

Justin Ortiz
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MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

Justin likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He may not project a sense of urgency like some people with different behavioral styles. At times, Justin would like to slow the world down and cut out some of the activities people want him involved in. When challenged, he becomes more objective. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. He tends to be incisive and analytical. Justin likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He may have difficulty sharing his feelings if it may disturb the relationship.

Justin is persistent and persevering in his approach to achieving goals. He tends to make decisions based on past experiences. He prefers the "tried and true." Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. Justin may tend to fight for his beliefs or those things he feels passionate about. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He needs to gather data and facts in a logical fashion. He may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures.

Justin is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Justin is more motivated by logic than emotion. To him, logic represents tangible research. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always looking for the logical solutions.
- Dependable team player.
- Objective and realistic.
- Suspicious of people with shallow ideas.
- Good at reconciling factions--is calming and adds stability.
- Patient and empathetic.
- Service-oriented.
- Builds good relationships.
- Can make decisions without getting emotionally involved.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Not let others know where he stands on an issue.
- Need help in prioritizing new assignments.
- Be too conservative--bides time and avoids much that is new.
- Be dependent on others for decisions, even if he knows he is right.
- Dislike change if he feels the change is unwarranted.
- Avoid accountability by overstating the complexity of the situation.
- Not take action against those who challenge or break the rules or guidelines.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Listen to him.
- Look for hurt feelings or personal reasons if you disagree.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use an unemotional approach.
- Be patient and persistent.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Use the proper buzz words that are appropriate to his expertise.
- Have the facts in logical order.
- Use expert testimonials.
- Give pros and cons on ideas.
- Provide details in writing.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Offer assurance and guarantees you can't fulfill.
- Overuse gestures.
- Pretend to be an expert, if you are not.
- Be superficial.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Be redundant.
- Be domineering or demanding; don't threaten with position power.
- Touch his body when talking to him.
- Overuse emotion.
- Say "trust me"--provide him with the answers to his questions.
- Be disorganized.
- Rush headlong into business or the agenda.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Great at retrieving information for decision makers he trusts.
- Will keep sensitive information under lock and key.
- The ideal right hand to a goal-driven leader.
- Wants to control his destiny, but does so in a soft way.
- Asks many questions to find the correct answers.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Does everything to the best of his ability and is known for this trait.
- Gives clear instruction to what he needs to accomplish goals.

STYLE: SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- Struggles in adapting to new situations without preparation.
- May not pursue knowledge if it jeopardizes his security.
- Listens to others but wants to act to his own interest.
- Forgives but has a hard time forgetting.
- Can be defensive when hard facts are questioned.
- May appear overly data- or theory-focused.
- He will only feel effective when he can accomplish his agenda through structure.
- Can come across as cool and distant because he wants to do everything his way.

STYLE: YOUR IDEAL WORK ENVIRONMENT

An ideal working environment for you should include elements from this list.

- Familiar work environment with a predictable pattern.
- Prefers technical work, specializing in one area.
- A forum to demonstrate the ability to gather facts and information.
- An environment where being prepared for meetings is rewarded.
- Rewards for strict adherence to processes and procedures.
- An environment that demands high standards with the opportunity to enforce such standards.

