



Strengths Profile

Tom Truitt

RESULTS REFERENCE REPORT OCTOBER 2013



This Report Includes:

Individual Aptitudes

Aptitudes indicate the potential to excel at and enjoy certain activities. Unlike skills, knowledge or interests, which can be enhanced or changed, your aptitudes remain stable. They show how your brain is WIRED!

- ✓ How each aptitude affects you
- ✓ Things you may find easy or difficult
- ✓ Tips for making the most of each at school, at work, and in social activities



Personal Interests & Preferences

Your interests indicate your preference for work in 6 different categories. Interests change over time based on exposure to information, experiences and the people around us. Your interpersonal Style shows how you prefer to interact with others.

- ✓ Your top 3 interest categories and what they mean for your career choice
- ✓ Insights into how you can most positively interact with others

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- ✓ **Over 500 Potential Careers with In-Depth Details**
matched to your aptitude and interest results.
- ✓ **A Personalized Fit Analysis for Each Career**
compares your aptitudes and interests to the requirements of the career.
- ✓ **A Majors Discovery Tool**
identifies majors related to your best fit careers to help you make informed educational choices
- ✓ **A Personal Discussion Guide**
lays out your best qualities in marketable phrases so you can talk about yourself in interviews, on a resume, a college application, or a letter of recommendation. Includes your saved careers and majors as a starting point for discussion.

Questions?

All of us at YouScience have been through the assessments. In fact, we're kind of geeks about our results! YouScience Specialists are available via email, phone or online chat to assist you.

USE THIS DOCUMENT TO:

Understand your aptitudes and interests and how they affect work, school and social activities.

Talk about your strengths and weaknesses in positive ways.

Reference tips for future activities and decisions.

This document does NOT include all of your results and is meant as a reference only. Sign in at [YouScience.com/login](https://youscience.com/login) to explore your results.

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PERSONAL APPROACH

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

pg. **4**



SUCCESS DRIVERS

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

pg. **11**



AMPLIFIERS

are supporting aptitudes that can boost your performance when developed.

pg. **22**



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

Tom, 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. You're a Generalist who'll flourish on a collaborative team where many different jobs need doing on the way to a common goal. Your focus is the long-term future, and you aim for targets that reward your plan-ahead gift and your never-say-die persistence.

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.



Work Approach

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



Timeframe Orientation

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

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

Tom, 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

- You have your eye on the future, and you're happiest when you've set a target that inspires you, even years down the road.
- You're motivated to work hard now even for a result you won't see till much later.
- You don't give up easily.
- When you finally get close to reaching your goal, make sure you have a new one ready to take its place.

We call you a Future Focuser.
You love the long haul.

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 may prefer to keep your mind on the finish line of the triathlon. You are able to stay focused on a distant target and can work toward goals that may take years to develop or come to fruition. You work best when your activities further your long-term goal; otherwise you feel you are being inefficient. You usually evaluate your plans for projects in advance to ensure that their purpose aligns with the distant goal you have set yourself. You might find yourself slowing down as you approach completion because you are uncomfortable without a long-range goal.



TIPS FOR SUCCESS

Tom, you like to focus on the long term. Even distant goals that seem impossible to others probably just inspire you.

- ⌚ Keep new goals in the wings. You'll stay inspired if you maintain multiple missions in varying stages of completion, with new objectives ready as old ones are achieved.
- ⌚ Practice flexibility. Sometimes life hijacks even your best-laid plans.
- ⌚ Don't be afraid to re-evaluate your long-term goal now and then. Is it still worthy? Or is another, better cause calling you now?
- ⌚ Don't forget to celebrate short-term wins as steps toward your more distant goal. Reward yourself.

Timeframe Orientation continued...

You may find these things:

EASIER FOR YOU

- Knowing you can accomplish goals considered idealistic or unrealistic by others
- Being comfortable when you are a long way from a goal
- Keeping track of multiple goals in different stages of completion
- Keeping others focused on a goal

DIFFICULT FOR YOU

- Knowing when to abandon a goal in the face of changing circumstances
- Celebrating your progress as you work toward a goal
- Being without a new goal
- Enjoying the last stages of a long-term project

Your Friends & Co-workers

Recognizing this aptitude in others

Future Focuser - YOU

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.

Balanced Focuser

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.



Work Approach



YOUR RESULTS SHOW

- You thrive on helping the team succeed.
- Collaborating with other people, especially as a coach or manager, rewards your natural talent for bringing out the best in others.
- You enjoy a group effort toward a common goal, and you're happy to do different jobs to contribute.
- It's shared success that pleases you.

You're what we call a Generalist.
You're any team's lifeblood.

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 Generalist, you prefer that the video lens be wide open so that you are aware of everyone involved. You will work best on projects that allow you to bounce ideas off others and exchange viewpoints and ideas. You will enjoy knowing all of the different perspectives, including the ones that differ from your own. It is usually easy for you to adapt your own perspective based on what you learn from others.



TIPS FOR SUCCESS

Tom, you are adept at working with other people, and collaborating on a team. Group success drives you.

-  Join clubs and social networks.
-  Volunteer for committees, panels, or boards.
-  Develop your network of contacts now -- parents of friends, teachers, mentors, local business managers -- to expand your opportunities later.
-  Develop your public speaking skills and vocabulary to enhance your effectiveness as a collaborator and communicator.
-  Learn about body language and nonverbal communication to polish your communication skills.

Work Approach continued...

You may find these things:

EASIER FOR YOU

Collaborating on projects and participating in committees

Mediating disagreements or helping people with differing opinions understand one another's point of view

Seeking input from others as you develop an idea or work on a project

DIFFICULT FOR YOU

Deciding from your sole perspective how to approach your work.

Working on your own without receiving regular input or feedback from others

Staying with a topic to research specific details long enough to develop expertise

Your Friends & Co-workers Recognizing this aptitude in others

Generalist - YOU

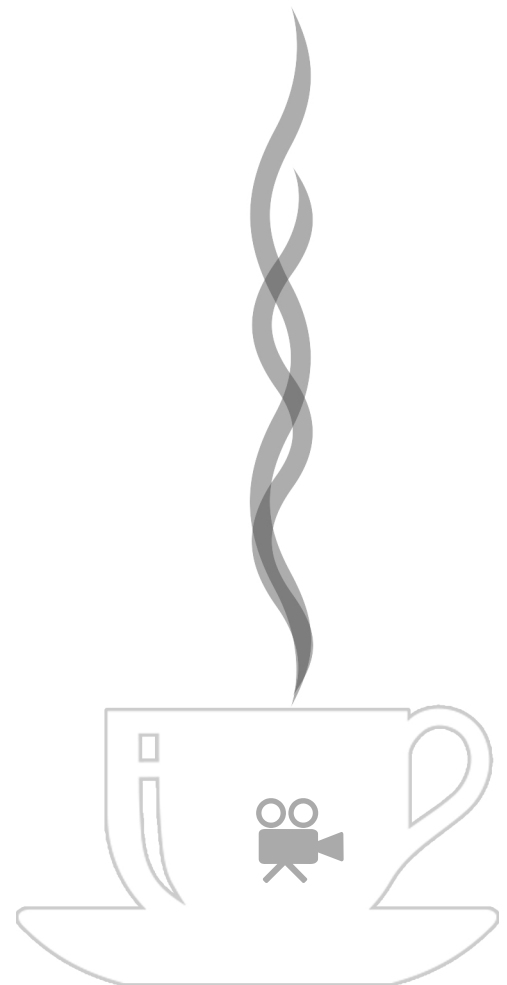
Generalists are most comfortable and effective with teams, on committees, and in organizations. They understand intuitively how others react and feel. They have the ability to move from job to job as needed. While caring deeply about their work, they always have their eye on what's best for the team.

