

Edward Perez
10-11-2016



TABLE OF CONTENTS

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.

Edward can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. When the time is right, Edward can stand up aggressively for what he believes. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. Once Edward 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. Edward likes to set his own pace. When others try to rush him, he feels threatened and may balk. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He prefers to help and support others rather than compete against them. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. Edward is usually steady, easygoing and relaxed. He is good at concentrating in order to listen and learn. He is not easily distracted by peripheral activity.

Edward may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He is persistent and persevering in his approach to achieving goals. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. Edward 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 may tend to fight for his beliefs or those things he feels passionate about. Making plans and following those plans is important to him. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype."

Edward 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 can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. Edward is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He is more motivated by logic than emotion. To him, logic represents tangible research.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Consistent and steady.
- Turns confrontation into positives.
- Adaptable.
- Builds good relationships.
- Concerned about quality.
- Dependable team player.

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.

- Avoid accountability by overstating the complexity of the situation.
- Not let others know where he stands on an issue.
- Dislike change if he feels the change is unwarranted.
- Underestimate his abilities.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of his work as a personal affront.
- Be dependent on others for decisions, even if he knows he is right.
- Be defensive when risk is involved--move towards maintaining status quo.
- Need help in prioritizing new assignments.

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.

- Provide solid, tangible, practical evidence.
- Be prepared.
- Take your time and be persistent.
- Give him time to ask questions.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Use scheduled timetable when implementing new action.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Keep conversation at discussion level.
- Be sincere and use a tone of voice that shows sincerity.

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.

- Patronize or demean him by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Overuse gestures.
- Be haphazard.
- Debate about facts and figures.
- Use testimonies from unreliable sources.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Give your presentation in random order.
- Rush him in the decision-making process.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.

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.

- Willing to be the support system behind the cause.
- Strong supporter, therefore, always willing to help.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when his position or status is questioned.
- Could be a judge with a heart.
- Anticipates challenges within the process in order to help people succeed.
- Gives clear instruction to what he needs to accomplish goals.
- Takes pride in finding flaws in policies and procedures.

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.

- May always place blame on himself.
- Can take a long time in addressing sensitive issues that could help others.
- May let other's criticism of his work continually frustrate him.
- Can come across as stubborn and unwilling to change.
- Wants to help others but sometimes gets upset when others don't follow rules.
- A desire to help is preceded with a tendency to over correct.
- Nothing is good enough, unless it's the best.
- Can confuse his desire for authority or power with his want for enforcing rules.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment dictated by logic rather than emotion.
- A stable and predictable environment.
- An environment where understanding and appreciating others is rewarded.
- Work on a team that has common interests and desires.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- An environment that demands high standards with the opportunity to enforce such standards.

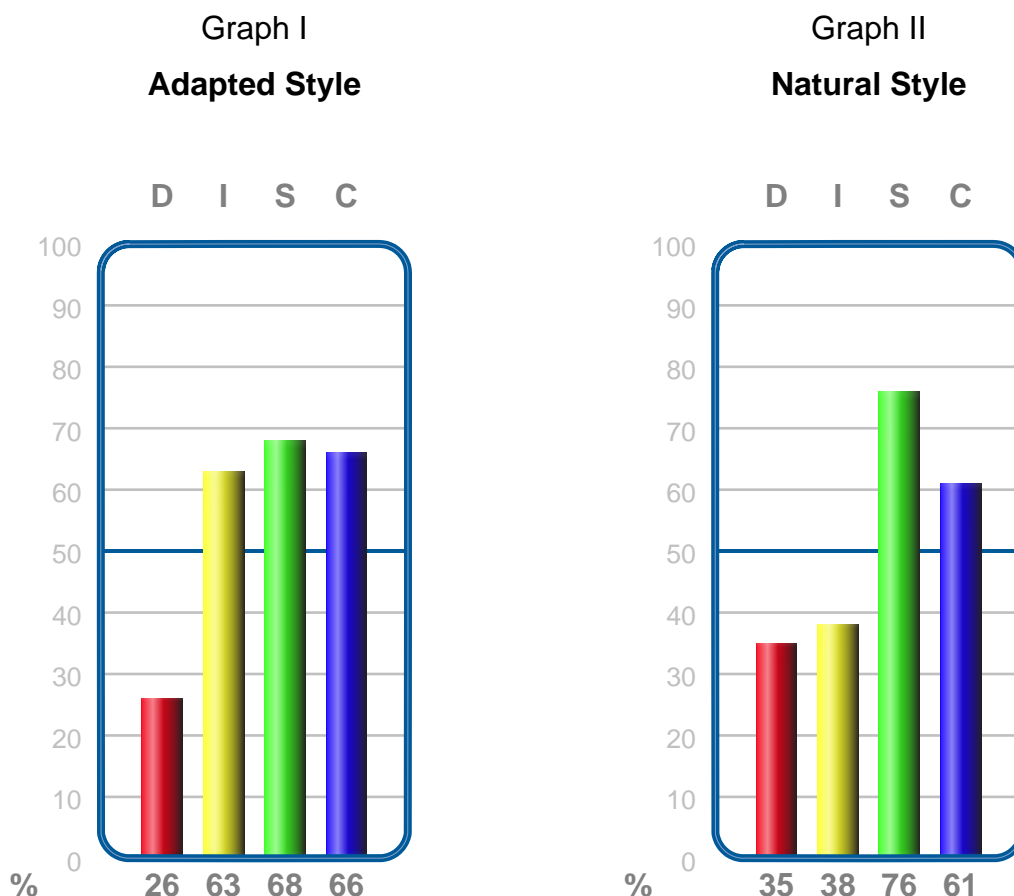
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be part of a quality-oriented work group.
- Identification with fellow workers.
- Support others in the organization's quest to make a difference.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- The power to protect those he trusts or is loyal to.
- Control over long-term planning in order to protect the company from unnecessary risks.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

