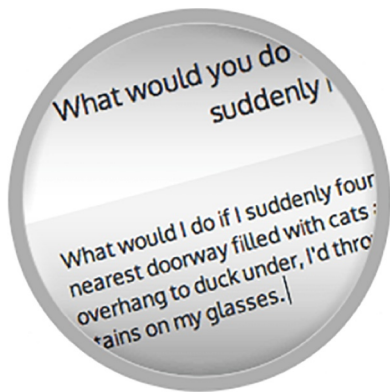
3D Visualizers can use 2D representations of the world, like maps or blueprints, to create 3D models in their minds and are sometimes called structural thinkers. They are usually adept at adjusting these models as more information becomes available. They have a distinct advantage over others when projects require reorganization or physical placement. Their ability to visualize spatially allows them to understand blueprints, drawings, and maps easily and without having to rotate them physically. They can visualize how objects would most effectively be organized in a given space. Often they process information by drawing diagrams to understand new concepts quickly; pictures, tables, and figures clarify information for them better than written text does. They like to work with and think about real things such as tools, products, or buildings.

Abstract Thinker

Abstract Thinkers are pulled toward abstract roles such as counseling, teaching, law, literature or the political process. Abstract concepts involving ideas, relationships and feelings are within easy grasp. They feel less comfortable with new technology or information if mastering it requires the use of images. When dealing with physical structures, they tend to be impressed by the fine details rather than the overall design.



Idea Generation



YOUR RESULTS SHOW

- Ask you for ideas, and out comes a flood.
- You can talk on any topic, whether or not you know or care much about it.
- You can improvise on the fly and don't get too attached to any one idea, there's always more where that came from.
- You're a natural for any job that moves quickly from project to project or demands new ideas all the time.
- You'll feel bored and frustrated if all your ideas stay bottled up inside.

The way you come up with ideas, we call you a Brainstormer.

You've got a gusher for a brain.

Aptitude Awareness

Think of Idea Generation as a stream of water in a pipe. The water may gush from the faucet full blast without stopping if the faucet is always turned on. If the faucet's handle turns easily, the flow may be turned off and on easily. Or it may flow slowly, as if through a funnel.

Your idea stream tends to be wide open. You easily generate ideas no matter how interested you are or how much you know about a topic. It's as if your idea faucet is always on. You can elaborate on any topic. You can easily discard any of your ideas that are not the most original, efficient, or practical, because there are more where those came from. The more knowledgeable you are about a topic the higher the quality of your ideas.

TIPS FOR SUCCESS



yusuf, you've got a gusher for a brain. Make sure you find a way to let those ideas flow.

- 💡 Look for chances to contribute many ideas, on a variety of topics. Change projects often if you can.
- 💡 Be careful not to give too much unsolicited advice.
- 💡 Stay engaged: comment on blogs or write your own. Try public speaking, or write letters to the Editor.
- 💡 Find an activity that relaxes and focuses your mind such as exercise, cleaning, gardening, or playing solitaire.
- 💡 Your ability to improvise on the fly makes you a great communicator. Try teaching or training others, and embrace public speaking. Be the one giving tours.

Idea Generation continued...

You may find these things:

EASIER FOR YOU

- Being convincing, charming, or entertaining
- Giving advice or making suggestions
- Embellishing and improvising
- Coming up with or furthering plots, stories, and scenarios

DIFFICULT FOR YOU

- Concentrating on one task in a stimulating environment
- Giving others a chance to share their ideas
- Focusing on others' ideas because you have so many of your own
- Implementing ideas

Your Friends & Co-workers Recognizing this aptitude in others

Brainstormer - YOU

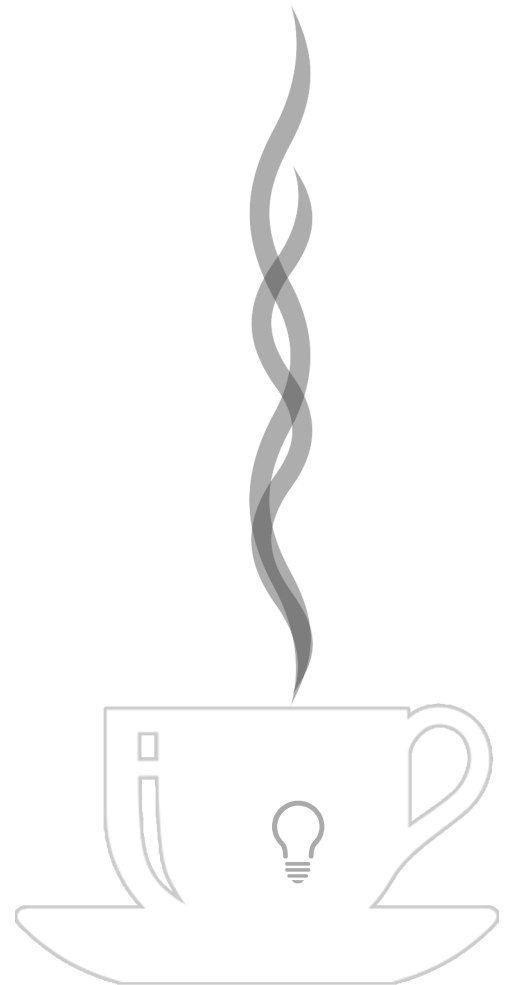
Brainstormers always have ideas, regardless of how much they've thought about a topic or how much they care about it. They can come up with countless ways to approach a project, create themes for a party, or invent plot twists for a story. But it's really hard to keep them focused. They go off on tangents and even tangents of those tangents. They like to sell their ideas and see them in action. They're good to have around when the entertainment, note cards, or games don't show up because they'll make up something on the spot.

