

**Sophia Ramirez**  
10-11-2016



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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.*

Sophia is usually steady, easygoing and relaxed. She likes to start and finish activities. Others who work with her know they can depend on her. She likes a consistent pace in her life, not too fast and not too slow. She does not always like being placed in competitive situations. She tends to lose the "team feeling" when she is involved in direct competition. Sophia is good at concentrating in order to listen and learn. She is not easily distracted by peripheral activity. She has great abilities to concentrate on details. This concentration may be intense. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. Patience, control and deliberateness characterize her usual behavior. She can be motivated through teamwork. She likes to know she is a valued team member.

Sophia adheres to company policy and doesn't break the rules just for the sake of breaking them. When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. She uses logic to assist her in decision making. This tendency is helpful to others in her group. She may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. Sophia prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. When faced with a tough decision, she will seek information and analyze it thoroughly. Making plans and following those plans is important to her. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

Sophia tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She is more motivated by logic than emotion. To her, logic represents tangible research. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. Sophia does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. She remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time. She likes having others initiate the conversation. She can then assess the situation and respond accordingly.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good at reconciling factions--is calming and adds stability.
- Respect for authority and organizational structure.
- Consistent and steady.
- Works for a leader and a cause.
- Service-oriented.
- Will gather data for decision making.
- Good listener.
- Builds good relationships.
- Turns confrontation into positives.

## 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.*

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be dependent on others for decisions, even if she knows she is right.
- Avoid accountability by overstating the complexity of the situation.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Underestimate her abilities.
- Take criticism of her work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

## 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.*

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- Provide a friendly environment.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Take time to be sure that she is in agreement and understands what you said.
- Give her time to ask questions.
- Use scheduled timetable when implementing new action.
- Be prepared.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Limit your use of gestures.

## 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.*

- Rush headlong into business or the agenda.
- Talk to her when you're extremely angry.
- Patronize or demean her by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Manipulate or push her into agreeing because she probably won't fight back.
- Be abrupt and rapid.
- Give your presentation in random order.
- Debate about facts and figures.
- Be vague; don't offer opinions and probabilities.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Make promises you cannot deliver.

## 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.*

- The "glue" that ties multiple visions together.
- Accommodating team member that brings balance to the organization.
- Strong supporter, therefore, always willing to help.
- Willing to be the support system behind the cause.
- Gives clear specific instructions to maintain balance.
- Brings a good mixture of procedure orientation and creativity.
- Helps others achieve great results through a detailed process.
- Brings organization for those striving for the same cause.

## 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.*

- Not willing to share opinions until comfortable about how others will receive it.
- If environment is shaken, she struggles to speak up to realign it.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May always place blame on herself.
- Feels a better job could be done if more focus was on the experience of the project.
- Her process may not always translate to beauty or creativity.
- Wants to help others but also has a desire to police the happenings of the organization.
- May micromanage friends or family and in turn, unintentionally alienate others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- Permission to cross external boundaries in order to achieve personal creativity.
- An opportunity to help others without being in the limelight.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

