

**Anette Anguiano**  
10-13-2016



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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.*

Anette prefers to help and support others rather than compete against them. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. Anette can be discreet and sociable as called for by the situation. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. Relationships with others are warm, personal and lasting. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. Anette may have difficulty sharing her feelings if it may disturb the relationship. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals.

Anette may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. Making plans and following those plans is important to her. Anette is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She tries to use balanced judgment. She is the person who brings stability to the entire team.

Anette does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. Anette likes to know what is expected of her 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. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Service-oriented.
- Patient and empathetic.
- Turns confrontation into positives.
- People-oriented.
- Will gather data for decision making.
- Adaptable.
- Good at reconciling factions--is calming and adds stability.
- Concerned about quality.

## 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.*

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Hold a grudge if her personal beliefs are attacked.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Take criticism of her work as a personal affront.
- Need help in prioritizing new assignments.
- Dislike change if she feels the change is unwarranted.
- Avoid accountability by overstating the complexity of the situation.

## 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.*

- Take time to be sure that she is in agreement and understands what you said.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Define clearly (preferably in writing) individual contributions.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Support your communications with correct facts and data.
- Be prepared.
- Use scheduled timetable when implementing new action.
- Keep conversation at discussion level.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Watch carefully for possible areas of early disagreement or dissatisfaction.

## 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.
- Debate about facts and figures.
- Be haphazard.
- Patronize or demean her by using subtlety or incentive.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Rush her in the decision-making process.
- Make promises you cannot deliver.
- Use testimonies from unreliable sources.
- Be domineering or demanding; don't threaten with position power.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Push too hard, or be unrealistic with deadlines.
- Talk to her when you're extremely angry.

## 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.*

- Methodical and reliable researcher.
- Great at retrieving information for decision makers she trusts.
- The "glue" that ties multiple visions together.
- Accommodating team member that brings balance to the organization.
- Motivates others to continue education.
- Thinks outside of the box when gathering information.
- Motivates others to express themselves.
- Always willing to share her ideas on how to enhance the surroundings.

## 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.*

- Will have difficulty in establishing priorities in learning new matters.
- Struggles in adapting to new situations without preparation.
- Not willing to share opinions until comfortable about how others will receive it.
- Has difficulty in establishing priorities regarding her feelings.
- A desire to share information can impede her ability to listen and learn.
- May overlook vital details in her pursuit of information.
- Overly optimistic in her ability to bring balance to any situation.
- Over emphasizes the experience compared to the results.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Needs personal attention from her manager and compliments for each assignment well done.
- A forum to be curious about the discovery of new information.
- Continuous learning in a team atmosphere where people share openly.
- Time for personal reflection and an appreciation for staying balanced.
- The need to be liked and to feel a part of a harmonious team.

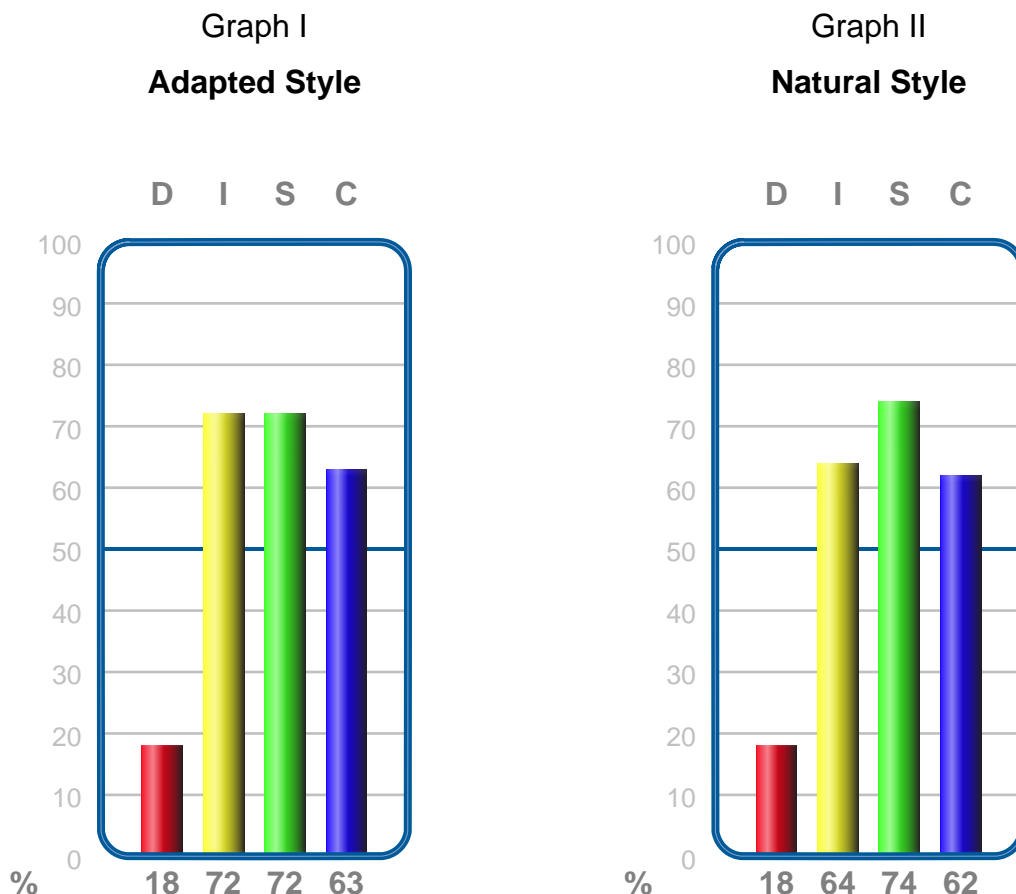
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- Constant appreciation, and a feeling of security on the team.
- To be able to seek out new information that will be valuable to share with others.
- To research new information in a team environment requiring people interaction.
- Time for the beautification of the workplace and areas around her.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.

