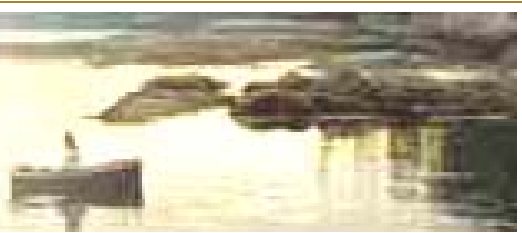




THE HIGHLANDS COMPANY



Why we are better

The key difference between the *Highlands Ability Battery™* and other popular assessment tools – MBTI, Strong, True Colors, DiSC – is that the Battery requires hands-on performance of objective on-line tasks that measure natural abilities, while the other tools are tests of personality type and usually depend on self-report and/or group appraisals. The other tests may offer insights into personality types, but only the *Highlands Ability Battery™* measures natural aptitudes or abilities.

This difference is crucial to **students** faced with college choices and selection of major subjects; to **adults** involved in career change; and to **organizations** designing programs in team building, leadership identification, or leadership development.

When people are able to compare assessments, they prefer the *Highlands Ability Battery™* to the other tests as a measure of their abilities and as a guide to effective career planning.

In 2003, 21 graduate students in Counseling and Career Development at Colorado State University were required to complete the *Highlands Ability Battery™*, MBTI, the Strong Inventory, and True Colors as part of their instruction. Here's how they responded to a survey conducted by their instructor after they had completed all four tests:

Instruction: You have taken the Strong Interest and Skills Confidence Inventory, the MBTI, True Colors and the Highlands Ability Battery. List these tests in the order of their effectiveness in measuring your natural abilities or talents.

Instruction: List the Strong Interest and Skills Confidence Inventory, the MBTI, True Colors and the Highlands Ability Battery in the order of their effectiveness in guiding you in future career decisions.

