

# Students and the Highlands Whole Person



**The Highlands Company**

*Transforming Careers Since 1992*

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## TERMS TO KNOW

### Career Development Cycle

Understanding life transitions. This is why the Model matters.

### Abilities

Natural talents, which stabilize early in life.

### Skills

What you learn how to do.

### Interests

What fascinates you? What you are drawn toward?  
What you are passionate about?

### Personal Style

How you interact with other people.

### Family of Origin

Where you get your first ideas about “work”.

### Values

What you hold most dear in life.  
What’s important to you?

### Goals

Internalized drives that make all of us go.

## Move from thinking **Move to thinking**

There is an answer or formula that an expert can provide to tell me what I should be or do.	By understanding myself in terms of my abilities and other factors, I can choose and explore multiple options to determine the best fit.
There is one “right,” “best,” or “ideal” ability profile.	It is important that I understand <b>my</b> profile and how to best use my strengths.
There is a perfect job/career.	My job or career path is <b>unique</b> and will change as I grow.
There is only one way to do a job.	What is <b>my</b> best way of accomplishing specific job responsibilities.
Jobs don’t change.	Because jobs and careers change, I need to be aware of how <b>my</b> strengths fit and what, if any, skills I need to build.
Personal circumstances don’t change.	Because personal circumstances change, I need to be aware of <b>my</b> personal style and abilities to learn to adapt to changing circumstances.
The right job will just show up.	I need to take <b>action</b> and explore options.

## QUESTIONS TO ASK

### Career Development Cycle

Who has a job I want to learn about?

### Abilities

What are 3 things I KNOW I do well?

### Skills

What have I learned to do?

### Interests

What do I like doing? What makes time go by quickly?

### Personal Style

Would I rather be at a party or at a movie?

Do I consider myself a people person?

### Family of Origin

What do people in my family do for work? Where does work fit into their priorities? What does that mean?

### Values

What’s important to me? What do I want to keep doing and what do I want to stop doing?

### Goals

What do I want for myself?