Concentrated Focuser

Concentrated Focuser individuals get excited about other people's ideas. They're very good at promoting others. They're also good at implementing ideas that are well thought out or already accepted. They prefer to use guidelines and resources to teach.

Idea Contributor

Idea Contributors can elaborate when a situation calls for it, especially if they are knowledgeable or passionate about the subject matter. They'll discuss the big picture, but also talk about next steps and be ready to move on to put ideas into action.



Numerical Reasoning



YOUR RESULTS SHOW

- You have a solid ability to spot patterns among numbers.
- You can analyze data, especially if you know what to look for.
- You enjoy trend-spotting most when it's not an end in itself.
- You consider your number knack a tool for reaching some other, clearly defined goal.

We call thinkers like you a Numerical Predictor.

Numbers work for you.

Aptitude Awareness

Think about how you might participate in a political campaign. Some people predict probable outcomes based on voting patterns. Some use defined formulas to determine the best actions to take. Others prefer to talk to people and gather signatures. To understand your own Numerical Reasoning, consider which of these campaign roles would make you most comfortable.

On a political campaign you'd probably prefer to set up a grid pattern to reach as many people in the proper voting districts as possible. You strike a balance between analyzing numbers when that is called for and applying existing formulas when that is more appropriate. You're the person who uses the formulas to direct the action.

TIPS FOR SUCCESS



yusuf, you're able to use numerical information to solve problems and make decisions based on the quantified data.

- ✧ Consider integrating data analysis as a regular tool for your problem-solving.
- ✧ Make sure numbers somehow supplement and support your other activities, even if only occasionally or indirectly.
- ✧ If you work in data analysis, do some research on the project to give you a broader frame of reference and comprehension of any underlying assumptions.

Numerical Reasoning continued...

You may find these things:

EASIER
FOR YOU

- Applying numerical formulas
- Choosing an appropriate formula to analyze a situation
- Crunching numbers according to a prescribed methodology, such as generally accepted accounting principles (GAAP)
- Reading well-designed graphs

DIFFICULT
FOR YOU

- Decoding patterns in numerical information without serious understanding
- Analyzing numbers for extended periods of time
- Creating complex estimates for a project
- Reviewing presentations or reports with large, uncorrelated data sets

Your Friends & Co-workers Recognizing this aptitude in others

Numerical Predictor - YOU

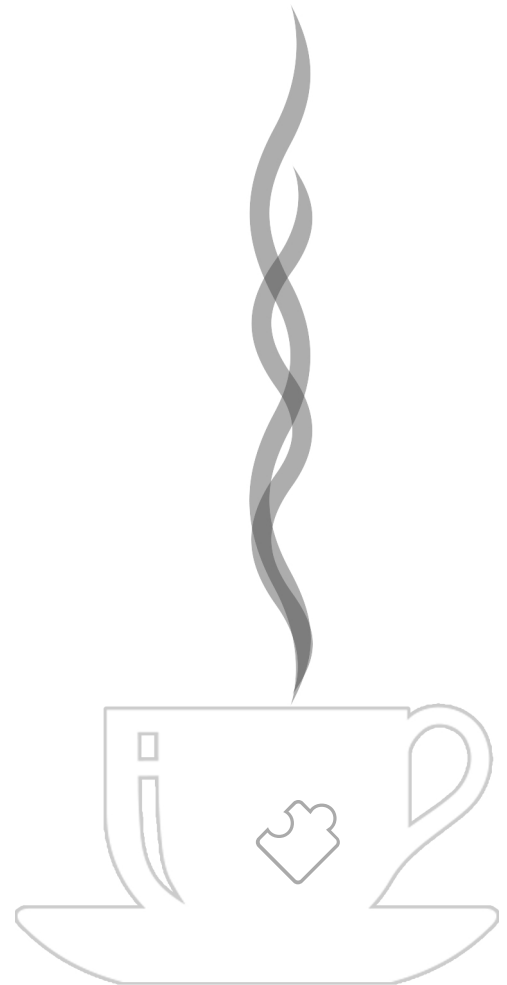
Numerical Predictors may relax by solving number games or puzzles, but they aren't likely to devote excessive time to them. They may enjoy uncovering a pattern when they know one is present, but won't devote excessive effort without a clearly defined goal. They often get satisfaction from the process of puzzle solving due to the acute level of focus involved. They find this ability useful in roles that require instant access to facts and information.

Numerical Detective

Numerical Detectives are fascinated by trends in numbers and generally enjoy number games as well as puzzles. Their unique ability allows them to translate information into numbers in order to process information quickly. Numerical Reasoning helps them remember all sorts of facts from different sources to help them in day-to-day tasks.

Numerical Checker

Numerical Checkers are good at applying existing formulas they use on a regular basis. They are most comfortable using formulas that they have repeatedly applied and have little interest in the theory or process behind the development of formulas.





Amplifiers

WHAT'S IN YOUR TOOLBOX OF SUPPORTING ABILITIES?

