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Human eSources Launches AchieveWorks Aptitudes to Help Students Discover Their Cognitive Strengths and Explore Best-Fit Careers

New assessment gives students a more complete picture of what they are capable of developing, connecting eight cognitive aptitudes with personalized growth strategies and career opportunities

FOR IMMEDIATE RELEASE

Marlborough, CT (October 5, 2026) Human eSources®, a leader in research-based education and career assessment solutions, today announced AchieveWorks® Aptitudes, an innovative assessment designed to help students understand their cognitive strengths, identify opportunities for growth and explore careers that align with what they are capable of developing.

Designed specifically for students in grades 8–12, AchieveWorks Aptitudes measures eight distinct cognitive aptitudes: Computation, Fluid Reasoning, Logic, Mathematical Reasoning, Memory, Processing Speed, Spatial, and Vocabulary.

Unlike assessments that can leave students with a score or label, AchieveWorks Aptitudes takes a deliberately developmental approach. Results describe a student’s current stage of development—Early, Middle or Advanced—and provide practical recommendations for strengthening each aptitude over time.

“Students need more than a test that tells them where they stand today. They need insight that helps them understand what they are capable of becoming,” said Ross Dickie, Chief Operating Officer of Human eSources. “We designed AchieveWorks Aptitudes to turn assessment results into action. Students can see their current strengths, understand how those abilities apply in school and everyday life, discover ways to develop them, and connect what they learn about themselves to real career possibilities.”

A More Complete View of Cognitive Potential

AchieveWorks Aptitudes is built around the principle that aptitude represents a person’s readiness to develop and perform in a particular area. When assessed carefully and constructively, aptitudes are more likely to be developed through guided practice and purposeful effort.

11 individual assessment sections are used to measure eight cognitive aptitudes in AchieveWorks Aptitudes. Fluid Reasoning, Memory and Processing Speed are each measured through both image-based and text-based approaches, providing a more differentiated view of those abilities and creating additional flexibility for students with different learning needs.

Individual sections can be completed independently, allowing schools and counselors to integrate the assessment into existing career development programs without requiring students to complete the entire experience at one time.

Results are generated as students complete the sections associated with each aptitude, allowing students to begin learning about themselves immediately rather than waiting until every section has been finished.

From Assessment Results to Action

Every completed aptitude generates an interactive, personalized report designed to answer four practical questions:

- **Where am I today?** Students see their current developmental stage and examples of how the aptitude may show up, both in school and outside the classroom.
- **Why does this aptitude matter?** Real-world examples demonstrate how each aptitude can affect everyday activities, learning and work.
- **Where could this strength take me?** Students explore career paths where that aptitude can play an important role.
- **How can I develop it?** Personalized Opportunities for Growth provide actionable strategies appropriate to the student's current developmental stage.

The result is an assessment designed not to rank students against one another, but to give each student a meaningful benchmark for greater self-awareness and continued development.

Career Recommendations That Grow with the Student's Profile

Career exploration is built directly into AchieveWorks Aptitudes through Human eSources Career Matching Technology™.

After completing the first aptitude, students can begin exploring careers aligned with their results. As additional aptitudes are completed, career recommendations are dynamically recalculated, giving the matching technology an increasingly complete picture of the student's cognitive profile.

Students can then explore detailed O*NET career information and refine potential careers using factors such as career cluster, education requirements, outlook and other criteria.

Importantly, Human eSources emphasizes that aptitude represents only one part of career fit.

"Aptitude can help answer, 'What might I have the capacity to become good at?' But that is different from asking, 'What will I enjoy?' or 'How do I prefer to work?'" Dickie said. "Career decisions are strongest when students understand themselves from multiple perspectives. That is why AchieveWorks Aptitudes becomes even more powerful when its insights are combined with personality, skills, intelligences and other aspects of the AchieveWorks experience."

Grounded in Established Cognitive Research

AchieveWorks Aptitudes was developed with reference to established frameworks of cognitive ability and occupational requirements, including the Cattell-Horn-Carroll theory of cognitive abilities, the General Aptitude Test Battery and the U.S. Department of Labor's O*NET Content Model.

Human eSources has also published psychometric research on the assessment. An initial large-scale analysis included 2,611 students in grades 9–12 and examined the reliability and validity of all 11 assessment sections. The findings provide an evidence base for the assessment, while also informing

continued item refinement and validation as the number and diversity of participating students expands.

The assessment is intended as a career exploration and self-development resource, not as a high-stakes diagnostic or student placement tool.

Designed for Students—and the Educators Who Support Them

AchieveWorks Aptitudes is delivered entirely online and includes resources to help schools implement the assessment effectively, including an educator handbook, implementation guidance, classroom presentation materials and student resources.

Educators can manage student progress, review results and use the assessment as a starting point for conversations about strengths, development opportunities, education pathways and future careers. The addition of Aptitudes expands the AchieveWorks suite’s ability to give educators and students a multidimensional understanding of potential. Together, AchieveWorks assessments can help students explore not only what they may be capable of developing, but also their personality, skills, intelligences, learning and productivity preferences, and the career opportunities that emerge when those different dimensions are considered together.

“Choosing an education or career path is one of the first major decisions young people are asked to make, often before they fully understand their own capabilities,” Dickie added. “Our goal with AchieveWorks Aptitudes is to give every student another powerful piece of that self-knowledge—and then help them do something meaningful with it.”

For more information about AchieveWorks Aptitudes, visit Human eSources’ Education Solutions website at humanesources.com or contact Human eSources to schedule a demonstration.

About Human eSources

Human eSources® has been developing research-based educational, career and personal development solutions since 1997. Its assessment and education technologies are used by schools, colleges, universities and education organizations to help individuals better understand their strengths, preferences, and potential, and translate that understanding into meaningful academic and career decisions. The AchieveWorks suite of assessments is available direct and through the Human eSources partner reseller network. For more information, visit humanesources.com.

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