Specialist

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.

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.





Success Drivers

WHAT TYPE OF WORK SPARKS YOUR NATURAL STRENGTHS?

Success 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 Success Drivers

Tom, your Success Drivers show you typically avoid rash decisions, but you can still reach a conclusion even without knowing every possible fact. You generate plenty of ideas when a topic interests you, but you aren't drawn to brainstorming for its own sake. You can easily speak the language of space, but you don't need spatial work to feel fulfilled. Logical organization comes easily to you, and you're a gifted and efficient planner. Your high Numerical Reasoning makes you a quick and accurate analyst, with a knack for using data to forecast trends.

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.



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.



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.



Sequential Reasoning

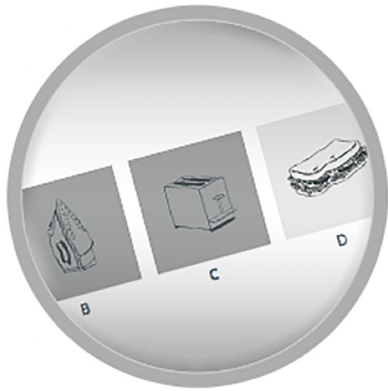
Sequential Reasoning is a problem solving ability that allows you to mentally arrange information in logical linear order.



Numerical Reasoning

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

Inductive Reasoning



YOUR RESULTS SHOW

- You take your time fitting facts into a pattern.
- You're not too quick-on-the-draw when it comes to making decisions, but not too slow and deliberate either.
- You probably end up setting the pace in a group working together to solve a problem.
- You rein in those who want to jump to conclusions and spur on those who want to drag their feet.

We call this kind of thinker an Investigator.
You balance care with results.

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 Dr. Watson model. You question motivation and evidence, but you typically proceed more cautiously from accumulated knowledge rather than making huge perceptual leaps. You enjoy acquiring new information and learning how different elements influence each other. You like possessing knowledge and applying it. You also occasionally want to be involved in influencing improvements. You enjoy making connections but probably don't want to be bombarded with information constantly.

TIPS FOR SUCCESS



Tom, you make decisions with both care and ease. You gather facts and draw conclusions efficiently.

- Q Your sense of pacing is crucial. Assert it with confidence.
- Q Others might decide things more slowly. Be patient, and be ready to reassure them it's safe to move on.
- Q Trust your judgment. Keep asking questions until a decision feels right.

Inductive Reasoning continued...

You may find these things:

EASIER
FOR YOU

- Striking a balance between acquiring new knowledge and applying existing knowledge
- Integrating new facts with existing knowledge
- Evaluating when there are enough facts to move on
- Determining when more facts are needed to gain certainty

DIFFICULT
FOR YOU

- Acknowledging the validity of another's solution to a problem without first testing it
- Resisting the urge to set the decision-making and conclusion-drawing pace of a team
- Dealing with other people's discomfort when they aren't ready to move on once the relevance of presented facts is evident

Your Friends & Co-workers Recognizing this aptitude in others

Investigator - YOU

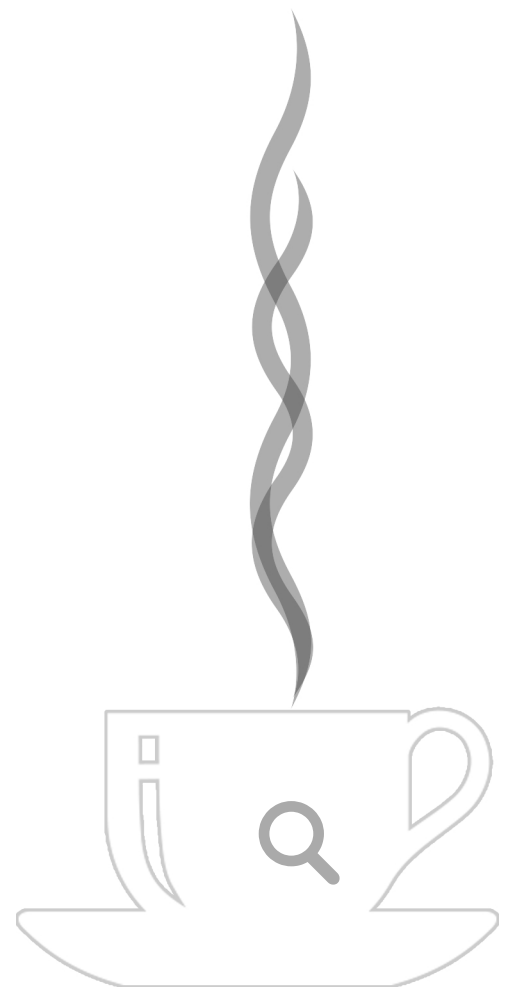
Investigators enjoy acquiring new information and learning how facts interrelate. They like possessing knowledge, having the chance to apply it, and occasionally being involved in improving a solution. Although they enjoy making connections, they don't want to be bombarded with information constantly. 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.

Diagnostic Problem Solver

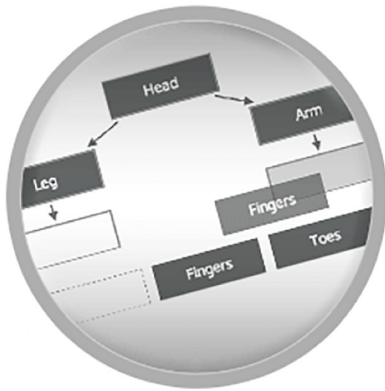
Diagnostic Problem Solvers often seem to leap to conclusions without having all the information or following a logical step-by-step method of problem-solving. They tend to notice flaws instantly. Although they may seem quick with an opinion, they're surprisingly accurate in their conclusions and observations.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

Fact Checker

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?"



Sequential Reasoning



YOUR RESULTS SHOW

- You see the big picture.
- You can easily organize ideas and concepts in your head, even without instructions to help.
- You're good at fitting steps into a process, or activities into a schedule, so you shine as a planner.
- Others rely on you to explain how systems work.

The way you mentally organize, we call you a Sequential Thinker.

You get how it all fits together.

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.

Your mental closet comes equipped with hooks, shelves, drawers, and hangers that you use to organize different pieces of information in your head. You may not feel the need to write out your ideas or have your physical surroundings organized in a highly structured way. In fact, you may have piles of stuff that look random to other people, but you seem to know where everything is. Your mental closet probably works the same way.

TIPS FOR SUCCESS



Tom, you're great at seeing how ideas best fit together. Take advantage of this powerful ability.

-  Make sure you have visible plans, schedules, and explanations for the others on your team. They're not mind-readers.
-  Take time to share your thought process with others on your team. That will build their confidence in the logic of your plan.
-  You'll enjoy creating order out of chaos. Jump in and save the day.
-  Your gift at organizing thoughts should help you in writing clear, logical communications. Look for chances to contribute this way.