Your Amplifiers

Amplifiers reflect your ability to be quick and effective in some specialized ability areas. Amplifiers work even more powerfully when paired with your other aptitudes. Say you're strong in Numerical Reasoning (a Core Driver) and also in Numerical Computation, the Amplifier. That means your knack for spotting trends and patterns in numbers will be supercharged by your gift for doing the mental math to apply that trend formula into the future. Add a third Amplifier – Visual Memory, the knack for recalling numbers – and you're now a triple numerical threat.

Or say you have a gift for Spatial Visualization (a Core Driver), and you also have a strong Pattern Memory, an Amplifier. When you tackle the work of arranging solid objects in space – designing a building, for example, or choreographing a dance – your Pattern Memory will hold strong and sharp mental images of the spaces you've already seen, drawn, or modeled in the process. That specialized memory's a tremendous advantage, and a real boost.

Pay close attention to your personalized results so you know what's in your own toolbox to amplify your strengths.

Practical Amplifiers



Numerical Computation

Numerical Computation affects your tendency for, or ease with, performing mental calculations during your daily interactions.



Associative Memory

Associative Memory is a visual learning ability that shows how quickly and accurately you can plant new information in your head and then recall it.

Visual Amplifiers



Hand-Eye Coordination

Hand-Eye Coordination is a learning aptitude also known as psychomotor learning.



Visual Memory

Visual Memory refers to how quickly and easily you remember data that has no meaningful connection to other information.



Pattern Memory

Pattern Memory directly influences how effectively you absorb and recall your visual surroundings.

Numerical Computation



YOUR RESULTS SHOW

- You're competent doing math in your head.
- You likely need to focus on one calculation at a time.
- You're probably not comfortable keeping a running tally without a pencil and paper at hand.
- You might prefer looking up practical information in tables and conversion charts instead of working out the calculations yourself.

You're what we call a **Accomplished Numerical Computer**.

You don't fear the math.

Aptitude Awareness

Think about those math problems with two trains that leave two different stations going at different speeds and arrive at the same station at the same time. Some people break into a sweat just thinking about trying solve the problem. Others solve those problems without seeming to work at all. How effectively we complete calculations depends on our basic knowledge and comfort with math and numbers.

You probably picture the train speeds as individual problems, taking time to compute each section and then solving the puzzle as a whole. While you can handle simple calculations in your head, you use a calculator to compute more complex mathematical problems.

TIPS FOR SUCCESS



yusuf, you function well with mental calculations. Let tools support your skills.

- Use memory tricks for multiplication and division.
- Write out complicated multi-digit calculations or use a tool (calculator or spreadsheet).
- Double-check calculations you've made in your head.
- Sharpen your skills with math-based brain teasers and puzzles like Sudoku and Ken Ken.

Numerical Computation continued...

You may find these things:

EASIER
FOR YOU

- Making simple calculations in your head
- Getting a rough estimate of how much time a task or activity requires
- Having a good understanding of where you are in a schedule or budget
- Converting time and money into percentages

DIFFICULT
FOR YOU

- Keeping track of multiple calculations simultaneously in your head
- Making mental calculations using multi-digit numbers
- Keeping track of other peoples' schedules
- Taking verbal input about mathematical calculations

Your Friends & Co-workers Recognizing this aptitude in others

Accomplished Numerical Computer - YOU

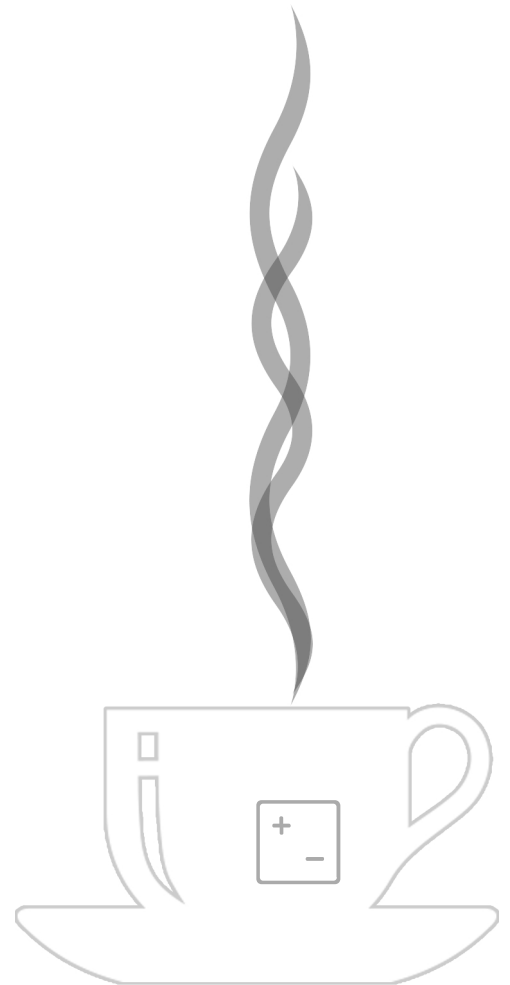
Accomplished Numerical Computers make calculations as needed. They're able to make calculations mentally without seeing the numbers, but have to focus on doing so and don't keep a running tally at all times. They make necessary calculations, but don't translate things like schedules into calculation opportunities when they know they can look up information.

Advanced Numerical Computer

Advanced Numerical Computers keep a running tab of numbers in their heads at all times. They're most likely unaware that other people don't keep mental tabs on timetables, tip rates, or how much they have spent on a shopping spree. They excel at mental calculations and can provide solutions quickly. They enjoy the foreign travel challenge of "thinking in another currency."

