



THE HIGHLANDS ABILITY BATTERY

HABit of Leadership

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The HABit of Leading

- Know Yourself
 - Problem-solve
 - Communicate
 - Environmental preferences
- Know the People Around You
- Manage/Lead Others
 - Personal v. Position Power



THE HIGHLANDS ABILITY BATTERY

Highlands Ability Battery

- 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 INTENTIONAL leadership style



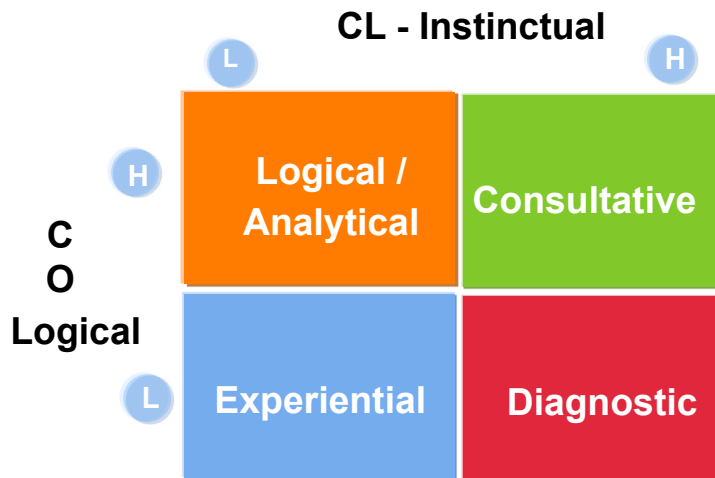
The 5 Driving Abilities

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

Driving Abilities Continuum



Problem-Solving with CL and CO



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Specialized Abilities

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

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Communication

- 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





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Impact of Natural Abilities on Leadership Style



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