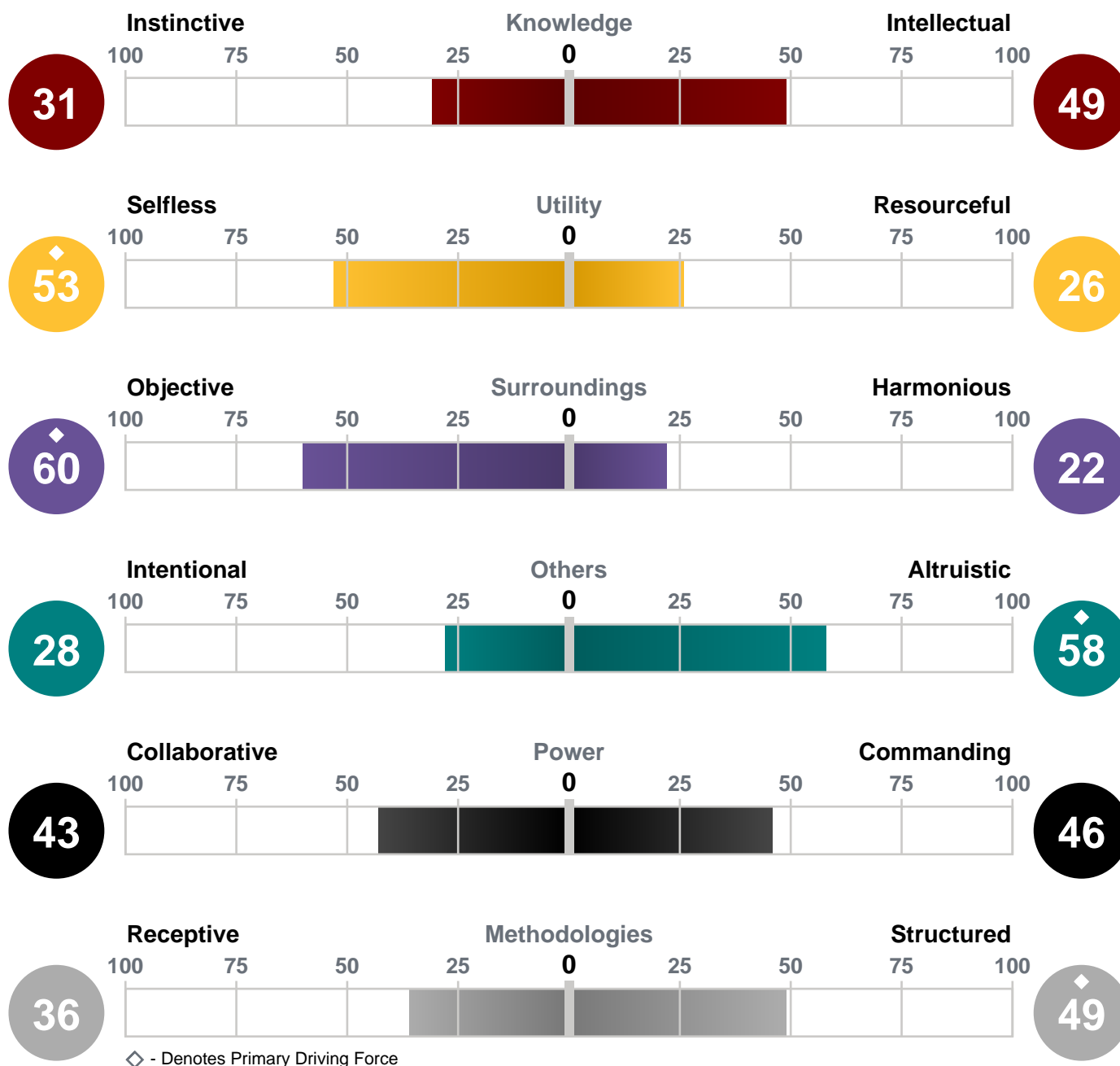
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE 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.