## 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:

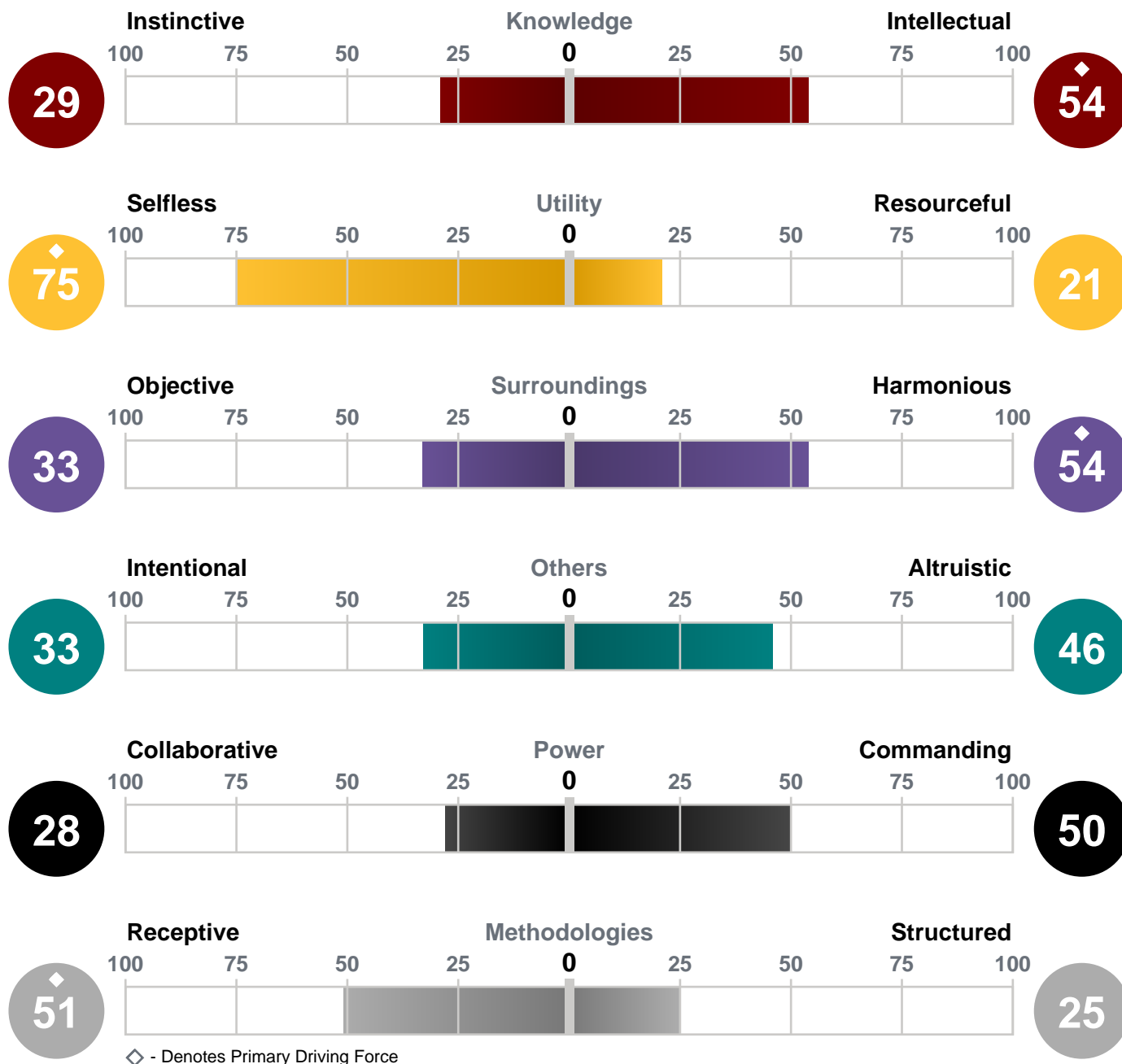
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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](http://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.*