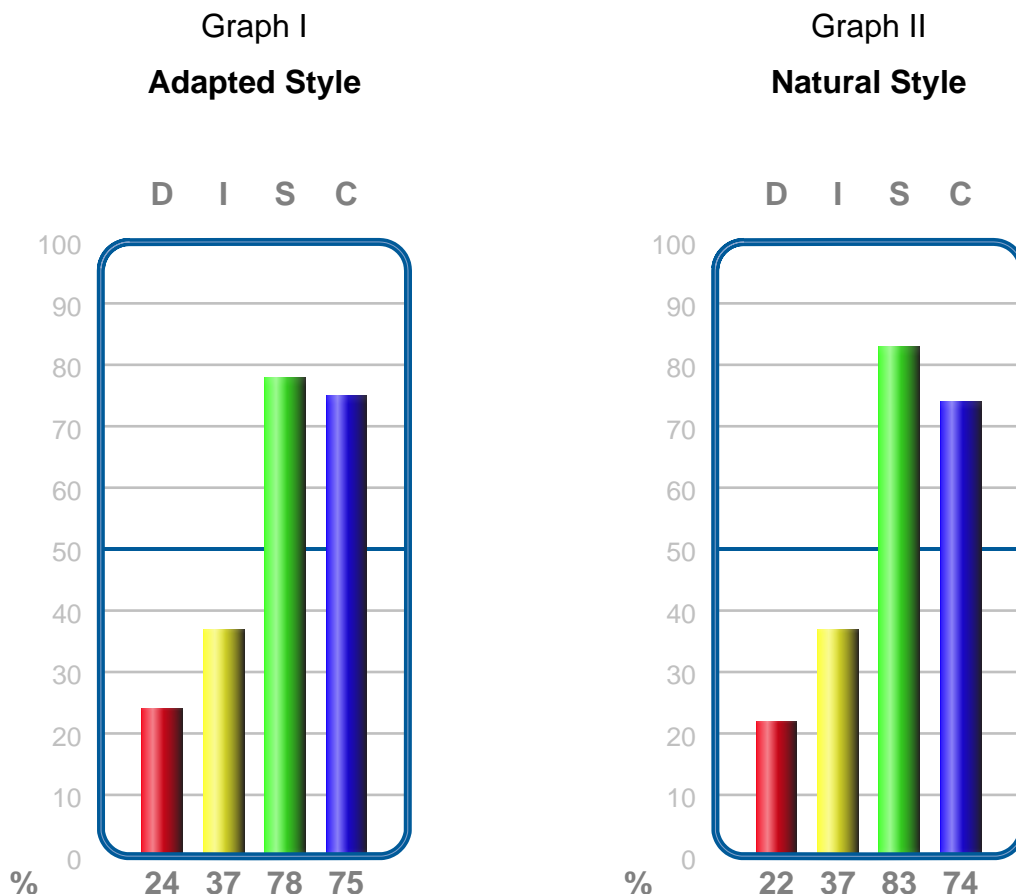
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Safety and security of the situation.
- No sudden changes in procedure.
- Clearly defined start and finish points on each project or task.
- To have charts and information displayed for the purpose of function.
- To develop methodical and fair ways to help others.
- Consistency in ways she can contribute to people, the organization and causes.