- Saying "no" is difficult when others need his time or talent.
- He will have a keen interest in improving society.
- Helping the homeless may be one of his concerns.
- He is generous with his time, talent and resources for those in need.
- Edward will be generous with time, research and information on social problems.
- Edward is patient and sensitive to others.
- He believes charities should be supported.

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.

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

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.

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

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.

- Edward will seek knowledge based on his needs in individual situations.
- Edward will usually have the data to support his convictions.
- In those areas where Edward has a special interest he will be good at integrating past knowledge to solve current problems.
- If Edward is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he 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, Edward will have a tendency to rely on his intuition or practical information in this area.
- A job that challenges the knowledge will increase his job satisfaction.
- Edward has the potential to become an expert in his chosen field.

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.

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

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.

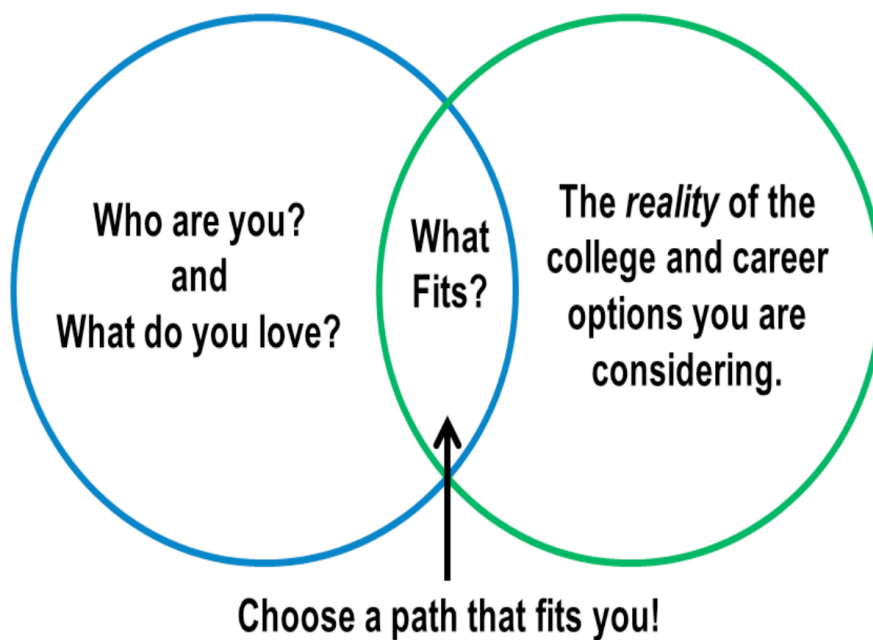
- Unpleasant surroundings will not stifle his creativity.
- Edward is not necessarily worried about form and beauty in his environment.
- The utility of "something" is more important than its beauty, form and harmony.
- He wants to take a practical approach to events.
- He is a very practical person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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Audio Engineering
Composition, Writing
Criminology, Forensics
Film and Television Production
Information Technology
Interior Design
Library Science
Mathematics, Applied Math
Music Composition
Philosophy, Religious Studies
Photography and Studio Art
Physics, Applied Physics
Quantitative Analysis
Statistics
Theology
Web Design, Web Administration

Business

Human Resources, Organizational Development

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Dental Assistance
Drafting
Electrician
Emergency Medical Technician
Health Aide, Medical Assistance
Massage Therapy
Plumbing
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair
Welding

Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Civil Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Medical Ethics
Multimedia, Digital Communications
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy

Health Sciences

Chiropractic Assistance
Clinical Research
Hospital and Health Administration
Human Development and Family Services
Nursing
Optometry
Pre-Dental
Pre-Ophthalmology
Psychology

Other Career Paths

Apparel Fashion
Child Care, Family Services
Fitness and Exercise Science
Military Service
Personal Care Technician
Publishing
Technology Management, Information Systems

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	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
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-1042	4+	Medical Scientist, except Epidemiologist
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association

