



Impact of Natural Abilities on Leadership Style

(abridged)



Brady & Associates

Career Planners, llc.

Highlands Ability Battery

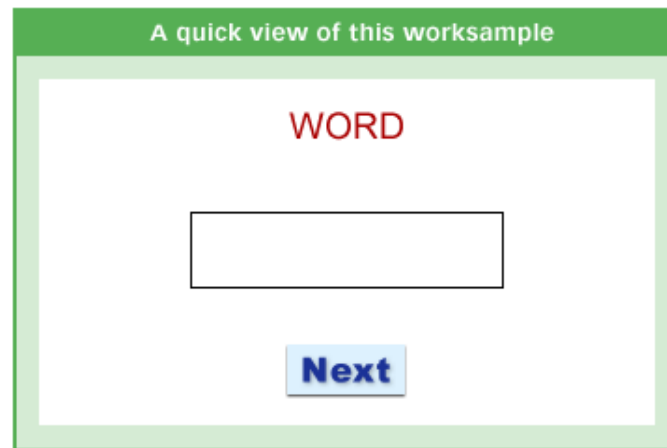
- Developed by Johnson O' Connor
- Abilities v. Skills
- Timed
- Represented in percentiles
- High v. Low Scores
 - 1-35% low
 - 36-64% mid-range
 - 65% + high
- No “Lawyer” or “Leadership” profile

Highlands Ability Battery

- Personal Style
- Driving Abilities
 - Problem solving
 - Generate ideas
 - Develop theories or Build/Create
- Specialized Abilities/Learning Channels
 - Communication
- Use information to develop your leadership style

Personal Style-Specialist/Generalist

**Preference for how to work;
Response to group dynamics**



Personal Style-Introvert/Extrovert

How energy is gained/lost; How information is processed

A quick view of this worksample

Please answer all of the following questions. Do not spend too much time thinking, just answer to the best of your ability. When you are finished, click Next.

Yes No

1. Do you tend to introduce yourself to others rather than waiting for them to do so?

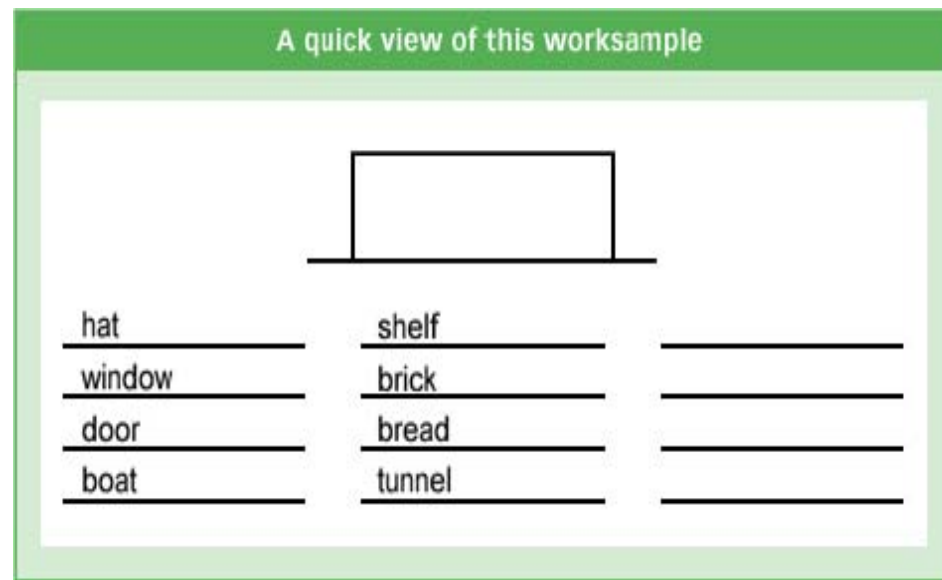
2. Are you more likely to have one or two closer friends rather than having many broader ones?

