

rex moreno
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.

rex is usually steady, easygoing and relaxed. He tends to build a close relationship with a relatively small group of associates. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is a team player but can also exhibit a desire for independence. rex wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Once rex has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He prefers to help and support others rather than compete against them. rex requires many good reasons, as well as the benefits involved, before agreeing to making changes. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone.

rex often thinks over major decisions before acting. 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 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." rex is persistent and persevering in his approach to achieving goals. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He uses logic to assist him in decision making. This tendency is helpful to others in his group.

rex 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. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. rex remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. He is more motivated by logic than emotion. To him, logic represents tangible research. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Presents the facts without emotion.
- Objective and realistic.
- Service-oriented.
- Suspicious of people with shallow ideas.
- Good listener.
- Builds good relationships.
- Can make decisions without getting emotionally involved.
- People-oriented.

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.

- Take criticism of his work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Avoid accountability by overstating the complexity of the situation.
- Underestimate his abilities.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Be dependent on others for decisions, even if he knows he is right.

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.

- Respect his quiet demeanor.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Give pros and cons on ideas.
- Use the proper buzz words that are appropriate to his expertise.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be patient and persistent.
- Keep at least three feet away from him.
- Use an unemotional approach.
- Define clearly (preferably in writing) individual contributions.
- Start, however briefly, with a personal comment. Break the ice.
- Provide a friendly environment.

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.

- Be redundant.
- Pretend to be an expert, if you are not.
- Leave things open to interpretation.
- Be disorganized.
- Be domineering or demanding; don't threaten with position power.
- Be vague; don't offer opinions and probabilities.
- Overuse gestures.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Use high speed, intense inputs.

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.
- Desire for continuous learning is one of his greatest strengths.
- Supports a leader and a cause that brings beauty or creativity.
- Patient with and willing to listen to the feelings of others.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Wants to know everything about the process, which leads to high standards and results.
- Builds something of form and beauty that structurally will last forever.
- Brings a good mixture of procedure orientation and creativity.

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 have difficulty sharing subjective information.
- Dislikes unwarranted change in his environment because of the disruption of balance.
- Wants to enhance surroundings, but struggles with the need to change.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- Wants a consistent process but constantly looking to make sure it is correct.
- While highly in tune to the vibe of a situation, he can come across as absolute.
- May feel his view is the only way and not see the subjectivity in his viewpoint.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Familiar work environment with a predictable pattern.
- An environment where he can use his intuitive thinking skills.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Logical approach to problem solving and information-based solutions.
- An environment where detail orientation and processes create organizational symmetry.
- Ability to complete projects and tasks through a stable and harmonious team.