Sequential Reasoning continued...

You may find these things:

EASIER FOR YOU

Playing games or working on projects with multiple simultaneous steps

Organizing ideas for writing papers, essays, reports, etc.

Editing, writing, explaining papers, documents, articles, and reports

Knowing where new information fits into a system

DIFFICULT FOR YOU

Quickly communicating the details of your ideas and plans

Remembering to spell out how you arrived at successive steps

Being patient while others work through steps

Anticipating/allowing time for questions during presentations

Your Friends & Co-workers Recognizing this aptitude in others

Sequential Thinker - YOU

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.

Process Supporter

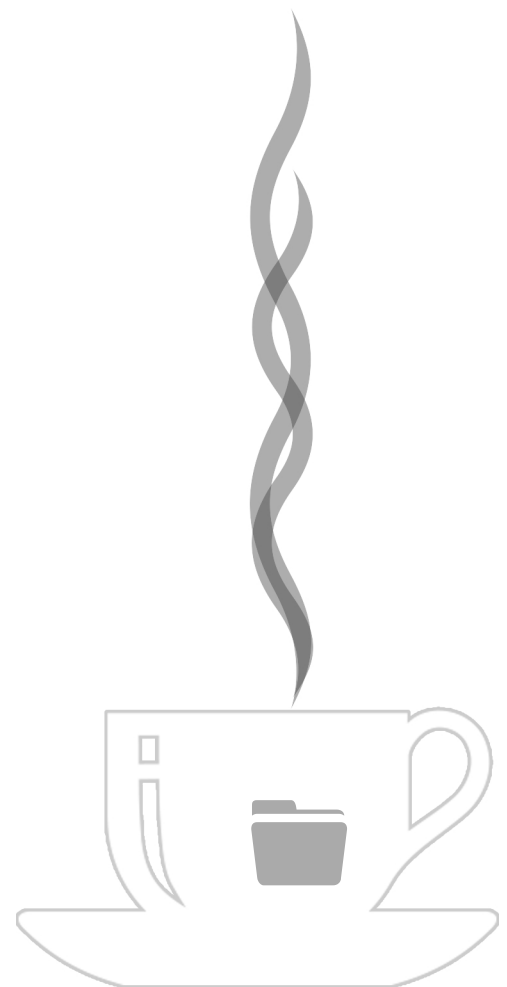
Process Supporters tend to be most comfortable in environments with procedural rules and strong logistical routines. They're determinedly organized and prefer practical plans to complex ones.

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.

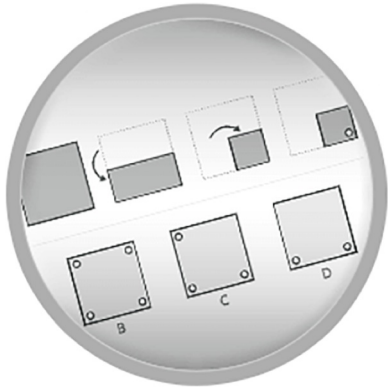
Collaborative Planner

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



Tom, 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

- Decorating a school carnival or setting up for a play
- Coordinating a large planned event, such as a wedding or conference
- Following a pattern for quilting, sewing, or assembling furniture
- Reviewing artistic shows

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

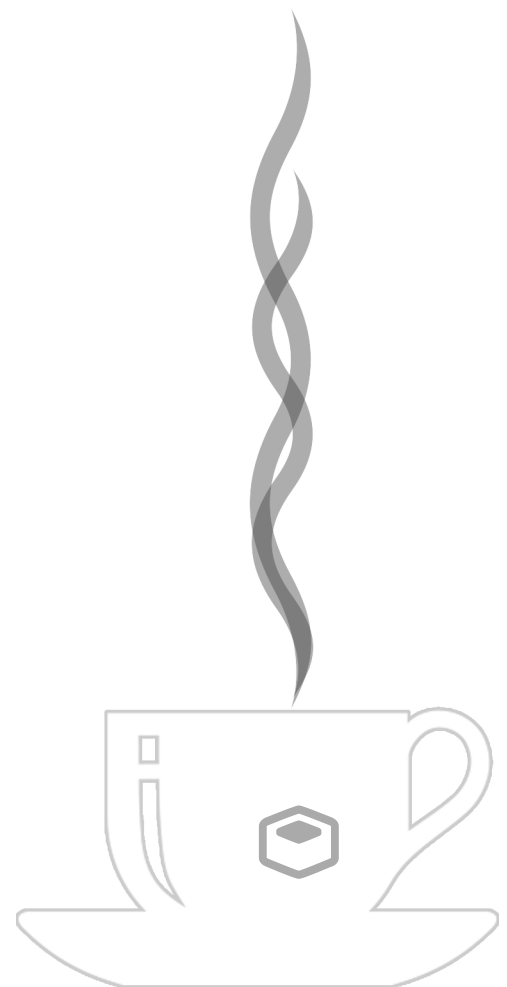
Space Planners are comfortable reading maps, blueprints, or diagrams. They can usually visualize how objects would most effectively be organized in a given space. They retain new information presented visually via pictures, tables or graphs.

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

- When a topic sparks your passion, your ideas flow like water.
- You may not especially enjoy brainstorming for its own sake, and you might feel impatient when others keep darting off in new directions.
- You know when it's time to stem the flow, choose one idea, and then buckle down to action.

The way you focus on ideas, we call you an Idea Contributor.

Your idea flow has an “on/off” switch.

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 has an on/off valve, giving you the benefit of flexibility. You can turn the faucet on, so it is not difficult for you to elaborate on or come up with multiple scenarios in any given situation. But you can also turn the faucet off; you aren't distracted by your ideas when elaboration is not needed. While you may not always have a flood of ideas to contribute, you can add to existing scenarios or put a twist on existing plans, approaches, or games. You enjoy sharing your own ideas with others, but you are just as comfortable when others share their ideas with you. You can create or execute ideas equally well and probably enjoy a balance of those two roles.

TIPS FOR SUCCESS



Tom, your idea flow has an "on/off" switch. Stay balanced between your own new ideas and seeing value in the ideas of others.

- 💡 Help others focus in a discussion, and bring them back to the topic when they go on a tangent.
- 💡 Don't get drowned out. You have great ideas. Make sure they get heard.
- 💡 Appreciate the ideas of others while elaborating on them.

Idea Generation continued...