Solid Numerical Computer

Solid Numerical Computers don't keep a running tally of calculations in their head. While they may be comfortable with simple calculations, when they need to make more complex calculations, they usually reach for a calculator. Without an electronic calculator, they might jot down calculations to get them on paper or ask someone more proficient in this area for support.



Associative Memory



NUMBER	LETTER
24	A
67	Z
36	K

YOUR RESULTS SHOW

- You're quick to absorb new information, but you need review and repetition to make it really stick long-term.
- Your memory works best when you work at it deliberately, and make the conscious effort to set facts in stone.
- You need careful and focused study, like taking practice tests, writing outlines, and using flash cards.
- You shouldn't wait until the last minute to prepare.

You're what we call a Conscious Memorizer.
Memory plus effort wins the day.

Aptitude Awareness

Think of your memory as the contacts list on a smartphone where you store information about people you have recently met. Can you automatically sync your contacts with people as you meet them? Or do you have to manually open your contacts to enter the name of the person, their phone number, and their picture?





Your contact list requires you to enter new friends manually. Once you have entered the data, however, you'll be able to recall them with little effort and new data will attach to their individual contact section with little effort on your part.

When you learn terms, codes, formulas, etc., you don't have to exert a great deal of effort, nor do you need to use memorization tricks. You will, however, have to make a conscious effort and possibly repeat terms a few times before they stay in your memory. Know that this is a conscious act that requires you to focus while learning terms and concepts simultaneously.



TIPS FOR SUCCESS

yusuf, since you can focus on learning new terms with relative ease, you should not be bogged down when attempting something new.

-  If terms or names are not sticking in memory, try using different senses, such as writing and color-coding words.
-  Try to use movement while learning terminology. This may aid in recall.
-  Stay focused on the task at hand. Distractions will make it harder to recall things later.
-  Learn a few word-association tricks to increase your memory's efficiency.

Associative Memory continued...

You may find these things:

EASIER
FOR YOU

Remembering a few people's names at once without too much repetition

Adding new terms to your memory that pertain to a field for which you already know basic terminology

Acquiring business or industry-specific jargon

Focusing on context or application while learning terminology

DIFFICULT
FOR YOU

Remembering more than a few new names all at once

Studying foreign languages in a classroom rather than an immersion setting

Learning formulas, such as those used in chemistry or physics

Your Friends & Co-workers Recognizing this aptitude in others

Conscious Memorizer - YOU

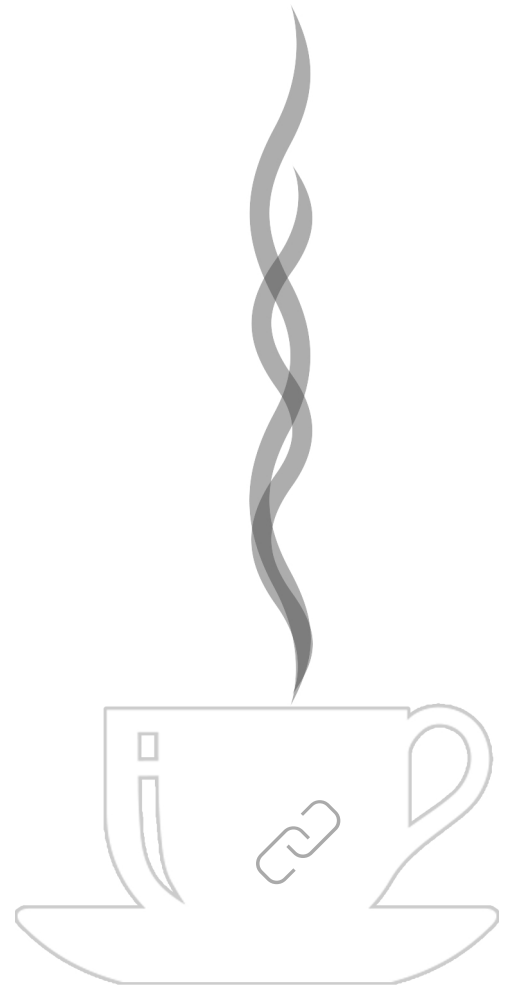
Conscious Memorizers are reasonably good at remembering names, places, or things, but they often need to use memory tricks. Details that link pieces of information help them recall the information later; for example, "Bill wears baseball caps" will help them recall Bill's name.

Information Acquirer

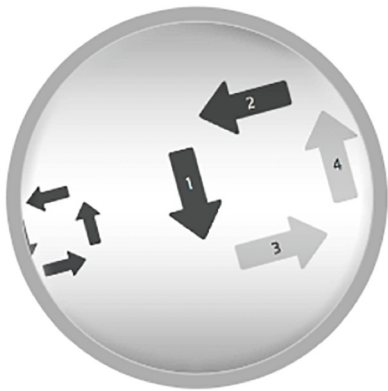
Information Acquirers remember everybody's name: an author, a business leader, or the title of a book. They remember what they read and seem like "walking reference books." They're masters at cramming before a test and pulling a high grade. They're able to pick up the language and vocabulary of new subject matter, whether science, architecture, art, history, Spanish, or law.

Cue User

Cue Users like to use techniques that help them learn and retain new information. A common one is to create an acronym to remember a list of things. For example "HOMES" is an acronym to remember the names of the Great Lakes: Huron, Ontario, Michigan, Erie, and Superior.