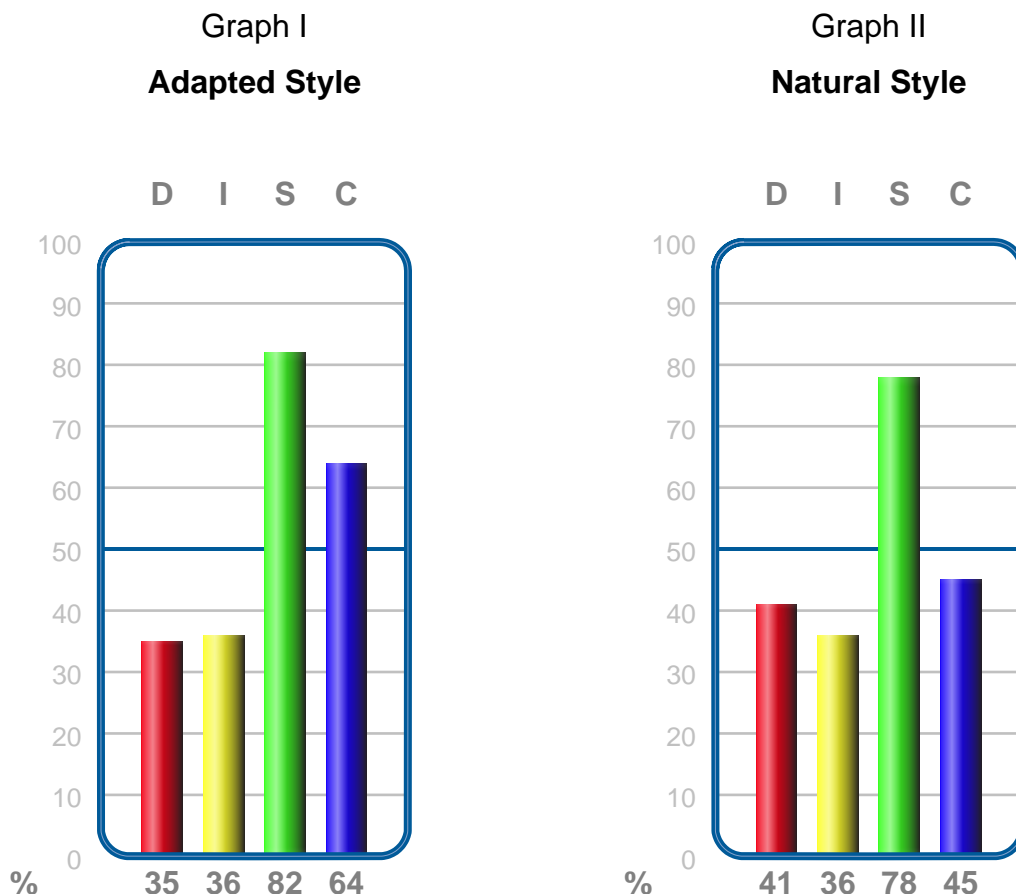
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- High quality work standards.
- Activities that don't infringe on family life.
- Information on how to do things right, for fear of making a mistake.
- Time to gather data and facts in order to work through challenges and conflicts.
- Complete and precise systems and procedures that create a harmonious workplace.
- To support company morale and harmonious 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:

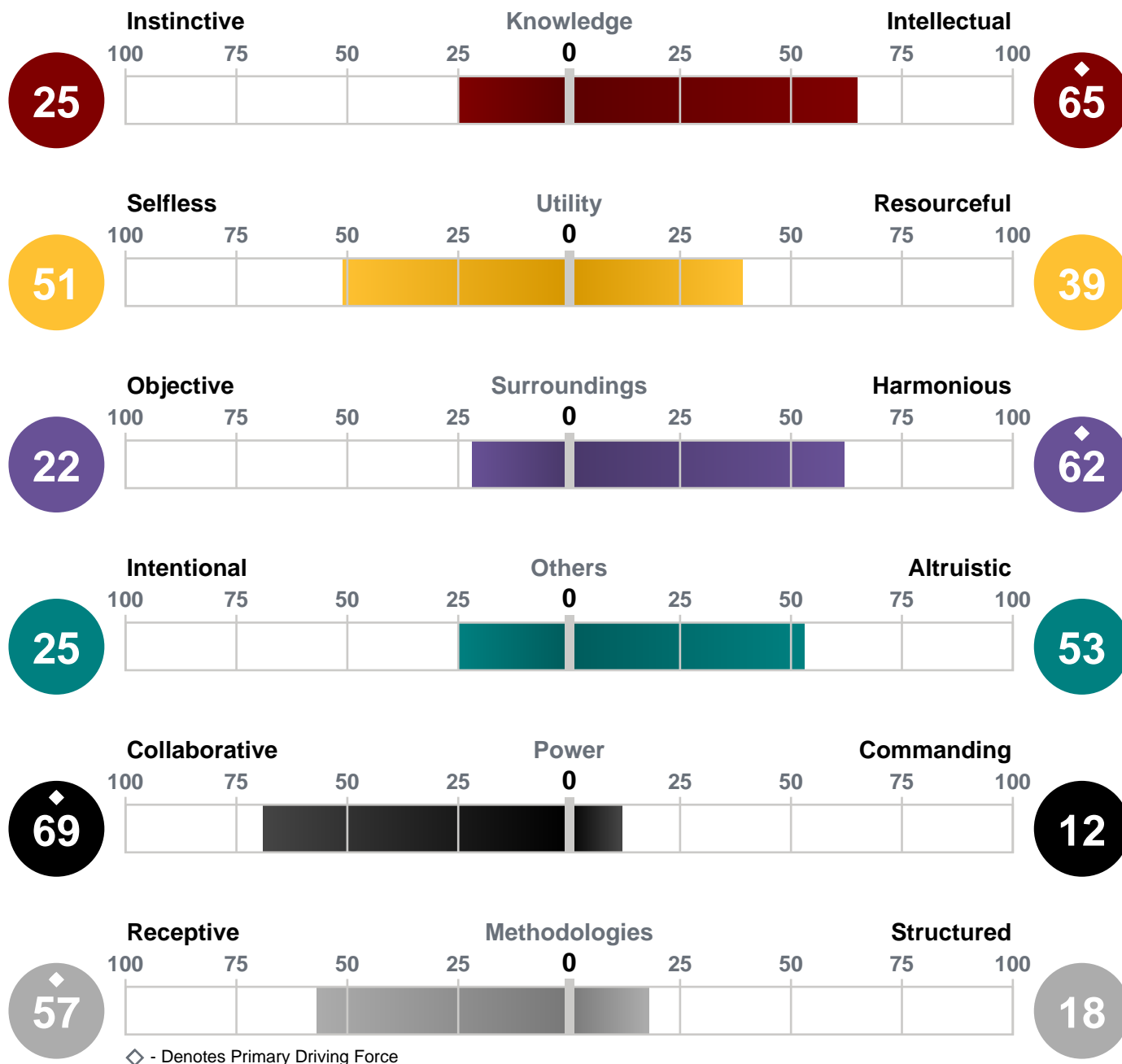
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