## 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:

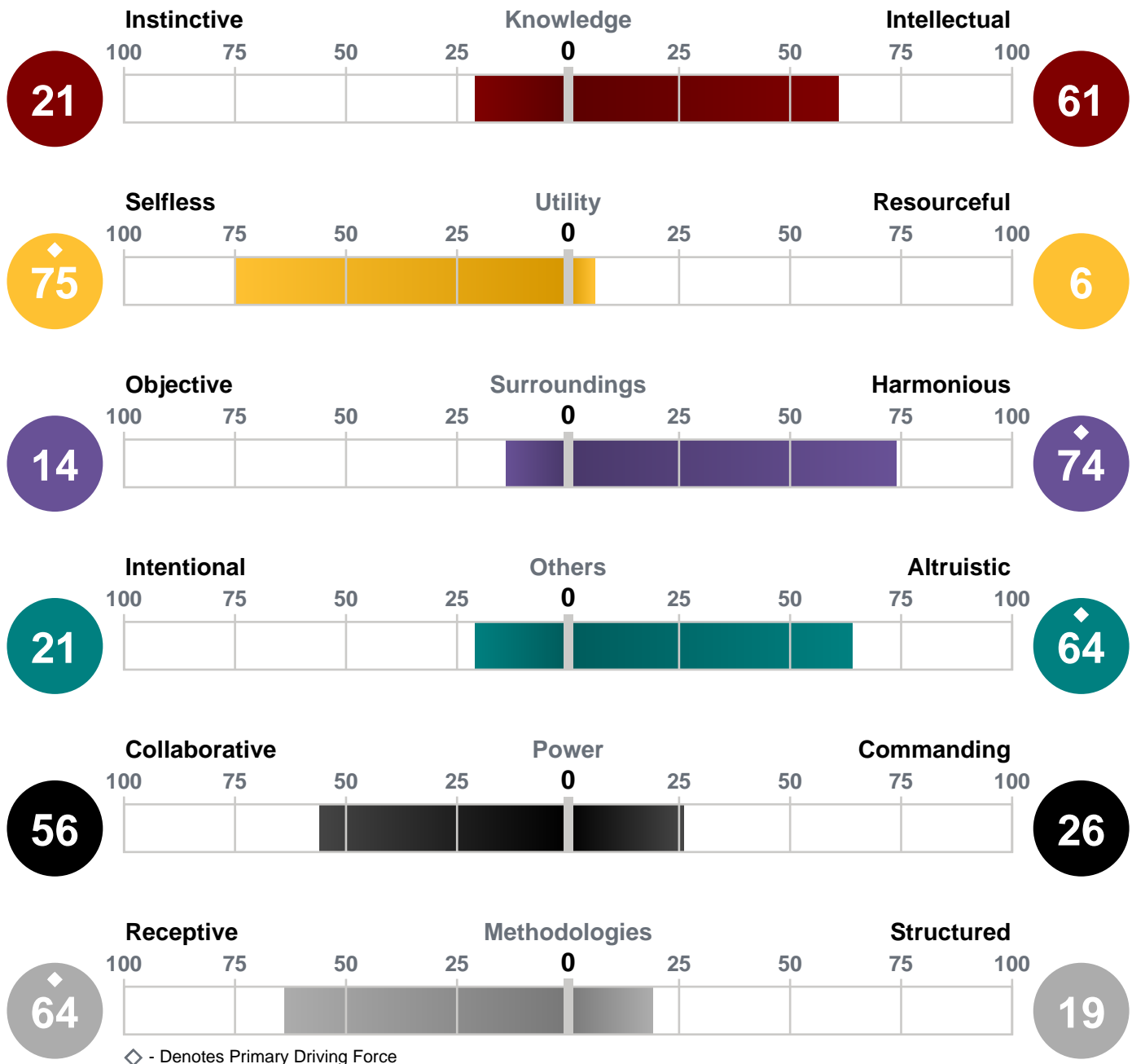
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- Helping the homeless may be one of her concerns.
- She believes charities should be supported.
- Sophia is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.
- Saying "no" is difficult when others need her time or talent.
- Sophia will be generous with time, research and information on social problems.

## 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.*

- Sophia will seek knowledge based on her needs in individual situations.
- If Sophia is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- If knowledge of a specific subject is not of interest, or is not required for success, Sophia will have a tendency to rely on her intuition or practical information in this area.
- In those areas where Sophia has a special interest she will be good at integrating past knowledge to solve current problems.
- Sophia has the potential to become an expert in her chosen field.
- A job that challenges the knowledge will increase her job satisfaction.
- Sophia will usually have the data to support her convictions.

## 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.*

- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- 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.
- At times Sophia can be very competitive.
- Sophia can be assertive in meeting her 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 "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.*

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

## 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.*

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

## 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  
Chemistry  
Composition, Writing  
Education Counselor  
English  
Ethnic, Cultural and Gender Studies  
Geography  
Geology, Earth Sciences  
History  
Humanities  
Interior Design  
Language Study  
Library Science  
Linguistics  
Microbiology  
Neuroscience  
Paleontology  
Philosophy, Religious Studies  
Sociology  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Human Resources, Organizational Development

### Career and Technical

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

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Engineering

Aerospace Engineering  
Bio Engineering  
Chemical Engineering  
Civil Engineering  
Environmental Engineering  
Mechanical Engineering

### Environmental, Agriculture and Food

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

### Evolving Opportunities

Biotechnology  
Environment, Conservation and Sustainability  
Graphic Design  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Renewable Energy  
Social Work  
Videography

### Health Sciences

Chiropractic Assistance  
Human Development and Family Services  
Psychology



## 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
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2021	4+	Atmospheric & Space Scientist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1023	4+	Zoologist & Wildlife Biologist

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-2111	4+	Health & Safety Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-9121	4+	Natural Science Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
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
17-3031	4	Surveying & Mapping Technician
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-1041	4	Computer Support Specialist
47-2031	3-4	Carpenter
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer

## NEXT STEPS: POSSIBLE CAREER IDEAS

49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
51-3011	HS	Baker
49-9042	HS	Maintenance and Repair Worker, General
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
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
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

The "glue" that ties multiple visions together.