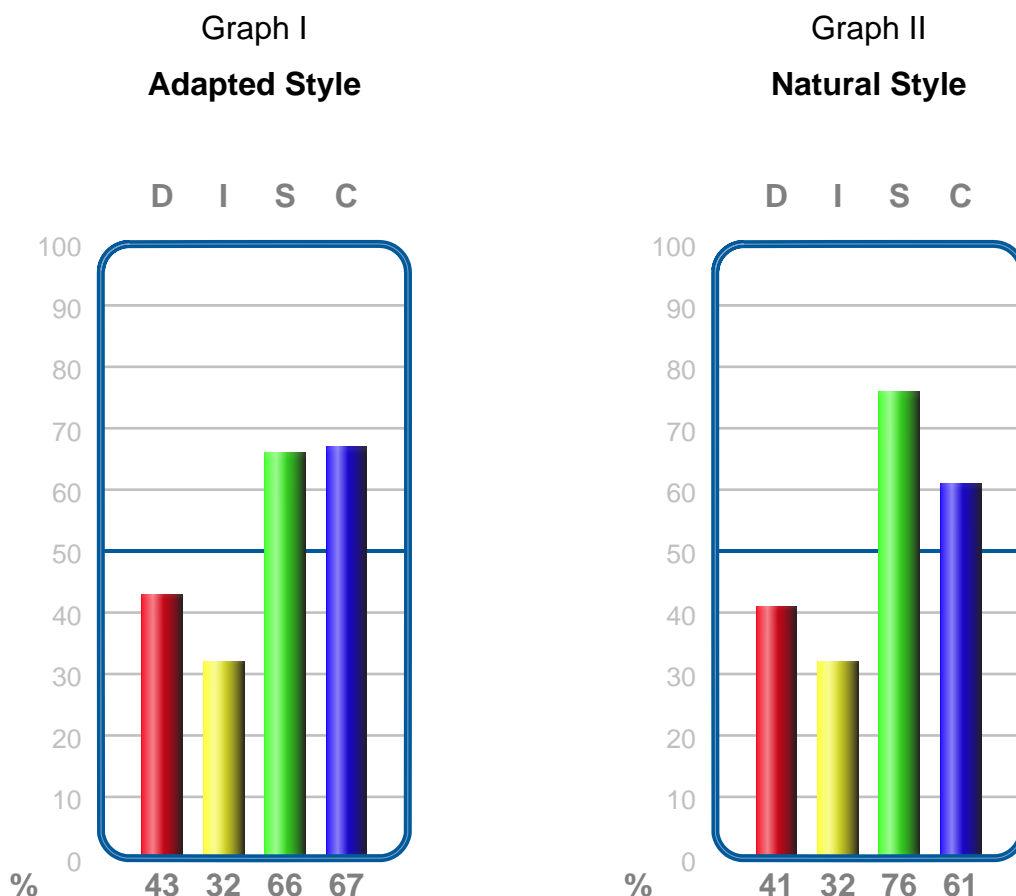
STYLE: THINGS YOU MAY WANT FROM OTHERS

People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".

- A manager who follows the company policies.
- Time to perform up to his high standards.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- Background and detailed information on process and procedures in order to ensure they are correct.
- Appreciation for following procedures and protocol and how that protects the organization's image.
- Control over long-term planning in order to protect the company from unnecessary risks.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

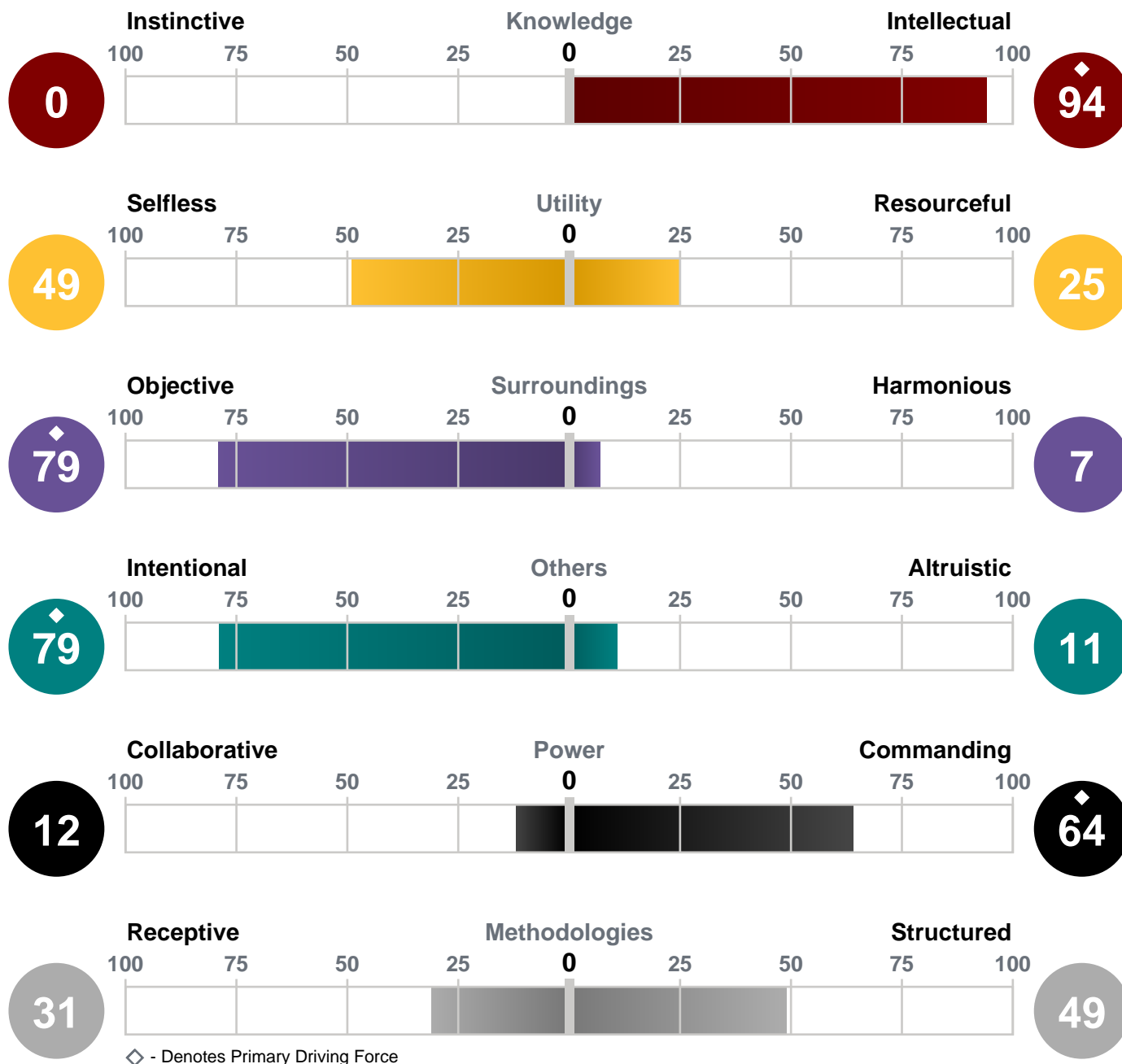
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