NEXT STEPS: POSSIBLE CAREER IDEAS

11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
33-3012	4	Correctional Officer
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
27-3031	4	Public Relations Specialist
27-3021	4	News Analyst
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
15-1041	4	Computer Support Specialist
13-2081	4	Tax Examiner, Collector & Revenue Agent
49-3011	2-4	Aircraft Mechanic
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
53-2011	2	Airline Pilot, Copilot & Flight Engineer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
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
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
25-9031	2	Instructional Coordinator

NEXT STEPS: POSSIBLE CAREER IDEAS

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
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9032	HS	Security Guard
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

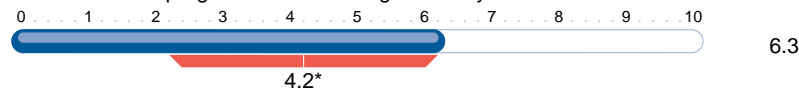
- Meditate and think positive thoughts before taking an exam.
- Study in groups of two or more.
- Study or review notes before each class starts.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Don't let others intrude upon your study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

Strengths

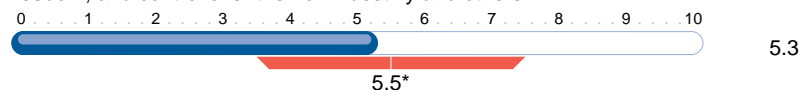
- Willing to be the support system behind the cause.
- Strong supporter, therefore, always willing to help.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when his position or status is questioned.
- Could be a judge with a heart.
- Gives clear instruction to what he needs to accomplish goals.

Motivators

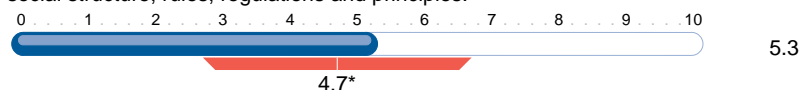
- 1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



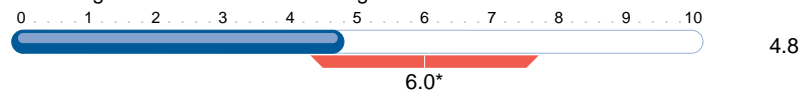
- 2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



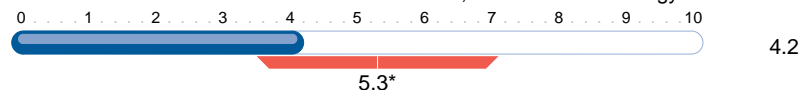
- 3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



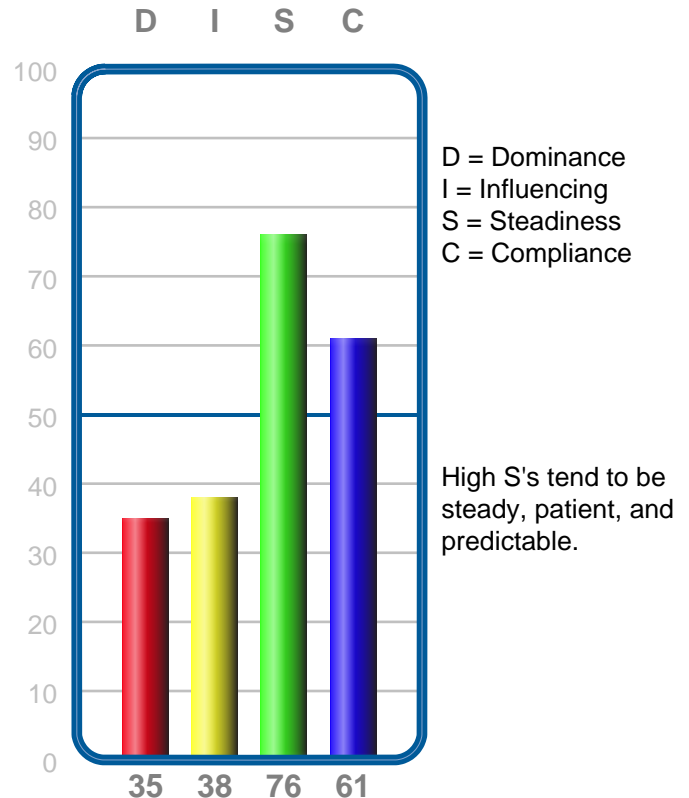
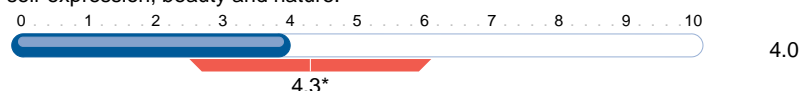
- 4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

- Adaptable.
- People-oriented.
- Concerned about quality.
- Flexible.
- Good at reconciling factions--is calming and adds stability.
- Good listener.