



Natural Ability Global

Four Key Life Elements

- Work Environment /
personal Style
- Learning
- Problem Solving /
decision Making
- Communication



**Special Report
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FOUR KEY DIMENSIONS

Understanding each of your abilities is an important first step in understanding yourself. Understanding how groups of your abilities work together is a powerful tool. As a way of summarizing your results, we include a description of how your abilities relate to the four key dimensions of work life: **Work Environment/ Personal Style**; **Learning**; **Problem Solving/Decision Making**; and **Communication**.

WORK ENVIRONMENT/PERSONAL STYLE

As a key dimension of work life, Work Environment refers to the context or environment that is most conducive to your performing at your best. In determining whether a Work Environment is good for you, you must consider such factors as the pace of work, the amount of teamwork required and the amount of interaction with people involved.

Your preference for Introversion is not specifically an ability, but it does interact, sometimes extensively, with your abilities. Your preference for Introversion indicates that you are energized more by internal forces and events than by external ones. You will prefer time to process events and respond to questions and requests, and that processing takes place internally. When you say something, you have usually given it careful consideration. This differs from the Extrovert who may verbalize ideas rather than conclusions. You will probably want to make sure you have periods throughout your day for quiet or down-time to recharge yourself. You are likely to prefer an environment in which you interact one-on-one or with small groups of individuals. You may prefer reading and writing or e-mail to personal interaction.

As a strong Specialist you are likely to be more fulfilled in your job when you can demonstrate an area of expertise or give advice from the perspective of the expert. Your score indicates that you may be happiest when you work from great passion or commitment. You may see the world uniquely and offer that unique view to the organization. Typically, you require autonomy and independence in the workplace, and you may prefer to work in smaller teams, if this is possible.

With a longer Time Frame Orientation - beyond five years - you will probably be viewed as a strategic thinker or planner and contribute to your organization from that perspective. You may be very comfortable in an industry or profession that looks to the future. You may find setting long-range personal goals, perhaps related to financial planning, to be quite simple and easy to work toward. One word of caution about a long Time Frame Orientation: unless your long-range plans are backed with specific short-term goals and intermediate actions, it is very easy to live in the future, believing there will always be time to act.

Your Classification ability is very strong. This means you are able to solve many problems so quickly and easily that you enjoy being in work situations in which you are solving one problem after another. People with high Classification often enjoy learning new jobs, tasks and roles. This gives them an outlet to use this very powerful ability. Sometimes people with high Classification have a hard time understanding that other people need to solve problems in a different way, so that what seems obvious to them may not be obvious at all to others. With high Classification, you may find that you are able to see potential problems in new plans or ideas almost immediately. It is important to be aware of this tendency to see and explain problems. You may need to make sure that others also hear the things you find positive in a plan, idea or piece of work.

Your Idea Productivity is extremely strong. This means that you may have a constant stream of new ideas and thoughts throughout the day. Managed properly, this stream can be an important and valuable resource for you and for your company. You must exercise care, however, that this stream of ideas does not unduly interrupt your work or become a source of friction between you and the people you work with. You can use your Idea Productivity in many ways in the workplace - brainstorming, writing, speaking in public, persuading others, selling to others, planning, preparing for events. All of these are very useful outlets for this ability. You are working against this ability if you are in work situations in which you have to do tasks the same way every time. The urge to create new ideas may make routine tasks harder for you. The more you are placed in situations in which you need to come up with new ideas and new ways of looking at things, the more you are using this ability.

Your Concept Organization ability is very strong. This means that it is very easy for you to solve problems by means of a linear string of logic. Any time you are presenting ideas to another person, planning into the future, figuring out strategy, writing your ideas down, or trying to figure out what went wrong if something fails, you will in all likelihood be using your powerful Concept Organization ability. These are all tasks that lean heavily on your ability to place elements in logical, linear succession. Some other kinds of tasks, such as rapid-fire problem-solving or trying to come up with multiple ideas about something, are difficult to solve with logic. By recognizing those tasks which maximize your use of Concept Organization, you can increase your productivity by bringing this ability to bear.

With your strong Rhythm Memory score you are likely to find greater satisfaction in a Work Environment that does not require you to sit still for long periods of time. You will prefer to be active and to move about, rather than sit behind a desk all day.

You will be far happier in a work situation in which a tangible product or substance is produced by your efforts. At the very least, your work should result in a paper report. You will function most effectively in an environment which enables you to produce something you can hold or touch with your hands in some way. You need to produce an object with physical and tangible dimensions rather than something abstract or theoretical.

Your musical abilities are so strong that they will press to have expression in your life on a daily basis. You should involve music in some manner in your life: listen to music regularly, or, perhaps, learn to play a musical instrument.

Your score in the two-dimensional visual abilities indicates that you are likely to find enjoyment in visual activities and be able to use them to your advantage in daily life. You may be drawn to fields with a strong visual component, although they may not be the primary focus of your activities.