Internal (Introvert)

External (Extrovert)

Time Frame Orientation

Measures tolerance for time between decision & result



Immediate Gratification
/Thinks Forward

Delayed Gratification
/Thinks Backwards

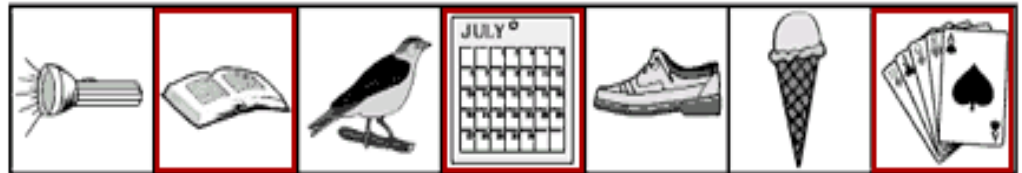
The 5 Driving Abilities

- Powerful and pressing
- Can cause frustration if misunderstood or ignored
- All results – low, mid, high – meaningful and instructive
- Form patterns which define behavior

Classification (CL) – Instinctual

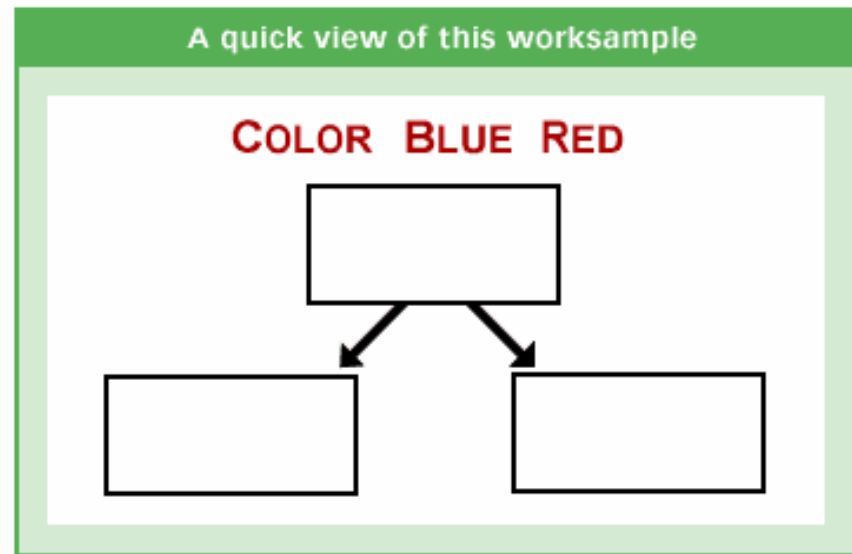
- Move from specific to general
- See relationships among seemingly unrelated objects or data
- Solve problems quickly, intuitively and instinctively