You may find these things:

EASIER FOR YOU

- Delivering structured talks and briefings
- Switching between elaborating and listening
- Using others' ideas to create practical plans for events or activities
- Coming up with new directions within existing parameters

DIFFICULT FOR YOU

- Working on a project or activity that seems to be ill-defined or subject to frequent changes in direction
- Elaborating on an idea or plan that you have little knowledge about or interest in
- Learning only by memorization
- Giving presentations completely "off the cuff"

Your Friends & Co-workers Recognizing this aptitude in others

Idea Contributor - YOU

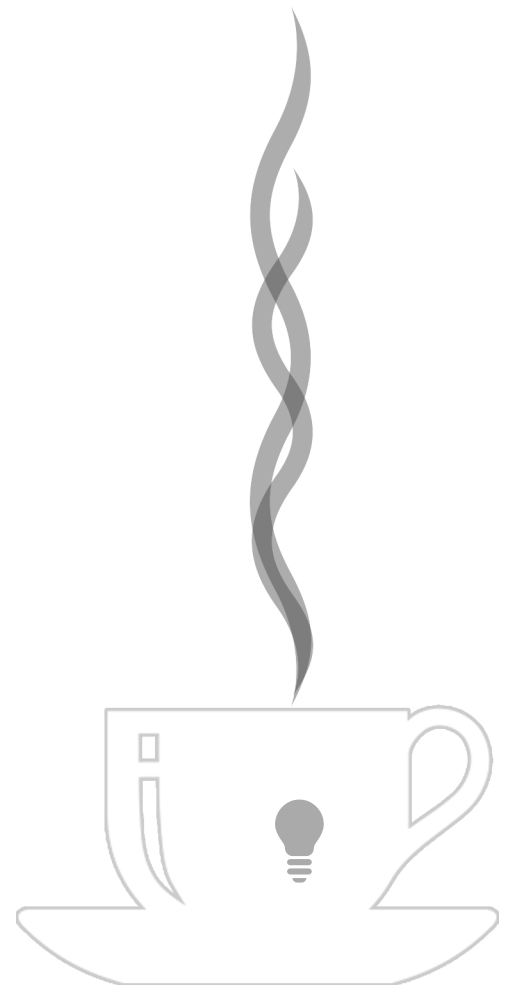
Idea Contributors can elaborate when a situation calls for it, especially if they are knowledgeable or passionate about the subject matter. They'll discuss the big picture, but also talk about next steps and be ready to move on to put ideas into action.

Concentrated and Focused

Concentrated and Focused 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.

Brainstormer

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.



Numerical Reasoning



YOUR RESULTS SHOW

- You're quick to spot patterns among numbers.
- You're adept at identifying trends in statistics or financial data. We count on people like you to unlock the story hidden in the numbers.
- Give you a numerical puzzle to solve or a code to crack, and you're in your element.
- You can project trends and patterns forward, and that lets you build strategies for the future based on the past.
- Weather forecasts and economic predictions depend on this knack.

We call thinkers like you a Numerical Detective.
You can read inside the data.

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 fit right in with the statisticians in the backroom poring over the pre-election surveys and comparing them with demographic patterns. Think of broadcasts reporting election returns. The on-screen statisticians show us how votes translated into numbers are shaping an election. You excel at uncovering numerical patterns and may engage in code breaking, as with cryptograms, just for fun. You may enjoy working with others on decoding or problem solving by recognizing what the numbers tell you.

TIPS FOR SUCCESS



Tom, numbers don't puzzle you. You see the pattern in the data.

- ✦ Explore unconventional ways to apply analytical tools to data sets.
- ✦ Take advantage of your ability to think outside the box with numbers.
- ✦ Explore new analytic tools. They can supercharge this ability.

Numerical Reasoning continued...

You may find these things:

EASIER
FOR YOU

Analyzing numerical information and using advanced techniques to identify patterns quickly

Conducting actuarial analysis for insurance corporations

Applying accepted formulas in new ways

Interpreting information from a spreadsheet, budget report, or complex dataset

DIFFICULT
FOR YOU

Ignoring numerical patterns

Applying formulas without analyzing them to understand how they were derived

Listening to others interpret numerical information and being patient with them

Your Friends & Co-workers Recognizing this aptitude in others

Numerical Detective - YOU

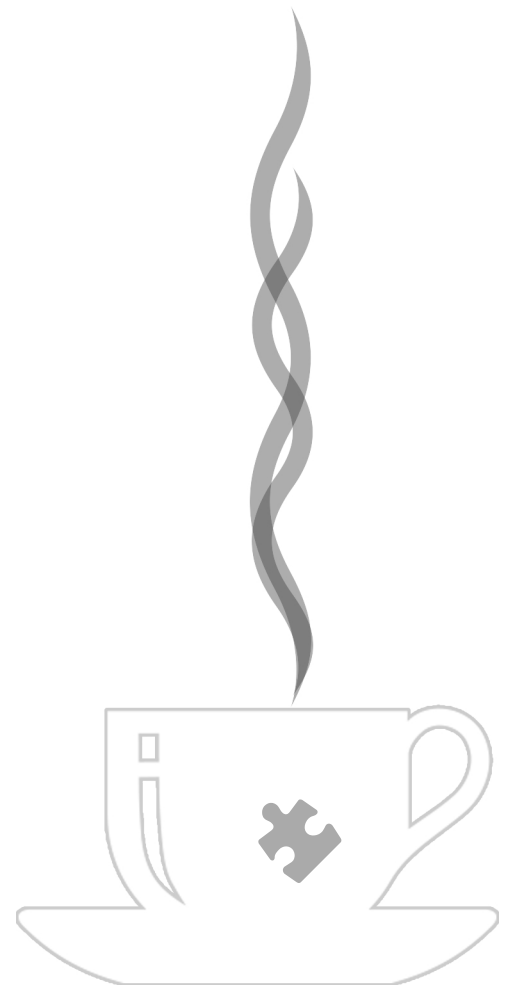
Numerical Detectives are fascinated by trends in numbers and generally enjoy number games as well as puzzles. Their unique ability allows them to translate information into numbers in order to process information quickly. Numerical Reasoning helps them remember all sorts of facts from different sources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

Number Neutral

Number Neutrals 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.

Predictor

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.





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 Success 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 Success 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.



Vocabulary

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



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 Comparison Speed

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



Pattern Memory

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



Visual Memory

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



Hand-Eye Coordination

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

Vocabulary



YOUR RESULTS SHOW

- Your vocabulary is rich and highly developed.
- When you need just the right word, to say exactly what you mean, you have many, many precise choices at your fingertips.
- Your vocabulary is an advantage whenever you want to communicate.
- Be sure to fit your words to your listener's level of understanding to avoid miscommunications.
- You can inspire others to build their own vocabularies.

We call your vocabulary Advanced.
You're never at a loss for words.

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 have a large vocabulary toolbox. You were probably able to communicate and read above your grade level at a young age. You are likely to keep learning because you are in the habit of paying attention to the meanings in words. There are always new interests to explore and new people with whom you can converse. You are able to communicate to wide audiences, but it may be a challenge for you to communicate with people who don't share your large vocabulary.



TIPS FOR SUCCESS

Tom, you enjoy finding the right word to convey meaning, feeling, and intensity.

- A** Don't let your broad vocabulary stymie your ability to communicate. Practice boiling thoughts down to their crisp, clear essence.
- A** You want to be understood. Be sensitive to who's in your audience. Sometimes the best word is the simplest.
- A** You're great with words. Share that. Find appreciative audiences and outlets by writing and blogging.
- A** Identify work or communities where your love of words is shared and valued.

Vocabulary continued...