Hand-Eye Coordination



YOUR RESULTS SHOW

- Translating instructions from your conscious learning brain straight to your muscles takes some effort.
- Training your muscle memory takes some amount of effort and repetition.
- Once your conscious brain gets practice, though, you can translate movements into motion with ease.
- You can learn a complex sequence of movements, by watching it a number of times and then devoting time to practice.

You're what we call an **Experiential Mover**.
Practice makes perfect.

Aptitude Awareness

To better understand Hand-Eye Coordination, consider how difficult it might be for you to learn to juggle from a book or video. Some people can learn to juggle in just a few minutes with barely any practice. Others need practice and repetition. How you'd do at this indicates the rate at which you absorb repetitive movements into your motion memory.

You could learn to juggle or do similar activities, but not from visual instructions alone and not without practice. You'll benefit most from hands-on instruction with someone to watch, analyze, and adjust your movements regularly until you get them into your motion memory. Once you have a sequence of motions down, you'll gain confidence and can gain motion related skills. Just remember that the initial learning curve will take you longer than for some others.

TIPS FOR SUCCESS



yusuf, you can learn a complex sequence of movements by watching it a number of times and then devoting time to practice.

- ⊙ When learning new movements, practice consistently and regularly: daily practice works best.
- ⊙ While learning new movements, break it down into steps and practice one step at a time.
- ⊙ Request the moves in advance so you can practice. Talk with the instructor for additional help and ask for written step-by-step instructions or sequences.

Hand-Eye Coordination continued...

You may find these things:

EASIER FOR YOU

- Dancing Zumba for exercise
- Getting into a rhythm while repeating movements
- Using music or words to connect your movements
- Finding a meditative quality to the rhythm of repetitive motions

DIFFICULT FOR YOU

- Imitating movements from just watching others
 - Memorizing movements without focused attention on your own body
 - Translating visual or auditory directions into complicated motion patterns that require lots of practice
-

Your Friends & Co-workers Recognizing this aptitude in others

Experiential Mover - YOU

Experiential Movers may need extra learning time to replicate a movement they see others performing. They may have to let their body feel the movement many times or even break it down by analyzing the smaller physical adjustments required before it makes sense to their brain, which then translates it to the body. Experiential Movers tend to be most comfortable with repeating single movements rather than complex sequences of movements or those that respond to changing visual information.

Coordinated Mover

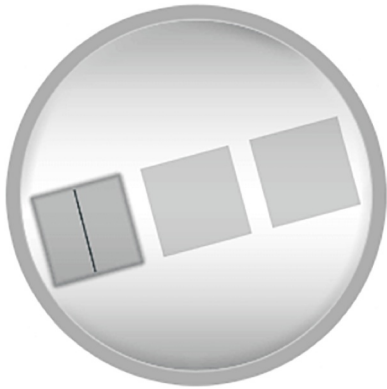
Coordinated Movers easily learn complex movements after simply watching others or from visual instructions. Learning movements seems effortless for them: they never seem to have to practice!

Synchronized Mover

Synchronized Movers can learn movements from visual information with relative ease; however, they have to practice a new movement, even after repeated demonstrations, until they get their bodies to recreate the movement freely. They have to focus their attention on the visual instructions and then allow their brain to translate the directions to the body.



Visual Memory



YOUR RESULTS SHOW

- You don't use up brain space for lists of numbers.
- You know they're important – dates, deadlines, passwords, account numbers – but your own memory plus a handy notebook is best.
- If a project is due on a certain date, or an important anniversary is coming up, use a reminder system!

We call you a Note User.
Post-its are your friends.

Aptitude Awareness

To understand Visual Memory, think about how you handle PIN codes and passwords. Some people have several different codes and passwords floating around their heads and never need to write them down. Other people have to train themselves to record codes in a secret place or have to develop techniques for learning a code: repeating it multiple times, using a meaningful number (birth year or address), or even using the same number repeatedly - even though it's a security risk.

Memorizing passwords and PIN codes is challenging for you, so you may have to develop some tricks to help you along. You have very important numbers memorized. Those you don't, you need to record in a specific place. Numbers don't automatically stick to you. You're more likely to write them down, look them up, or ask others.

Numbers and nonessential data aren't something you really pay much attention to. You know to record important numbers in a safe place you can easily access.



TIPS FOR SUCCESS

yusuf, you know that numbers are not your enemy, but you use a backup plan for their retrieval. Use support tools like contacts apps and spreadsheets to keep vital facts handy.

- 🕒 Give yourself time to practice codes repeatedly so that they are committed to your long-term memory where you can draw upon them with greater ease.
- 🕒 To commit a code to memory, try linking it to an event date that means something to you personally.
- 🕒 Store important numbers safely in mobile devices, handwritten journals, or computers
- 🕒 Use the same passwords and codes where possible without security risk.
- 🕒 When learning or recalling numbers, do it with singular focus and not while you're preoccupied.

Visual Memory continued...