You have a combination of abilities that make artistic and creative roles and tasks easy for you. You may wish to find a way to use these abilities in your Work Environment. Although you may not feel that something is missing if you do not use these abilities in some artistic activity, you are likely to derive a great deal of enjoyment and satisfaction if you choose to use them in some way. Your Spatial Relations Visualization score is high enough to indicate that creating something real, like a drawing, painting, or model would be satisfying to you.

LEARNING

This key dimension of work life refers to how you take in new information. Understanding your learning channels helps you identify what you need to do to facilitate learning and to remember new information. Knowing about how you learn best - through reading, listening, diagrams or a combination of these - also enables you to request information in particular formats. Understanding your learning channels can help you understand more about yourself: why you enjoy having reading material around; why you remember data better when someone shows it to you on a graph; or why you remember more when you hear someone speak on a topic than when you try to read about it.

Your Verbal Memory score indicates that acquiring and retaining information only through reading may be somewhat difficult for you. In order for you to remember what you read, you should use other complementary strategies as well: reading aloud, taking notes, or highlighting/underlining important sections and reviewing them later. Your best strategy is likely to include reading in combination with use of another of your learning channels to reinforce the learning.

Your strong Tonal Memory score indicates a powerful ability to recall what you hear. It indicates that in a meeting you may need to take very few notes and will be able to recall the flow, as well as content, of the proceedings. You may find that you recall lines of dialogue from movies or performances. You may also find it quite easy to reproduce sounds and sequences of sounds. This is helpful in music as well as in learning a foreign language.

You have a very strong ability to take in new information in the form of charts, graphs, maps or other two-dimensional forms. You may want to reduce data to diagrams and charts because this learning tool is so effective for you. For example, when you are getting directions to a friend's house, drawing a map or a chart may be more effective for you than writing down a step-by-step narrative.

Your Rhythm Memory score indicates a great capacity to learn new information by putting it to a rhythm or actually walking through a process. Rhythm Memory engages the large muscles of the body, so once you have walked through a sports play, for example, you will understand it better. You can use this ability to learn by setting factual information to a beat to reinforce it.

Your Number Memory ability can be helpful to you in remembering names, numbers, facts, and trivia. With little effort, you can remember non-associated facts and data. This allows you to use the information to solve problems and make decisions and recommendations.

PROBLEM SOLVING/DECISION MAKING

This key dimension of work life refers to how you most efficiently solve problems, resolve issues and make decisions. In addition to identifying your style of solving problems, other important aspects of this dimension include how you think through problems, the time frame you use most naturally, and the perspective represented by your solutions.

You have very strong Classification ability. This means that you have a powerful ability to handle one problem after another all day long. You may find that the faster and more chaotic the situation, the more you like it, because it is precisely this kind of problem-solving that strong Classification handles best. Strong Classification also makes it easy for you to do diagnostic problem-solving. You are able to sift through many facts and ideas and find almost immediately what problem a concept or a piece of work may represent. This particular aspect of Classification may make it difficult for you to be decisive at times. If you can see easily all the problems that lie in a particular idea, it may be difficult to decide on a course of action. By placing yourself in roles in which you can solve many new problems at work all day long, you will use your strong Classification and increase your overall satisfaction and productivity.

You have a very strong score in Concept Organization. This means that such problem-solving tasks as planning, prioritizing, ordering, writing and communicating precise content and meaning can be very easy for you. You are so strong in this ability that you undoubtedly use it constantly all day long. For tasks and roles that require a logical, linear approach, Concept Organization is ideal. However, for tasks that require quick, non-logical or creative thinking, Concept Organization can at times be a liability. Concept Organization by its nature is a linear and methodical way to solve problems. If you are using this ability, you can be more productive by giving yourself time and space to work through the steps of solving difficult problems.

You have a consultative problem-solving style. You are able to evaluate seemingly unrelated information and logically explain it to others. With this type of problem-solving style, you are able to draw conclusions quickly and accurately as well as explain how you arrived at the solution. Individuals with this type of problem-solving style excel in fast-paced environments where there are multiple problems to solve and others to listen, follow through, and carry out the work.

Specialists prefer to work as individuals and often make contributions from the point of view of an expert. As a Specialist you tend to approach problems from your own unique perspective. You can bring your expertise to situations and are likely to know your particular area better than anyone else. When faced with new problems, Specialists usually have a unique point of view. This can be a decided asset on teams that value new, creative, "outside the box" ideas and solutions. This can also be a little disorienting on teams that want the usual or standard solution to problems.

As an Introvert, you recharge by time spent alone. You need quiet and/or alone time to process problems most effectively. Because you process information internally, it may be important for others to know that your silence does not necessarily mean assent or agreement. It may simply mean that you are working on the problem. When you verbalize a solution or a decision, you have already spent time thinking things through to their conclusion.

