

## Talents Certification:

IT Positions by Natural Abilities as measured by the Highlands Ability Battery(TM)

<b>POSITION</b>	<b>Spatial/Non-Spatial</b>	<b>Idea Productivity</b>	<b>Classification</b>	<b>Concept Organization</b>	<b>Generalist/ Specialist</b>	<b>Description</b>
<b>Programmer*</b>	<b>Middle</b>	<b>Low</b>	<b>Medium</b>	<b>High</b>	<b>Whole Range</b>	<p>By simplest definition, computer programmers write computer code; that is, they write the detailed instructions (programs) that tell the computer what to do to perform a certain function. Programmers write programs according to the specifications determined by systems analysts. *Systems programmers should be less spatial than applications programmers.</p>
<b>Systems Analyst</b>	<b>Middle</b>	<b>Medium</b>	<b>Medium</b>	<b>High</b>	<b>Generalist to Middle</b>	<p>Systems analysts and software engineers oversee the development process for new software and hardware. In the case of software engineers, the project could involve designing a new application program or other software. Systems analysts, on the other hand, may design either new hardware systems or software products.</p>
<b>Trainer</b>	<b>Non-Spatial</b>	<b>High</b>	<b>High</b>	<b>Medium</b>	<b>Generalist</b>	<p>Gives class instruction on how to use applications or program in a certain language.</p>
<b>System Administrator</b>	<b>Spatial to Medium</b>	<b>Medium</b>	<b>High</b>	<b>High to Medium</b>	<b>Middle</b>	<p>The best systems administrators are generalists: they can wire and repair cables, install new software, repair bugs, train users, offer tips for increased productivity across areas from word processing to CAD tools, evaluate new hardware and software, automate a myriad of mundane tasks, and increase work flow at their site. In general, systems administrators enable people to exploit computers at a level which gains leverage for the entire organization</p>
<b>Technical Writer</b>	<b>Medium to Low Spatial</b>	<b>Low</b>	<b>Middle to Low</b>	<b>High</b>	<b>Whole Range</b>	<p>Technical writers in the computer industry produce copy for a wide variety of technical publications including instructional materials, technical manuals, product documentation, and the like. Often, technical writers produce materials to assist end-users with hardware devices and software applications.</p>

<b>Systems Architect</b>	<b>Non-Spatial to Middle</b>	<b>Medium to High</b>	<b>High</b>	<b>Medium</b>	<b>Middle</b>	<b>Develop project plans for software development. High level, visionary planning and architecting of computer systems</b>
<b>Graphic Designer</b>	<b>Middle to Spatial</b>	<b>Medium to High</b>	<b>Low</b>	<b>Medium</b>	<b>Whole Range</b>	<b>Graphic designers, like fine artists, use visual media to convey a message. Graphic artists, however, often work in the commercial arena, creating art for corporations, stores, publishing houses, and advertising studios. Unlike fine artists who may work in traditional media such as paint or ink, graphic designers tend to use computers almost exclusively for design, sketching, image manipulation, etc</b>
<b>Computer Repair</b>	<b>Spatial</b>	<b>Low to Medium</b>	<b>High</b>	<b>High to Medium</b>	<b>Specialist</b>	<b>These are jobs for people who like to tinker with electronic equipment and work with their hands. If you like figuring out how things work, you may be interested in some aspect of technical services.</b>
<b>Quality Assurance/Testing Specialist</b>	<b>Medium</b>	<b>Low to Medium</b>	<b>Low</b>	<b>High</b>	<b>Whole Range</b>	<b>Quality assurance specialists evaluate and test new software programs to make sure they work as designed. Programs are evaluated against designer specifications and user requirements. Such evaluation of new programs usually uncovers "bugs" and leads to further revisions and modifications.</b>
<b>Webmaster</b>	<b>Medium</b>	<b>Medium to High</b>	<b>Medium</b>	<b>High</b>	<b>Middle to Specialist</b>	<b>A typical Webmaster manages a World Wide Web site. That usually includes one or more of the following: creating content, adapting existing content to a Web-friendly format, creating and maintaining the logical structure of the content, running the Web server software, running other Web-related software, and performing system administration for the computer system(s) the Web server runs on.</b>
<b>Project Management</b>	<b>Non-Spatial</b>	<b>Low to Medium</b>	<b>Medium</b>	<b>High</b>	<b>Generalist to Middle</b>	<b>Managing projects and the resources needed to complete them successfully (e.g. personnel, budget, vendor relationships)</b>