- Justin is good at integrating the past, present and future.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- Justin may use his specialized knowledge of a topic to control the situation.
- Justin will use his knowledge to ensure economic security.
- Many may see him as an intellectual.
- The process is not as important to him as the results.
- He may have difficulty putting down a good book.
- Justin will use his knowledge to sell others on his ideas and beliefs.
- People who talk on a subject without adequate knowledge will frustrate him and cause him to lose interest in the conversation.
- Justin will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.

MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

- People who are determined and competitive are liked by Justin.
- Justin takes responsibility for his actions.
- Justin likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- Justin has the desire to assert himself and to be recognized for his accomplishments.
- Maintaining individuality is strived for in relationships.
- He wants to control his own destiny and display his independence.
- Justin believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- If necessary, Justin will be assertive in meeting his own needs.

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- Justin at times will evaluate others based on his rules for living.
- Justin lets his conscience be his guide.
- Justin needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

- Justin will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Justin will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- Justin can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

- Justin's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, Justin can see the need for beauty, but has difficulty buying the finer things in life.
- He wants to take a practical approach to events.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- The utility of "something" is more important than its beauty, form and harmony.
- Justin is not necessarily worried about form and beauty in his environment.
- Unpleasant surroundings will not stifle his creativity.

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

- Justin will be torn if helping others proves to be detrimental to him.
- Justin's passion in life will be found in one or two of the other dimensions discussed in this report.
- Justin is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.

NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.

Arts and Sciences

Audio Engineering
Biochemistry, Biophysics
Biology
Chemistry
Computer Science
Criminology, Forensics
Economics
Geography
Information Technology
Mathematics, Applied Math
Microbiology
Neuroscience
Physics, Applied Physics
Quantitative Analysis
Statistics

Business

Facilities Planning and Management
Logistics, Transport Management
Supply Chain Management

Career and Technical

Carpentry
Chef, Food Preparation
Electrician
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Nuclear Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Natural Sciences

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Online Marketing, Social Media

Health Sciences

Clinical Research
Pre-Medicine

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect

NEXT STEPS: POSSIBLE CAREER IDEAS

17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2033	4	Nuclear Medicine Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
15-1021	4	Computer Programmer
13-2081	4	Tax Examiner, Collector & Revenue Agent
13-2072	4	Loan Officer
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Est

NEXT STEPS: POSSIBLE CAREER IDEAS

13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Listen for ideas and think how they may apply to your future.
- Try new ways of learning.
- Break your habit of studying alone and study or share new insights with friends.
- Don't listen so critically that you miss the intended ideas.
- Put words you have trouble spelling on your mirror so you see them daily.
- Quiz yourself and others about ideas you are learning.
- Study and review notes just before class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about each class.
- Set realistic goals.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.