You may find these things:

EASIER FOR YOU

- Expressing your thoughts, ideas, and feelings precisely
- Playing word games
- Helping others express their specific thoughts, ideas, or feelings with the "right" words
- Progressing to success in your chosen field

DIFFICULT FOR YOU

- Using the simplest language at the cost of conveying precise meaning
- Noticing when others need extensive explanation or context in your communication
- Extensively explaining things on a simple level in areas where you are knowledgeable

Your Friends & Co-workers Recognizing this aptitude in others

Advanced - YOU

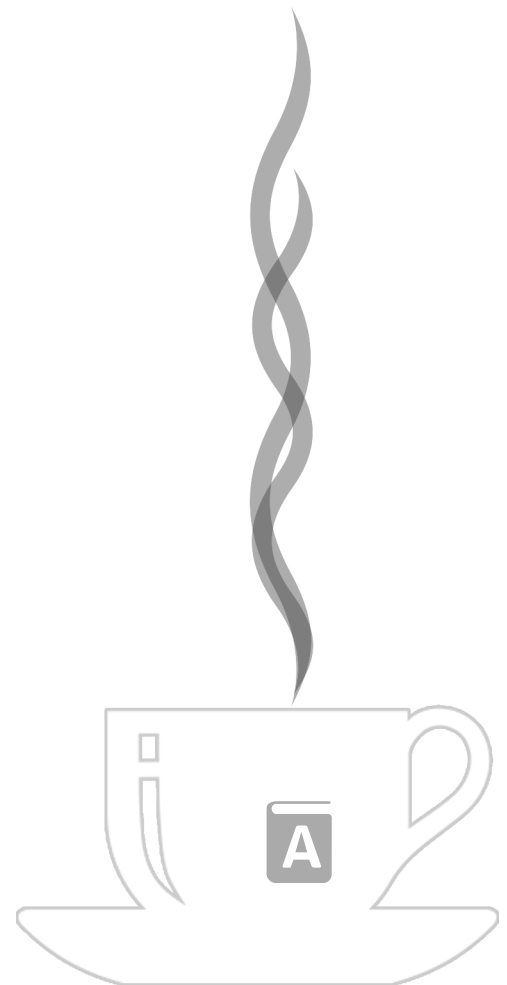
Those with Advanced vocabulary seem to use fancy words a lot. Sometimes it may seem as though they are showing off, but they might just love words the way others love music. And they seem to enjoy knowing about a variety of different things. Sometimes it's hard to tell what they're talking about. They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

Proficient

Those with Proficient 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.

Basic

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



Numerical Computation



YOUR RESULTS SHOW

- You're good at math, and time constraints don't fluster you.
- You can perform multiple calculations in your head and you can extend those calculations out over time in a running tally.
- You have an advantage whenever math skills are explicitly required.
- Anytime numbers enter your daily life, you have an advantage.

We call you an Advanced Computer.
Math is a breeze.

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 know exactly how long it takes the train to reach the station! Your mind can run two different calculations while considering mileage and distance. What may look like an unfinished puzzle to someone else is a clear picture in your mind. You can keep track of multiple calculations simultaneously even though you may not be aware you're doing it. You can also multitask while making calculations because it is so automatic for you that it takes little conscious attention on your part.



TIPS FOR SUCCESS

Tom, your skill at math is a practical advantage. You'll use it constantly.

-  Put this gift to good use. Volunteer to keep the books, divide the check, or keep the score.
-  Find ways to enjoy this skill for yourself. Find the math in the everyday.
-  Trust the math in your head. Your estimates won't be "guess"timates.

Numerical Computation continued...

You may find these things:

EASIER
FOR YOU

- Keeping a running tally of calculations such as bank balances, time, or distances.
- Converting temperature equivalencies (i.e., Centigrade to Fahrenheit)
- Making multiple calculations in your head simultaneously

DIFFICULT
FOR YOU

- Remembering that others do not mentally keep a running tally or naturally schedule time efficiently
- Planning events without having the commitment of others to a schedule
- Waiting for others to solve an arithmetic equation (like translating inches to centimeters) or provide numerical information

Your Friends & Co-workers

Recognizing this aptitude in others

Advanced Computer - YOU

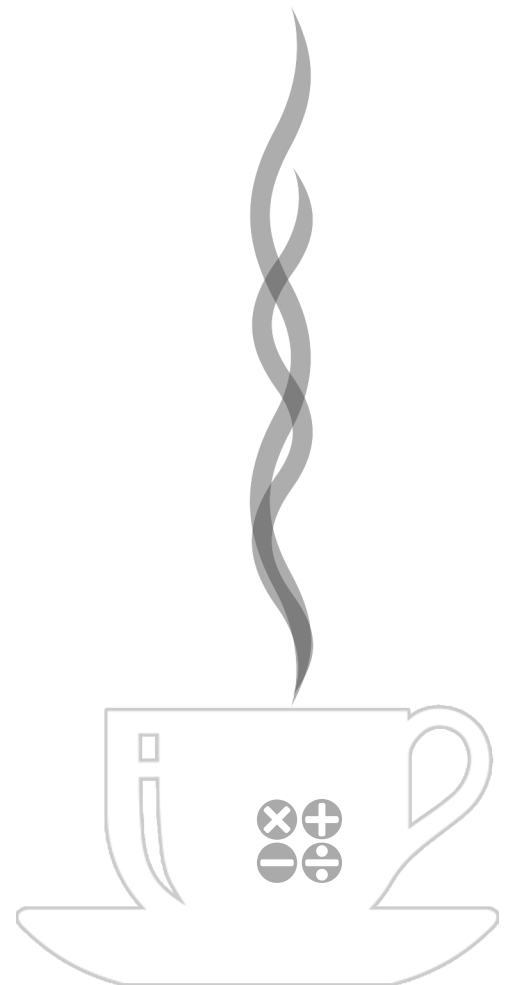
Advanced Computers keep a running tab of numbers in their heads at all times. They're most likely unaware that other people don't keep mental tabs on timetables, tip rates, or how much they have spent on a shopping spree. They excel at mental calculations and can provide solutions quickly. They enjoy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

Basic Computer

Basic 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.

Proficient Computer

Proficient 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.



Associative Memory



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



Tom, 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

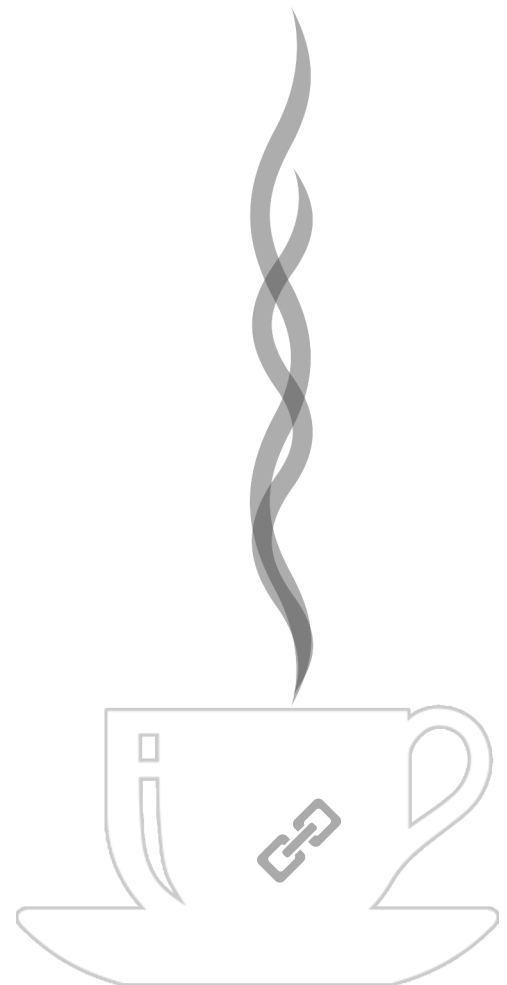
Conscious Memorizers are reasonably good at remembering names, places, or things, but they often need to use memory tricks. Details that link pieces of information help them recall the information later; for example, "Bill wears baseball caps" will help them recall Bill's name.