- Anette is very good at integrating past knowledge to solve present problems.
- Anette is comfortable around people who share her interest for knowledge and especially those people with similar convictions.
- She may have difficulty putting down a good book.
- Anette has the potential to become an expert in her chosen field.
- A comfortable job for Anette is one that challenges her knowledge.
- She will usually have the data to support her convictions.

## 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.*

- Anette looks for and appreciates the beauty in things.
- Decorating her surroundings so they are visually pleasing is enjoyable for Anette.
- Dressing for success comes naturally to Anette. She enjoys the latest designer clothes when she has the funds to purchase them.
- Form and harmony provide her with an experience to remember.
- Anette uses her aesthetic talent to impress others.

## 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.*

- Anette can be assertive in meeting her needs.
- At times Anette can be very competitive.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.

## 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.*

- Anette's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Anette will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

## 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 "traditionalists" 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.*

- It may be hard to manipulate Anette because she has not defined a philosophy or system that can provide immediate answers to every situation.
- Anette's passion in life will be found in one or two of the other dimensions discussed in this report.
- Anette can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on Anette.
- In many cases, Anette will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- She will work within a broadly defined set of beliefs.

## 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.*

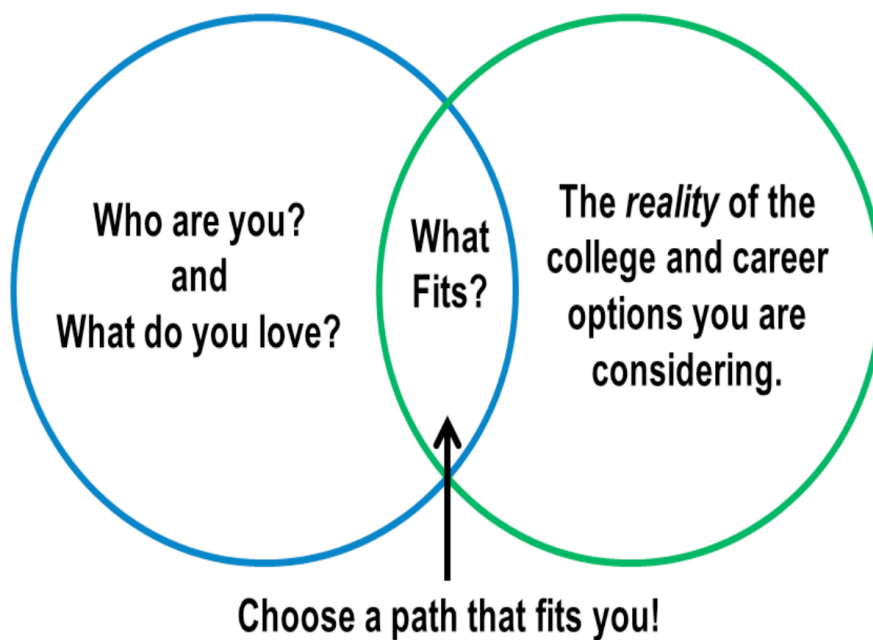
- Anette will use her money to satisfy her true motivation.
- Anette will not use money as a scorecard to impress others.
- There is not a tremendous need for Anette to have great sums of money.
- Anette will accept her financial situation and not strive to change it.
- Overemphasizing the value of money will bore Anette and turn her off.
- Anette will seek a comfort level in her standard of living and try to maintain that level.
- Anette will not be swayed or motivated by what she feels are excessive material goals.
- Money and material possessions are not a high priority for Anette.
- Financial security is not a necessity, but a long-term goal.
- She is motivated by internal beliefs and does not feel compelled to impress others with material things.