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.

- rex uses his aesthetic talent to impress others.
- Dressing for success comes naturally to rex. He enjoys the latest designer clothes when he has the funds to purchase them.
- Decorating his surroundings so they are visually pleasing is enjoyable for rex.
- Form and harmony provide him with an experience to remember.
- rex looks for and appreciates the beauty in things.
- rex will evaluate things based on artistic beauty and usefulness.

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.

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

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 itself is not as important as what it will buy.
- rex will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- rex will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- rex 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 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.

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

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.

- rex will be less concerned about his ego than others may be.
- rex's passion in life will be found in one or two of the other dimensions discussed in this report.
- As long as rex's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Being in total control of a situation is not a primary motivating factor.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- He will not attempt to overpower others' points of view or change their thinking.
- rex feels that struggles should be the burden of the team, not just the individuals.

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

Architecture
 Biochemistry, Biophysics
 Biology
 Botany
 Chemistry
 Composition, Writing
 Computer Science
 Creative Writing
 Criminology, Forensics
 Economics
 Geography
 Geology, Earth Sciences
 Information Technology
 Interior Design
 Library Science
 Microbiology
 Neuroscience
 Paleontology
 Web Design, Web Administration

Business

Facilities Planning and Management
 Human Resources, Organizational Development

Career and Technical

Dental Assistance
 Electrician
 Electronics, Appliance Installation and Repair
 Massage Therapy
 Rehabilitation Therapy
 Speech and Language Pathology
 Welding

Engineering

Bio Engineering
 Chemical Engineering
 Civil Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering

Environmental, Agriculture and Food

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

Evolving Opportunities

Biotechnology
Computer Graphics, Animation
Desktop Publishing
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Graphic Design
Health Technology
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Social Work
Videography
Web Development

Health Sciences

Chiropractic Assistance
Clinical Research
Human Development and Family Services
Nursing
Pharmaceutical
Pre-Medicine
Pre-Veterinary Medicine
Psychology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Other Career Paths

Apparel Fashion
Military Service

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
29-1127	4+	Speech-Language Pathologist
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-9121	4+	Natural Science Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-3011	4+	Administrative Services Manager
47-2161	4	Plasterer and Stucco Mason
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
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
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1081	2-4+	Network Systems & Data Communications Analyst
47-2141	2-4	Painter, Construction & Maintenance
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
17-3025	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
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
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

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
47-2131	HS	Insulation Worker
47-2081	HS	Drywall & Ceiling Tile Installer
45-4011	HS	Forrest and Conservation Worker
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Great at retrieving information for decision makers he trusts.