Idea Productivity affects the rate or the volume of ideas. Your Idea Productivity level can affect the number of solutions you generate (although not the quality) when trying to solve a problem. The impact of Idea Productivity depends upon the work environment. Generally, a more open, free-flowing work environment should favor and reward higher Idea Productivity.

Your high Spatial Relations Visualization score indicates that you think structurally, and that you may gravitate toward solutions that are more concrete, involving a real-world physical solution.

With a high score in Time Frame Orientation, you are most likely to think of solutions to problems that focus on or bear results five to ten years or more in the future. You consider most the long-range implications of your solutions to problems.

This key dimension of work life refers to how you communicate with others or the context/situation in which you feel most comfortable communicating. Two important aspects of communication to consider include the methods of communication you prefer and the size of the group with which you are most at ease. Other important aspects to consider are your ability to remember what you hear, and how aware you are of those with whom you are communicating. Also important to consider are the number of ways in which you can communicate an idea and the types of examples you may use.

Specialists have their own unique language and perspective. As a Specialist, you prefer to work as an individual and to make a contribution from an expert or particular point of view. You will tend to communicate your view with passion and intensity, because you often "own" your work as a personal extension of yourself. You tend to communicate from your own unique position and tend to have a unique way of seeing almost any issue. The Specialist is likely to appear and feel out of sync in communicating with a group of Generalists. Sometimes it can be difficult for you to understand how others feel at work, and your communication may not appear to be connected to the group or team goal. Any effort you can expend checking out how others on a team or in a group may feel can be of enormous benefit to you in understanding how to work best with the whole team.

As an Introvert, you communicate best when you understand the purpose of an interaction, because interaction expends energy. Because you recharge your batteries by being alone, you may prefer some structure to relationships and interactions, and you may prefer communicating in writing or by e-mail. You can be quite skilled at communicating with others, although your preference is usually one-on-one or in small groups. Situations that require continuous interaction with colleagues or customers, such as group meetings or projects that require long conversations, are energy-draining for you. You need to process information internally and may not provide an immediate reaction because you prefer to think before you speak. This can mean that once you communicate a thought or idea, it is likely that you have thought it through carefully and that it represents a considered point of view.

Your Classification score is very high. This fact can have significant impact on your communication style. People who are as high as you are in Classification often appear impatient with others, wishing they would hurry up and get to the point. You have a strong ability to draw conclusions from complicated sets of facts. You may find that you like situations in which there are many things going on at once and communication happens quickly, with many kinds of communication happening simultaneously. You will probably enjoy a fast pace in general and a generally quick pace to communication. All of this may well make you impatient at times. You may often think - 'OK, get to the point' when talking to others. You may find it difficult at times to slow down enough to listen to other points of view. Your communication style may improve if you consciously pay attention to the solutions offered by those with slower problem-solving styles.

With your very high score in Concept Organization, you are able to communicate your thoughts logically and persuasively to others, either in writing or orally. You are able to gather, arrange and prioritize the information you want to communicate in such a way that your ideas will be clear to others. Although you should be able to organize your thoughts relatively quickly, Concept Organization is not instantaneous. You need to give yourself time to organize your thoughts when you are speaking or writing. This will help you to use your Concept Organization capability to the fullest. You can help yourself by being aware that, as powerful a tool as Concept Organization is, it is not an ideal tool for every situation. There may be some tasks at work for which your high score works against you. In brainstorming or creative situations, for instance, a logical answer may not be what is initially needed. By being aware of when this ability works for you and when it doesn't, you can increase your overall satisfaction and productivity at work.

Your score in Idea Productivity allows you to generate a large number of ways to communicate and many different angles and examples. Idea Productivity helps with persuasion and sales and facilitates communication roles such as teaching, brainstorming, and selling. High Idea Productivity may present problems of staying on track in conversations. Situations requiring attention to others or on focused communication may be more difficult. You may experience and communicate a number of different ideas that appear unrelated, which may be confusing to the listener.

Your very high score in Spatial Relations Visualization may mean that it is easy for you to deal with technical or mechanical issues and it may also be easy for you to overlook the human or abstract issues that require communication. You may find that you are more task-oriented than people-oriented. It may help in your communication to be conscious of the more abstract elements that can have impact on situations - elements like interpersonal relationships, feelings and ideas.

Your very high score in Vocabulary means that you have the ability to communicate at the level of people who end up in the upper management of corporations. It also means that you may feel somewhat isolated if you are usually around people with significantly lower Vocabulary levels than your own. This isolation may not occur if your vocabulary reflects a particular field of expertise.

A high score in Tonal Memory can aid in remembering another's spoken communication. Also, when changes in voice intonation are important, or the only means for communication is auditory, then your high Tonal Memory score will become more valuable.