You may find these things:

EASIER FOR YOU

- Remembering numbers with few digits
- Recalling numbers that are linked to events, such as birthdays or holidays
- Relying on others or knowing where to go for important numerical information, such as dates or prices

DIFFICULT FOR YOU

- Remembering multiple digit numbers
 - Maintaining street addresses in your memory after a single visit
 - Remembering numbers while learning other information
 - Recalling several numbers at once
-

Your Friends & Co-workers Recognizing this aptitude in others

Note User - YOU

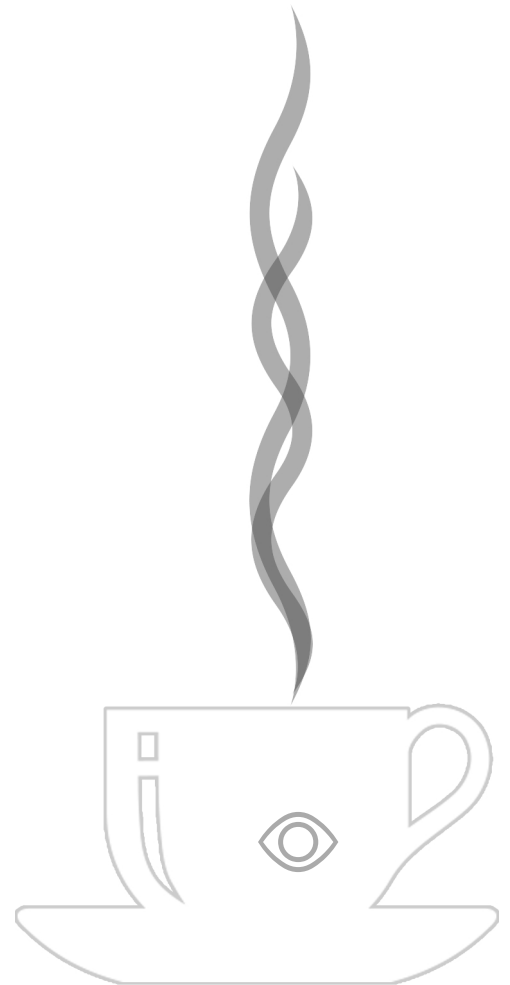
Note Users know that numbers and data are important and are tuned into numbers that are important to them like special dates, deadlines, or account numbers. They have to make a concerted effort to memorize or record them in a safe place for referral, so they're unlikely to forget important data after exerting such effort toward committing them to memory.

Data Magnet

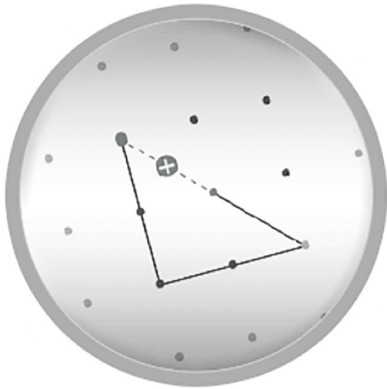
Data Magnets can remember numbers, data and unrelated facts, without apparent effort. Whenever a phone number, date, or statistic is needed, they are there with the correct answer. They easily retain miscellaneous information and trivia that is often numerical.

Data Reviewer

Data Reviewers find numbers, data, and facts useful, but are not tuned into them as a default. They find it pretty easy to remember numbers and data when they need to with just a little effort. They don't have to invest a lot of effort in memorizing important numbers. They might take that ability for granted, making them more likely to forget gate codes, phone numbers, dates, and such.



Pattern Memory



YOUR RESULTS SHOW

- You're at ease in the visual world.
- You have no trouble reading a chart or learning from a graph, although reproducing them accurately from memory might be a challenge.
- You're perfectly capable of seeing how two designs compare, but to be truly detailed and correct you need to view them side by side.

With the way you see visual patterns, we call you a Map Reviewer.

With pattern and charts, you should trust but verify.

Aptitude Awareness

Can you recall symbols on a map you saw just once? Can you get directions from a map that is written in a foreign language? When you navigate on a road trip do you view the map while giving directions? Or do you prefer a phone, co-pilot, or GPS to help you find Grandma's house in the woods? Recalling maps from memory is indicative of your Pattern Memory.

You can read a map with a little effort and are conscious of patterns. You can recall map memory with effort. You can memorize patterns and might enjoy comparing and contrasting them. You're able to notice subtle differences in certain patterns, but might need to compare them side by side to identify specific differences. You don't need a lot of exposure before you memorize patterns, but they don't automatically stay in your memory.

TIPS FOR SUCCESS



yusuf , you're comfortable with graphics and visuals. Use them with confidence.

- ○○○ Take time to review a map before you begin a trip and read textual landmark or route descriptions, if available.
- ○○○ Play online memory games to exercise and improve your recall.
- ○○○ Practice seeing visually. Look for opportunities to explain pictures, maps, and charts to others. There's no learning like teaching.

Pattern Memory continued...

You may find these things:

EASIER
FOR YOU

- Using maps or blueprints
- Understanding charts and graphs
- Recognizing differences in well-known logos
- Comparing and contrasting differences in patterns in front of you

DIFFICULT
FOR YOU

- Recognizing subtle differences in similar logos
- Memorizing detailed maps or blueprints after seeing them only once or twice
- Visualizing charts or graphs precisely from memory
- Comparing patterns without a frame of reference