Desire for continuous learning is one of his greatest strengths.

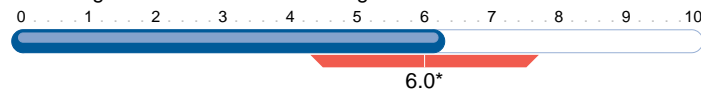
Supports a leader and a cause that brings beauty or creativity.

Patient with and willing to listen to the feelings of others.

Defines and clarifies procedures clearly by having and providing necessary information.

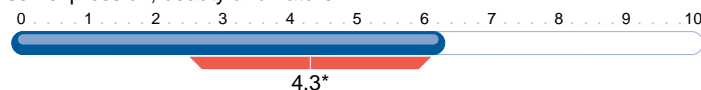
Motivators

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



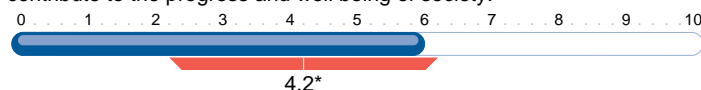
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



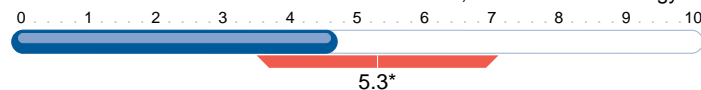
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



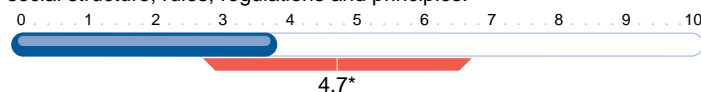
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



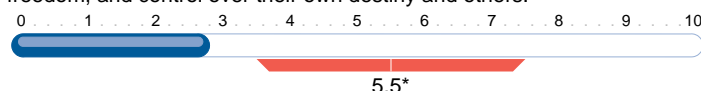
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

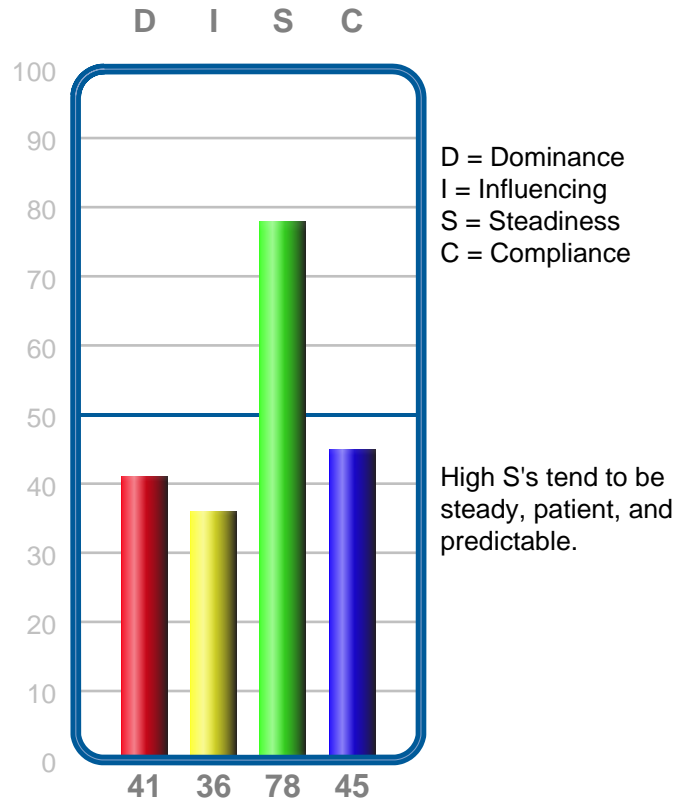


3.8

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



2.8



Value to a Team

Presents the facts without emotion.

People-oriented.

Objective and realistic.

Can make decisions without getting emotionally involved.

Dependable team player.

Always looking for the logical solutions.