Strengths

Great at retrieving information for decision makers he trusts.

Will keep sensitive information under lock and key.

The ideal right hand to a goal-driven leader.

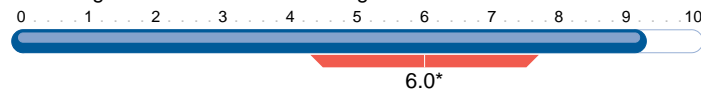
Wants to control his destiny, but does so in a soft way.

Asks many questions to find the correct answers.

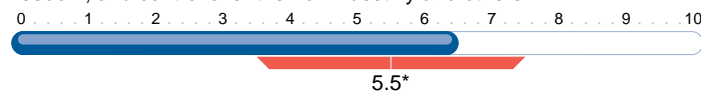
Does everything to the best of his ability and is known for this trait.

Motivators

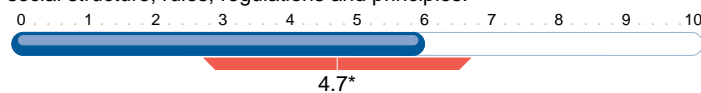
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



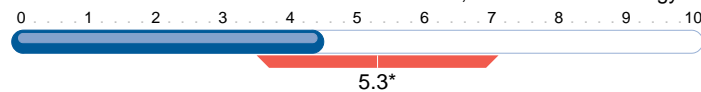
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



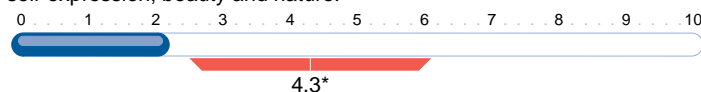
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



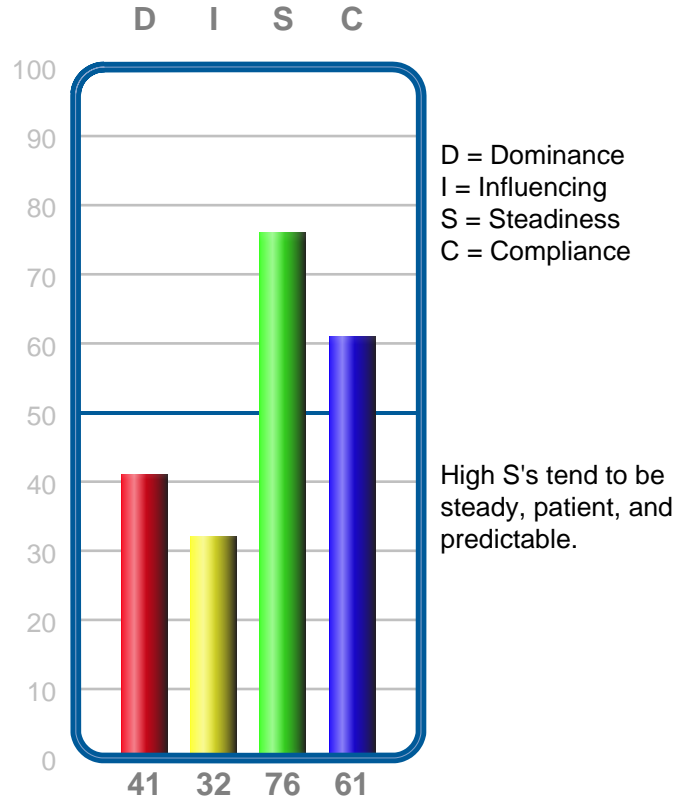
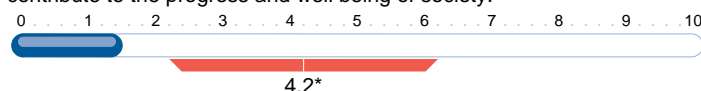
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



Value to a Team

Presents the facts without emotion.

Always looking for the logical solutions.

Suspicious of people with shallow ideas.

Consistent and steady.

Good listener.

Works for a leader and a cause.