



Personal Development and Career Guidance Program

Overview:

The Natural Ability Personal Development & Career Guidance system is the most comprehensive, personal and individualized Ability/Aptitude based self awareness and career program in the world. Through "objective" testing, we can provide a unique profile of a student or adult based on the combination of their abilities and personal style. The key is that while each ability is very powerful on its own, it is how they combine and work together that makes a person unique. The next important factor is how this unique profile translates into working roles in the world. We match each person into our Career Exploration database and generate a personal Career Exploration Report. This report explains why their unique abilities matched the chosen "work roles" and provides from 25 to 50 detailed examples of careers to explore.

Abilities are set by the age of 14 and do not change for life. There is no pre-preparation or study required for this test as the students will be doing exercises they have never done before which are based on raw ability and not previous study. Every student's report is positive since it is not possible to fail an ability test. It is really just a matter of where a person fits in the world based on their unique make-up. High scores are good for some careers while low scores are better for others.

The students receive a 100% personalized 45 to 59 page report that is divided into two sections:

- 1) Self Awareness – detailed descriptions of their abilities and how they impact how they learn/communicate/solve problems – make decisions/best environment to learn and study
- 2) Career Exploration Report – in this section their blended ability patterns are explained / their learning channels are explained / and their "work roles" and career matches are listed.

Our Test:

We use the Highlands Ability Battery (THAB) which is the Gold Standard of Aptitude Assessment as the basis of our work. The THAB was developed in 1990 from the Johnson O'Connor Ability Research Centre which has been conducting Ability/Career research for 90 years. Johnson O'Connor (JOC) was established in the 1920's for the sole purpose of studying the relationship between aptitudes and work. The THAB is used in 30 countries around the world.

Our Program:

The system is designed to be a support tool for the student, parents and career counselor in order to give the most personal career guidance available today. If these three work together the results are amazing. Our program is professionally delivered from start to finish with the aim of a great result for the school, the students, the parents and the supporting counselor. The delivery of the program is very time efficient with a minimum impact on the school schedule yet still delivering a comprehensive and tangible result.

Testing:

- On-line aptitude test – 2.5 to 3 hours (taken all at once or in several multiple sessions on any type of computer) – Usually homework for the students to complete over a week to two weeks.

Benefits to Students

- Promotes Self Understanding and Awareness
- Builds Self Confidence and Self Worth
- Guides Educational Choices
- Guides Career Options
- Improves Learning and Performance

Follow Up – Workshops:

The keys to the program are the workshops which bring this information to life. Here the students learn the terminology and are given relatable examples of what their abilities actually mean. Through this process they become students of themselves and their opportunities. (Run in 1 day or over 2 days)

Workshops

2 x 1.5 hour small group workshops on campus. Designed to teach students about their abilities and how to use the Career Exploration Report.

Parent Information Night

1 to 1.5 hour session to introduce parents to the program and explain how they are a big part of their child's success and show them how to use the material.

Reports

- ☑ Report - Each student will receive a personalized and professionally bound copy of their report.
- ☑ Electronic Report - Each student will receive an electronic copy of their report with active hyperlinks to the worlds largest career database.
- ☑ Workbook - Each student receives an activity workbook for use in the workshop.

Bonuses:

- ☑ Learning Channels - We test 5 learning channels and provide comprehensive guidance and teachings on how a student can learn better by using their strengths and become "super learners".
- ☑ Musical Abilities - we test the 3 main musical abilities
- ☑ Artistic Abilities - we test abilities for design and visual creativity
- ☑ Structural/Scientific Abilities - can clearly identify moderate to strong scientific and technical abilities.
- ☑ Free online interest survey

Career Counselor Support:

Training including workbooks and samples to equip a counselor with the detailed knowledge they require to give the best follow up support to their students.

Support:

- ☑ Free counselor training and support manuals.
- ☑ Usb with every students electronic report.
- ☑ Daily progress updates.
- ☑ Ongoing phone and email support for the counselor.

One on one counseling / Individual Program

Natural Ability provides on campus individual feedback sessions with students and their parents.

This is a very personal 1.5 hour session with a professional counselor. This format is powerful because it intimately involves the parents in the planning process.

Pricing = \$265 + GST (Capacity - 16 students per day)

* School will need to provide access to small meeting rooms for this service.

Benefits for one on one feedback:

- ☑ Very personalised services.
- ☑ Parents involved in process.
- ☑ Open format allowing for personal questions.
- ☑ Student leaves with a clear plan.

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Pricing:

- ☑ Prices for testing in 2015/16 is \$165 + GST per each student for the complete package.
- ☑ Groups can range to 20 to 200+ students (we run multiple and simultaneous sessions breaking the groups into 25 to 50 students per group).
- ☑ Available for cohorts of Year 10 / Year 11 / Year 12
- ☑ Fits nicely for Year 10 Careers Programs and leading into subject selection.

Trials:

- ☑ We understand a program like this is a big decision for any school and we are happy to conduct a free trial if required.

Where this fits in your school:

**General Personal Development,
Growth & Learning (Years 10 / 11 / 12)**

Careers:

**Year 10 pre-subject selection
Year 11 & 12 Career Exploration
& University course selection
Personal Career Guidance Tool**

☑ For schools that do not have the staff resources for full time careers staff, this program is an excellent and cost effective way to still deliver high quality, personal and useful career guidance for each student.

☑ For schools that have full time career staff and extensive department resources this tool is invaluable because it provides very individual objective aptitude information and personalized career direction that can assist the counselors to map a plan for the student.

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