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.

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.



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



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

- ⚡ Double-check your written work, including tests and reports, and use tools like spellcheckers to make clerical tasks easier.
- ⚡ Don't rush through a set of written instructions. Read them aloud if you can.
- ⚡ 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.
- ⚡ 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	DIFFICULT FOR YOU	Completing paperwork rapidly
	Being precise in filling out forms when you have enough time to read and understand what is required		Quickly absorbing information from print or computer screen
	Absorbing material through audio books rather than paper or electronic ones		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

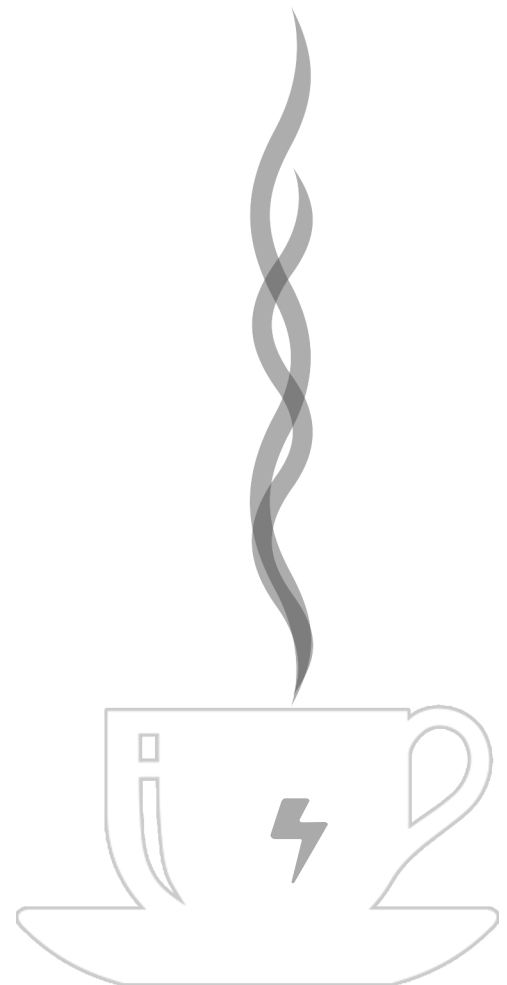
Double Checkers need to be deliberate in scanning information. They take a while to process paperwork, but are accurate if they have enough time. When scanning for someone in a crowd or searching for an item in lists or grocery aisles, they tend to rely more on memory, familiarity with the surroundings,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

Visual Scanner

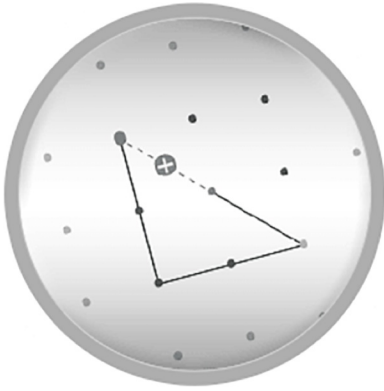
Visual Scanners are likely to be the first to finish a word search or find their favorite magazines at the newsstand. They're good at keeping required paperwork, detail, and office organization to a very high level of effectiveness and order. They can read and interpret written symbols such as pictorial 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.



Pattern Memory



YOUR RESULTS SHOW

- You're not drawn naturally visuals like schematics or charts.
- If you're forced to work with a diagram or graphical data, you prefer studying them alongside a verbal explanation of what the diagram means.
- Keep your road map handy. Better yet, drive with GPS.

We call you a Note Taker.
You're fine without the design.

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, but most likely won't recall one from memory. You may appreciate patterns in art, quilts, or in maps; however, you aren't often drawn to them out of context. You don't automatically pick up subtle differences among patterns, although you can spot significant differences. You work best with straightforward patterns when you can have them physically in front of you. Mapquest and Google Maps are definitely your friends; you have success with written directions and landmarks.



TIPS FOR SUCCESS

Tom, your Pattern Memory works best with support. Keep maps and visual aides handy.

-  Practice seeing visually. Look for opportunities to explain pictures, maps, and charts to others. There's no learning like teaching.
-  Rely on landmarks and street names when trying a new route.
-  Ask for help. You'll benefit from the visual ability of others.
-  Join a team when an assignment requires graphic or visual elements.

Pattern Memory continued...

You may find these things:

EASIER
FOR YOU

- Appreciating simple or repetitive patterns in art or nature
- Noticing universal signs
- Following a route that uses landmarks, mileage, or directional turns
- Comparing patterns with which you're familiar

DIFFICULT
FOR YOU

- Noticing differences in similar logos
- Technically oriented college classes
- Recalling maps or blueprints from memory
- Creating maps or blueprints
- Recognizing movement or proportional concepts visually in charts or graphs

Your Friends & Co-workers

Recognizing this aptitude in others

Note Taker - YOU

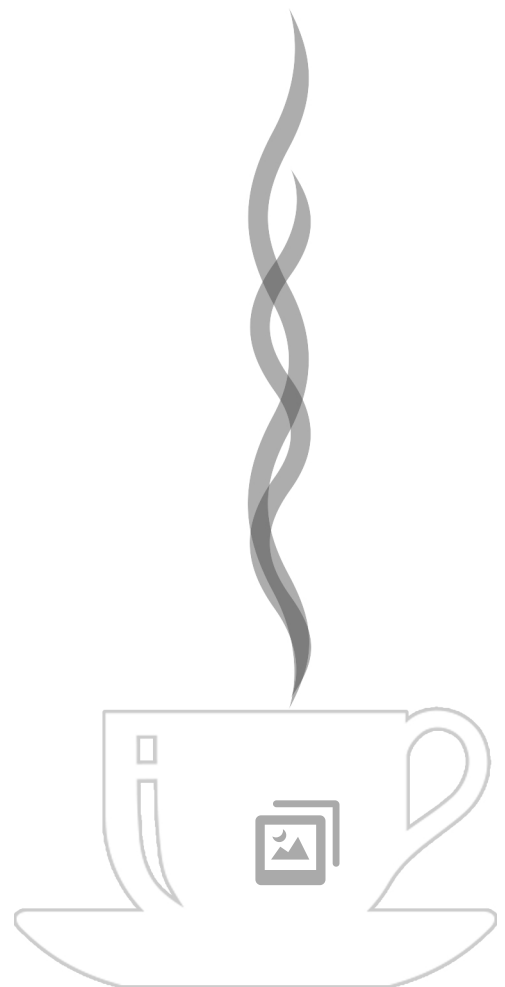
Note Takers don't trust their memories when it comes to maps or blueprints. They don't particularly enjoy recognizing patterns in materials, nature, or aerial photos. They are comfortable comparing patterns only when they can physically line patterns up against one another.