## 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](http://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

Anthropology  
Archaeology  
Architecture  
Art History  
Botany  
Composition, Writing  
Creative Writing  
Education Counselor  
English  
Ethnic, Cultural and Gender Studies  
Geography  
Geology, Earth Sciences  
History  
Humanities  
Interior Design  
Language Study  
Library Science  
Linguistics  
Literature Studies, Classics  
Microbiology  
Music Composition  
Music Performance  
Neuroscience  
Paleontology  
Philosophy, Religious Studies  
Photography and Studio Art  
Sociology  
Theology  
Urban Studies  
Web Design, Web Administration

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Massage Therapy  
Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Civil Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics  
Nutrition and Diet Science  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning  
Videography  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Human Development and Family Services  
Kinesiology

### Other Career Paths

Publishing



## 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
27-2031	4 & exp	Dancer
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
47-2141	2-4	Painter, Construction & Maintenance
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
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Study in groups of two or more.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set realistic goals.
- Study or review notes before each class starts.
- Put words you have trouble spelling on your mirror so you see them daily.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Meditate and think positive thoughts before taking an exam.
- Study and review notes just before class starts.
- Try new ways of learning.
- Ask questions about things for which you are unsure.

## Strengths

Methodical and reliable researcher.

Great at retrieving information for decision makers she trusts.

The "glue" that ties multiple visions together.

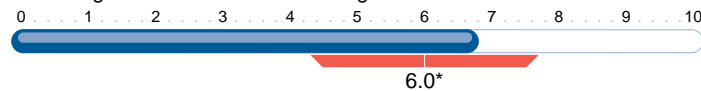
Accommodating team member that brings balance to the organization.

Motivates others to continue education.

Motivates others to express themselves.

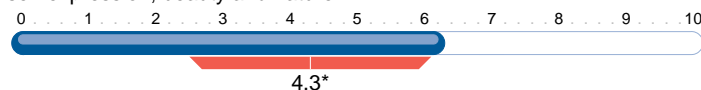
## Motivators

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



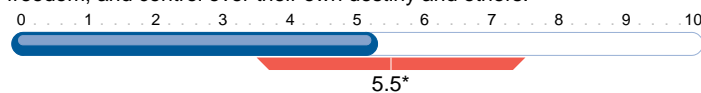
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**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



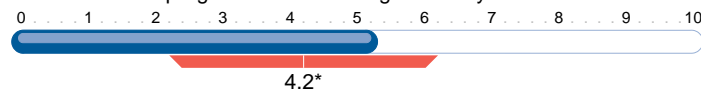
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



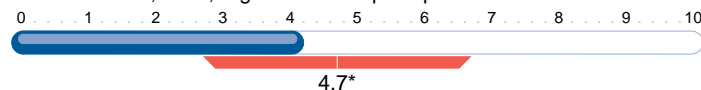
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**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



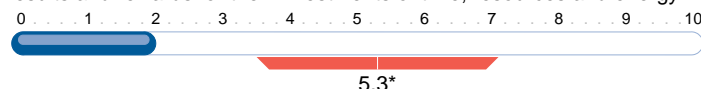
5.3

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

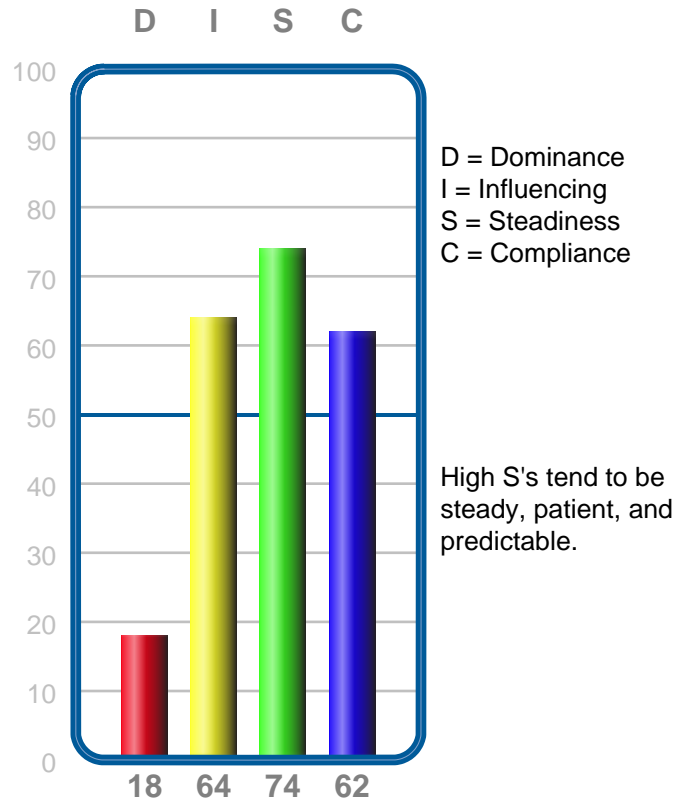


4.2

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



2.0



## Value to a Team

Will gather data for decision making.

Concerned about quality.

Respect for authority and organizational structure.

Builds good relationships.

Patient and empathetic.

Good at reconciling factions--is calming and adds stability.