A quick view of this worksample

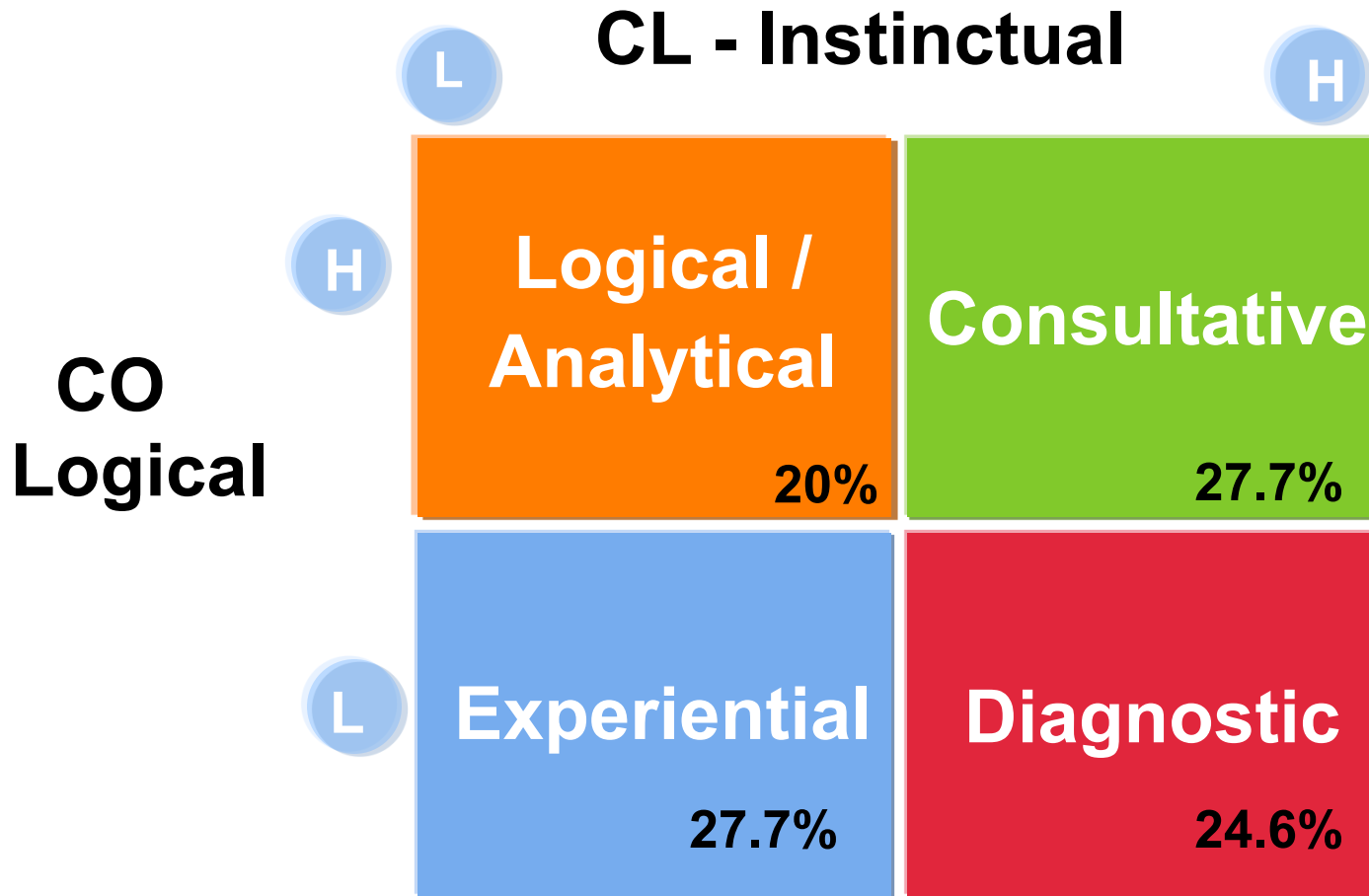


Concept Organization - Logical

- Move from general to specific
- Arrange ideas/information in logical order
- Assess facts/ideas, discard irrelevant and retain relevant