Human Camera

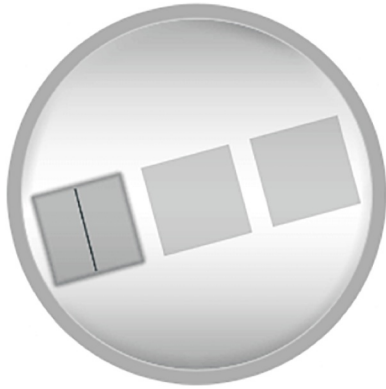
Human Cameras love visual patterns in fabrics, maps, and nature. They are drawn to patterns and love to point out visual patterns in things that are not typically thought of as having patterns. They can look at maps and quickly understand them. They might be drawn to intricate patterns. Pattern Memory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

Map Reviewer

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.



Visual Memory



YOUR RESULTS SHOW

- You're able to memorize the most important numbers in your life – PIN codes, passwords and your best friend's birthday.
- You can reliably keep important numbers straight in your head. But it's not a cakewalk.
- Less important numbers might sneak off when you're not looking so keep a file.

We call you a Data Reviewer.
Use your brain plus backup.

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.

You probably have a trick or two for remembering passwords and PIN codes. When you need to memorize something it doesn't take too much effort on your part, but you have to decide to do it. They don't just slip into your memory while you're focused on other things. It helps you to memorize numbers if you can think of them in relationship to other facts you know.

Numbers are a useful tool for you. You don't necessarily seek them out, but you know which ones are important to focus on. You memorize important dates, codes, or accounts easily, but you need to use calendars, notebooks, and other tools to keep track of the less important or infrequently used items.



TIPS FOR SUCCESS

Tom, you are likely to take a direct and focused approach to memorizing and recalling numeric information.

- # Try using memory tricks to recall numbers. It helps you to memorize numbers in relationship to other numerical facts you know, for example, the gate code is your brother's birthday backwards.
- # Allow yourself time to study numbers you wish to memorize.
- # Physical or environmental distractions, such as music and noise, may lower your ability to memorize or recall numerical data.
- # Store important numbers safely in mobile devices or journals.
- # Be aware that numbers won't slip into your memory while you're working on multiple tasks.

Visual Memory continued...

You may find these things:

EASIER FOR YOU

- Linking numerical codes to other important personal information
- Keeping track of personal numbers in your memory
- Recalling numbers while focusing on a routine task
- Holding numbers in your head after repeating them a few times

DIFFICULT FOR YOU

- Remembering numbers while focusing on complex tasks
- Maintaining various unrelated numerical codes for a prolonged period
- Accessing numbers from your long-term memory that you have not used for a while

Your Friends & Co-workers

Recognizing this aptitude in others

Data Reviewer - YOU

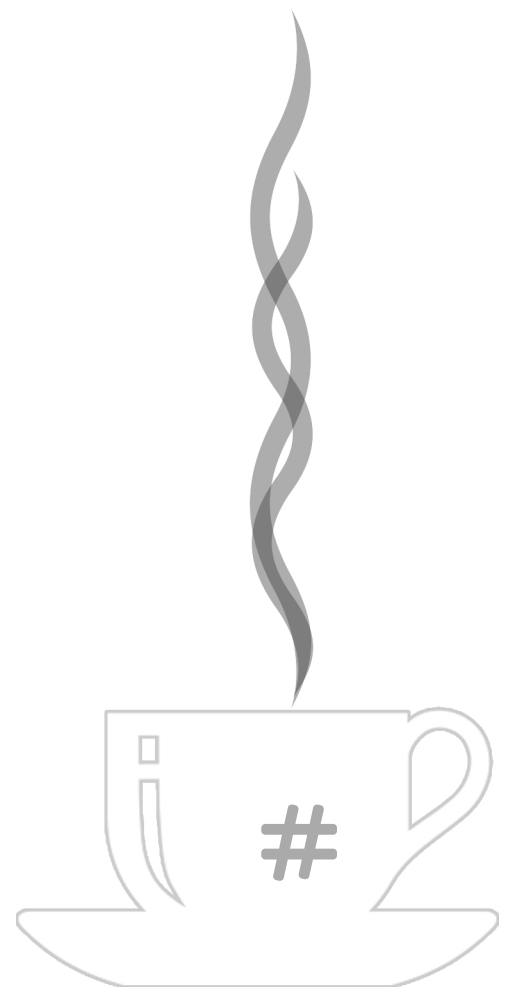
Data Reviewers find numbers, data, and facts useful, but are not tuned into them as a default. They find it pretty easy to remember numbers and data when they need to with just a little effort. They don't have to invest a lot of effort in memorizing important numbers. They might take that ability for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

Data Magnet

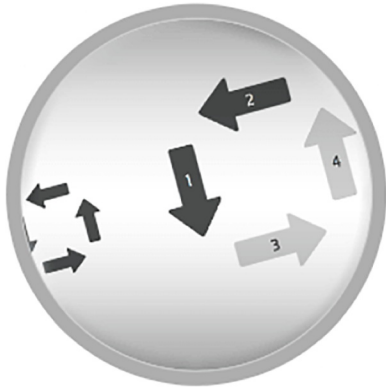
Data Magnets can remember numbers, data and unrelated facts, without apparent effort. Whenever a phone number, date, or statistic is needed, they are there with the correct answer. They easily retain miscellaneous information and trivia that is often numerical.

Note User

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.



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



Tom, 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

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

DIFFICULT FOR YOU

- Following the directions of an instructor that is facing you (rather than standing next to you or with his back to you)
- Pushing yourself to practice at activities that others seem to grasp so much more easily
- Memorizing movements without focused attention on your own body

Your Friends & Co-workers

Recognizing this aptitude in others

Experiential Mover - YOU

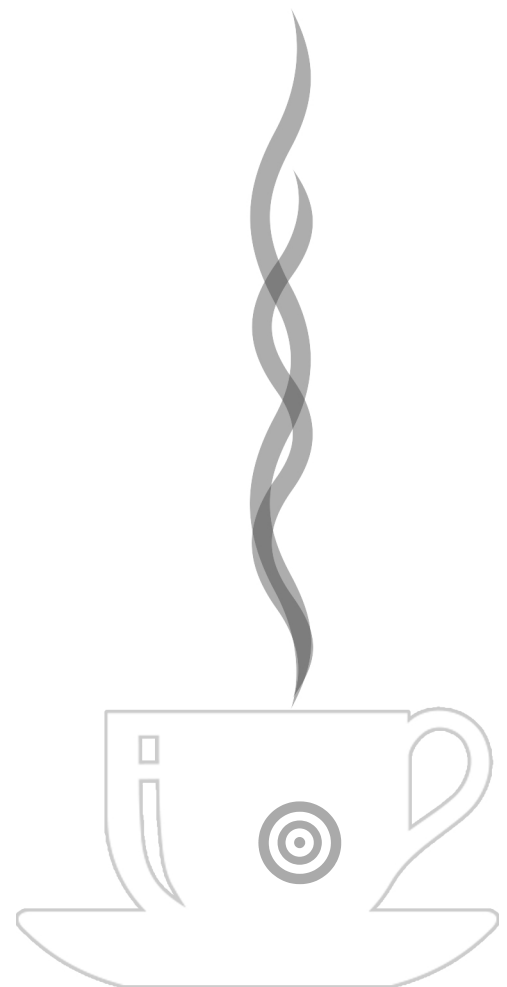
Experiential Movers may need extra learning time to replicate a movement they see others performing. They may have to let their body feel the movement many times or even break it down by analyzing the smaller physical adjustments required before it makes sense to their brain, which then translates it 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.