Your Friends & Co-workers Recognizing this aptitude in others

Map Reviewer - YOU

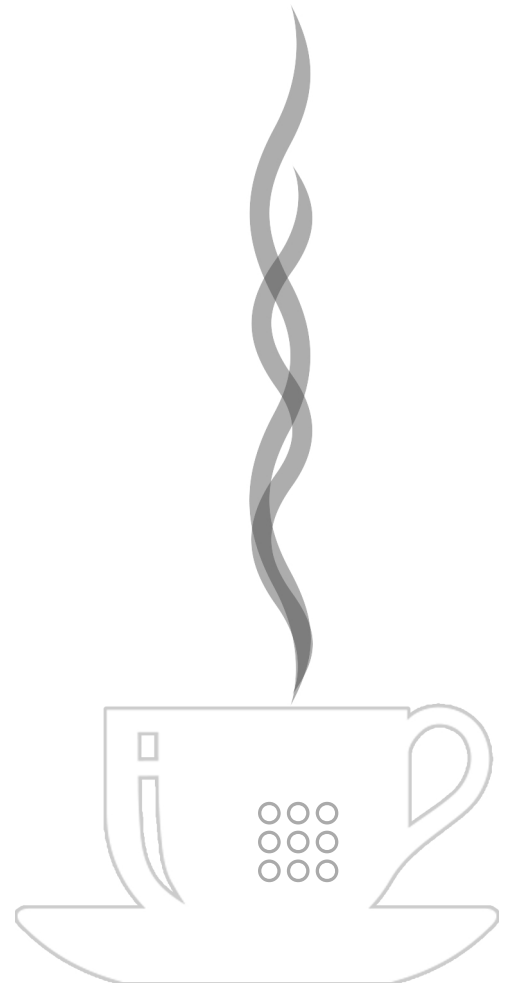
Map Reviewers occasionally look intensely at patterns, but aren't necessarily eager to point them out to others. They are comfortable referring to maps and blueprints for information and understand charts and graphs easily. They are not comfortable with creating maps or charts, nor are they likely to refer to them from memory.

Human Camera

Human Cameras love visual patterns in fabrics, maps, and nature. They are drawn to patterns and love to point out visual patterns in things that are not typically thought of as having patterns. They can look at maps and quickly understand them. They might be drawn to intricate patterns. Pattern Memory can be an asset in artistic creation.

Note Taker

Note Takers don't trust their memories when it comes to maps or blueprints. They don't particularly enjoy recognizing patterns in materials, nature, or aerial photos. They are comfortable comparing patterns only when they can physically line patterns up against one another.





Impact on Daily Life

SCHOOL

Whenever your path leads through school, or any intensive training program, your own aptitudes provide your best line of attack - and defense.



Interpersonal Style

School takes place in groups, much of the time. Your people skills make it easier for you to approach your instructors and classmates, and you thrive in the crowd.



Work Approach

Academic settings might force you to try a broader range of studies than you'd naturally choose. Be patient: once you complete basic area requirements, you'll be freer to start building a deep expertise in an area that intrigues you.



Timeframe Orientation

You can manage the long-term challenges that most schools present, but you'll appreciate the short-term, intermediate successes you'll achieve on the way.



Inductive Reasoning

You're a good listener who is curious and receptive to new ideas. You'll have a greater level of patience with the process and structure of academia than those who prefer fast-paced, even frenetic environments.



Idea Generation

School can be fertile ground for big thinkers. Make sure you choose one where students' ideas count too.



Spatial Visualization

You are likely to enjoy fields such as physical therapy, carpentry, or mechanics where spatial ability is one tool among others you use to achieve a goal.

continued...

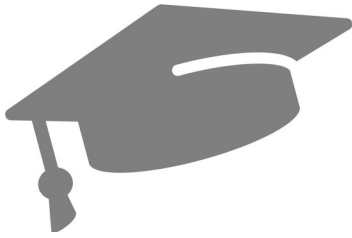
EYES ON THE PRIZE

School's a marathon, not a sprint. But you don't want it to take longer than it needs to: the average U.S. graduation time is 6 years - for a 4 year degree! Be smarter. Make more informed decisions from the start. Even changing a major late can add years of school and extra tuition.

Here are some personalized tips to help you stay focused:

- Keep distant academic goals in place; meanwhile, know the specific required steps in advance.
- Take advantage of your natural ability to adapt the specific tactics needed to achieve a long-term goal in your studies.
- Give yourself visual reminders of your ultimate goals: pictures, calendars, charts, and notes to inspire you.
- Give yourself challenges that allow you room for flexibility as needed.

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Impact on Daily Life

SCHOOL CONTINUED...



Sequential Reasoning

Make a deliberate commitment to getting - and staying - organized at school. You need a plan from the start for keeping track of assignments, deadlines, and the materials you'll build up in every class over a term and a year.



Numerical Reasoning

You can spot patterns among numbers, and that's a decisive advantage in fields that analyze and interpret data.



Vocabulary

Traditional academic settings are great places to build and improve your vocabulary, both generally and in your specialized area of study.



Associative Memory

Traditional academics will reward your ability to learn terms and vocabularies. That's a gift when studying foreign languages or fields with a specialized lingo.



Numerical Computation

Your solid ability to do math in your head is a valuable tool in any field involving numbers. It's a great foundation for more complex math studies.



Visual Comparison Speed

Academics involves a lot of paperwork. Make a deliberate effort to keep yours correct and error-free.



Pattern Memory

You'll be comfortable in classes that require visual recall. Using charts and graphs to learn and remember things will come easily with practice.