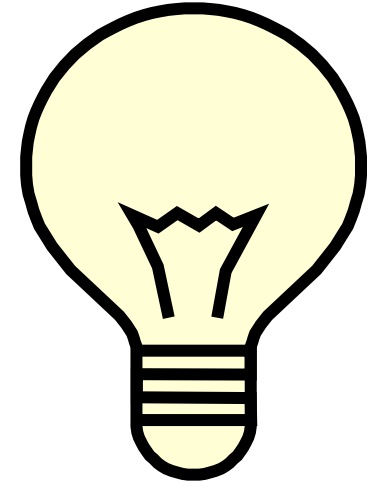
Problem-Solving with CL and CO



92% Reporting

Idea Productivity

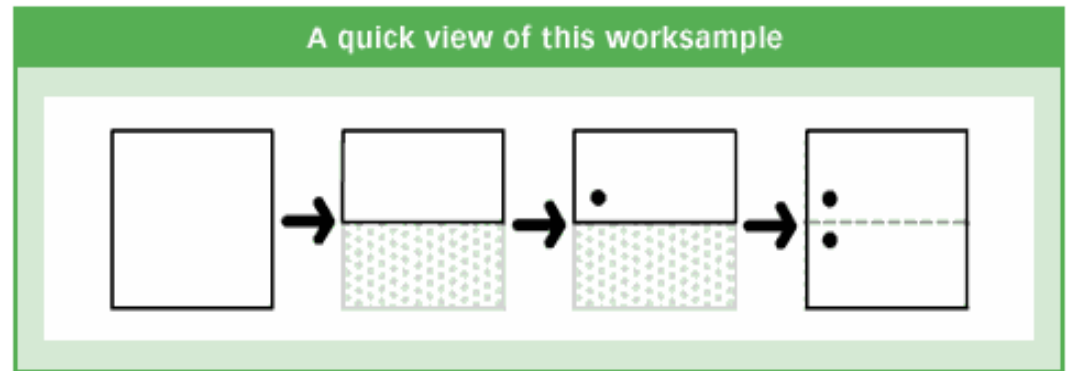
- Measures concentration NOT creativity
- Ability to generate ideas
- Assesses *quantity* not *quality*
- Most evident during brainstorming sessions



Focus/Concentration

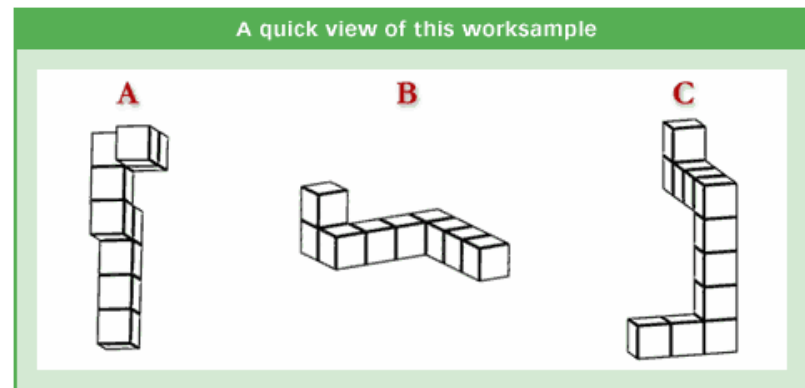
Spatial Relations Theory (SRT)

- “See”/manipulate 3-dimensional objects in space
- Understand math and the theoretical sciences
- Prefer to work with words and ideas, not with concrete objects
- Understand principles which allow systems to operate & function



Spatial Relations Visualization

- See concrete objects in 3-dimensions
- Enjoy projects resulting in tangible products
- Prefer to work with tools, machinery & structures, not words or ideas
- Do not think in abstractions or theoretical concepts



Specialized Abilities

HOW WE LEARN:

- **Design Memory** – charts & graphs
- **Verbal Memory** - written word
- **Tonal Memory** – spoken word
- **Rhythm Memory** – movement
- **Number Memory** – memorization

Specialized Abilities

HOW WE COMMUNICATE:

- **Design – charts & graphs**
 - Use graphics
- **Verbal Memory - written word**
 - Use email, notes
- **Tonal Memory – spoken word**
 - Use voicemail, verbal instructions
- **Rhythm Memory – movement**
 - Demonstrate

Values

- Guiding principles
- Professional v. individual values
- Institutional v. individual values

What Kind of Leader are YOU?

- Establish Leadership Goals
 - Tasks
 - People
- Develop Leadership Credo
 - Abilities/Skills
 - Values
 - Management Philosophy

“Leaders are not born. They are made. They are made just like anything else...through hard work. That’s the price we have to pay to achieve any goal.”

--Vince Lombardi





Impact of Natural Abilities on Leadership Style



Brady & Associates

Career Planners, llc.

Kathleen Brady, CPC

Kbrady@CareerPlanners.net 212-518-7191