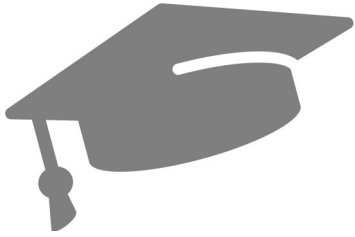
Synchronized Mover

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.

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!





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 can let you try a broad range of studies, and that will fit your generalist bent. But be deliberate about choosing a single major, too, so you can get the benefit of a focused degree.



Timeframe Orientation

Traditional academic environments reward your ability to plan for the future and work toward goals far down the road.



Inductive Reasoning

You may have to discipline yourself to apply formal research methodology to meet course expectations. Following through with logical planning will promote your success.



Idea Generation

Traditional academics suits those, like you, who blend a big-think gift with the ability to focus after the brainstorming's done.



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.



Sequential Reasoning

Traditional academics will reward your gift for logical organization. From keeping your class materials in order, to building up substantive knowledge in orderly way, your gift will pay off at school.

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:

- Make the deliberate effort to identify short- and medium-term milestones on your way to your distant target.
- You may need to be patient when working with others on group projects; not everyone can stay focused on a distant goal without benefit of intermediate goals to provide a sense of accomplishment on the way.
- Celebrate success as you go.



Impact on Daily Life

SCHOOL CONTINUED...



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 use and build your strong vocabulary, both on general topics 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 gift at doing 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

Remember that visual learning from graphic materials may require additional time on your part. Translate graphic information into words when you can, and try remembering it that way too.

ORGANIZATION COUNTS

- Paper writing and time management aspects of your studies will be easier for you than for most others.
- Be aware that teachers may expect you to show your work or provide multiple drafts even if you don't find the process necessary.
- You may perform especially well in classes where you have to present information to the class.

EXPLORE MAJORS

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

[YouScience.com/login](https://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.

Social work that is helping and supportive.

You are likely to enjoy work that allows you to interact with and help others.

Artistic work that is creative and original.

You are likely to enjoy work that allows you to express yourself creatively.

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

Look for work that rewards your talent for operating within a group. Your ability to perform many jobs on a project, and your focus on the success of the group as a whole, make you a valuable asset.



Timeframe Orientation

Look for work that lets you set long-term goals. You'll need the space and time to imagine results in the future.



Inductive Reasoning

You're a reliable problem solver, and you're not afraid to make decisions or draw conclusions. But you're not rash, and you'll make sure the facts support you. Choose work where decisions depend on good facts, gathered in a reasonable but limited time period.



Idea Generation

If you can, choose work that demands your fountain of ideas. You'll thrive 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.

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 Generalists enjoy gathering and sharing perspectives. They're often excellent at building relationships.



Sequential Reasoning

Seek out jobs that demand logical organization and efficient planning. You're a natural organizer who can excel at research and development, project planning and management, and archiving.



Numerical Reasoning

You're a born analyst. Seek work that demands your knack for spotting trends in data, like economic forecasting or statistics.



Vocabulary

A strong vocabulary is an accomplishment - and a joy. Work that involves writing, publishing, or public speaking will reward your gift for using the right word at the right time.



Associative Memory

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



Numerical Computation

Your gift for doing quick mental math makes you a natural in jobs that demand lots of quick calculations. Your mental math knack can give you an advantage.



Visual Comparison Speed

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



Pattern Memory

Graphics and diagrams will make more sense if you read them along with a verbal explanation of what the pattern means.



Visual Memory

Your solid memory means you won't struggle to recall the numbers that matter regularly in your life, but you may not like work that requires you to quickly recall many and varied numbers.



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 get involved in many different kinds of activities. The variety will inspire you.



Inductive Reasoning

Your problem-solving knack makes you a good leader in your community and volunteer groups.



Idea Generation

Your community needs your knack for balancing brainstorming with doing. Find a volunteer project that can use your leadership.



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.



Sequential Reasoning

Your life outside work or school will likely be organized. Even if you can't control everyone and everything in your home environment, you can try to make your own space and activities reflect your gift for order.



Associative Memory

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

There's so much more online!



Dig Deeper Into Your Profile

Aptitudes, Personality and Interests combine to reveal sixteen dimensions of potential



See Your Top Ranked Careers

500+ Recommended careers and areas of study matching your profile



Create Discussion Guides and Cheat-Sheets

Personalized guidance for personal and professional relationships



Compare, Plan and Pick Majors

Clearly see all your options for majors and declare with confidence



Chat with a YouScientist™

We'll walk you through anything you need by phone or chat

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

Options may be limited based on your specific profile.

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.

You've got a gusher for a brain.
The way you come up with ideas, we call you a "Brainstormer".

IMPACT ON YOUR DAILY LIFE

WORK **SCHOOL**

You're likely to enjoy courses that require more structured preparation and formal assignments.

Join an improv group as a way of releasing your ideas. In improv study sessions, you're likely to have a lot of fun.

Aptitude Awareness

You're able to come up with multiple examples when describing something or with multiple activities to engage in.

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 better the quality of your ideas.

CAREER	MINIMUM EDUCATION	PROJECTED OPENINGS	STARTING	AVERAGE	TOP	STRONG
Editor	4+ YRS	28,000	\$29,340	\$62,440	\$104,660	●●●
Broadcast News Analyst	4+ YRS	2,000	\$27,450	\$78,380	\$170,400	●●●
Art Director	4+ YRS	20,000	\$43,870	\$94,260	\$162,800	●●●
Counseling Psychologist	10+ YRS	\$5,900	\$38,450	\$72,220	\$108,340	●●●

EXPLORE CAREERS

Overall Fit Aptitudes Interests Average Salary Time Investment Openings

Grid List

Industrial Organizational Psychologist

Editor

Broadcast News Analyst

Instructor

YOUR APPTITUDES FIT ANALYSIS

Here's how your aptitudes fit this career: [Explain this graph](#)

YOUR INTERESTS

Your interest in a career can help you decide which one to choose.

EMPLOYMENT OPPORTUNITIES for this career:

Low High

click open for more info

ART DIRECTOR

EMPLOYMENT OPPORTUNITIES for this career:

Low High

click open for more info

National Statistics for this Job

Salaries based on U.S. National averages

starting average top

\$43,870 \$94,260 \$162,800

As of 2012 74,800

In 2022 71,000

3% growth

Average growth rate for all careers is 3.2%

TOP INDUSTRIES for this career:

Advertising, Public Relations, and Related Services

Newspaper, Periodical, Book, and Directory Publishers

Specialized Design Services

Motion Picture and Video Industries

Management of Companies and Enterprises

Management, Scientific, and Technical Consulting Services