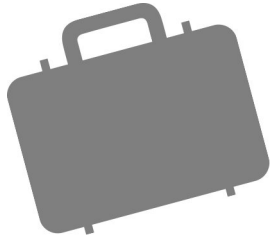
ORGANIZATION COUNTS

- You may have a hard time organizing your thoughts on the fly. Take extra time to prepare for classroom presentations that involve logical flow.
- If you have to debate or persuade, take time to prepare for potential rebuttals and questions.
- You'll do your best writing papers when you have an outline in place before you begin to write.
- Develop a system for note taking and be consistent with it. Include visual distinctions between points, examples, elaborations, your own reactions, and areas of further study.

EXPLORE MAJORS

Go online to find majors related to your best fit careers.

[YouScience.com/login](https://www.youscience.com/login)



Impact on Daily Life

WORK

INTERESTS COUNT TOO

Your aptitudes alone aren't the whole story. Just because you have the gifts to succeed at a career doesn't mean that you'll find it interesting. Find the sweet spot where your aptitudes and your interests match up. We discovered your top interests are:

Enterprising work that is persuasive and competitive.

You are likely to enjoy work that requires high energy and taking risks.

Conventional work that is practical and detail-oriented.

You are likely to enjoy work that has clearly defined rules and processes.

Realistic work that is practical and hands-on with tangible results.

You are likely to enjoy work that requires physical or athletic activity and tasks that allow you to interact with animals, spend time outdoors or use tools and machines.

EXPLORE CAREERS

Go online to find hundreds of careers and how they fit you.

[YouScience.com/login](https://www.youscience.com/login)

What comes after school? Well, the rest - and the best - of your life. There's the work you'll take on in your jobs, as they change from one stage to the next. Then there's the volunteer work you'll take on in your community. And there's the work you'll take on in your own family, with the children and parents who might rely on you. It's the work of your life and you'll need all your gifts.



Interpersonal Style

Work with others, and seek out teams. Your people skills put you ahead when the job requires selling, interviewing, or persuading.



Work Approach

You'll thrive when you can develop a deep expertise on a topic. Look for ways to contribute your knowledge to others, and be recognized for the deep knowledge you've built.



Timeframe Orientation

You are helpful in group projects where re-evaluating goals, adapting schedules, and keeping everyone on track is important.



Inductive Reasoning

Look for jobs that let you take time to develop all the facts before you must make a decision. Your careful, deliberate approach needs to be valued.



Idea Generation

If you can, choose work that demands your fountain of ideas. You'll flourish where they're needed and valued.



Spatial Visualization

Your comfort with concrete objects gives you a leg up when work involves spatial planning, and you can help others make sense of 3D models and diagrams.



Sequential Reasoning

If you can, choose work with an established routine and consistent demands so you don't need to re-invent the organizational wheel.

continued...



Impact on Daily Life

WORK CONTINUED...

YOUR ROLE ON A TEAM

Aptitudes make a big difference standing alone, but they can be even more powerful when paired with other aptitudes. For example, your Work Approach and your Interpersonal Style can combine to make you especially suited for a specific role on a team or group project.

Here's how your pair looks:

GENERALIST			✓
LIAISON			
SPECIALIST			
	INTROVERT	BLENDED ENERGIZER	EXTROVERT

Extroverted Specialists enjoy being public experts. They make excellent public speakers, lobbyists, and activists because they can remain focused on a single idea while interacting with large numbers of people.



Numerical Reasoning

You can handle number trend analysis, but try to choose work where that's more of a tool to achieve other goals.



Vocabulary

Your vocabulary is probably strongest in areas that interest you. If you can, look for work that involves these interests: you'll get more chances to use your specialized vocabulary, and it could be a basis for building a broader command of the language.



Associative Memory

Your memory puts you ahead whenever work demands a new foreign language or a changing technical vocabulary.



Numerical Computation

Your ability for doing mental math makes you a natural in jobs that need some quick calculations.



Visual Comparison Speed

You're likely to enjoy work that does not involve a lot of detailed clerical tasks.



Pattern Memory

You'll have no trouble with work involving images, like blueprints, maps, or charts.



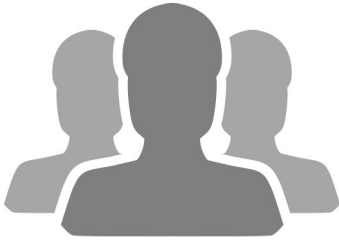
Visual Memory

Don't rely on memory alone when numbers are involved. Explore tools for remembering important dates, account numbers, passcodes, and PINs. Nothing beats a pocket notebook!




Hand-Eye Coordination

Motor tasks like typing or using hand tools may slow you down at times. Give yourself extra time to learn and practice these parts of your job.



Impact on Daily Life

SOCIAL

Bring on the party! You'll find pleasure and energy in groups, even outside the organized communities at work or school. 



Work Approach

Use your life outside school or work to dig deep and master a topic that inspires you. A hobby or a community cause is a great place to contribute an expertise.



Spatial Visualization

Life outside work or school might be where you can most enjoy your knack with concrete objects and physical space. But you'll fill your time with other pursuits too.



Inductive Reasoning

Your deliberate care for the facts -- all the facts -- makes you a natural asset to community improvement and advocacy projects. Volunteer, and dig in.



Sequential Reasoning

You feel best when you know what the plans of the group are in advance. You may even like to be the one responsible for keeping everyone on track with plans.



Idea Generation

You're full of ideas. Your community needs them! Find a volunteer project that can use your brainstorming energy.



Associative Memory

People love that you remember their names. Let this gift give you confidence in groups.