Accommodating team member that brings balance to the organization.

Strong supporter, therefore, always willing to help.

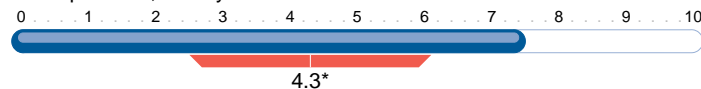
Willing to be the support system behind the cause.

Gives clear specific instructions to maintain balance.

Helps others achieve great results through a detailed process.

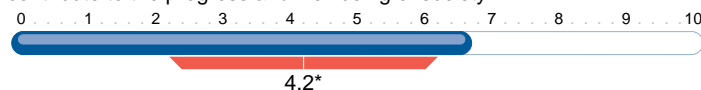
## Motivators

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



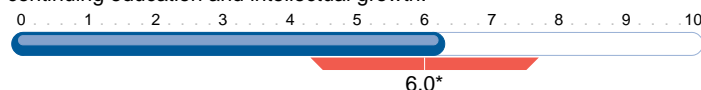
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**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



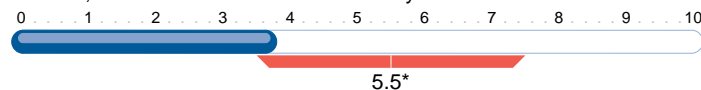
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**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



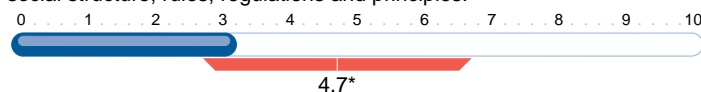
6.3

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



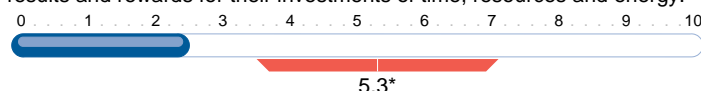
3.8

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

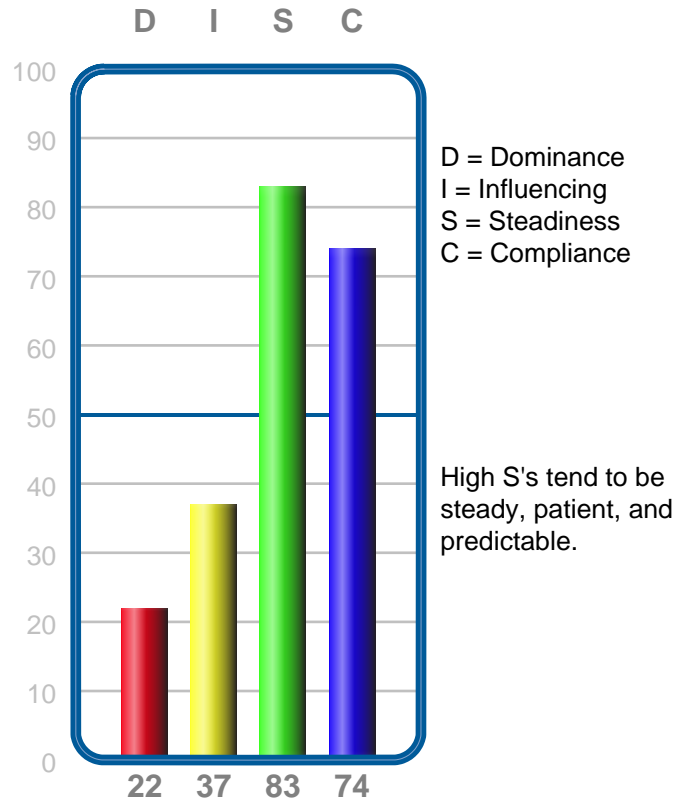


3.2

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



2.5



## Value to a Team

Dependable team player.

Good listener.

Patient and empathetic.

Consistent and steady.

Works for a leader and a cause.

Adaptable.