

**Roberto Estrada**  
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.*

Roberto wants the safety features on his equipment to be in good working order. Rules and procedures provide security for his job performance. Roberto can devote all his energy to the job, and that offers security to his work situation. He tends to be his own worst critic constantly reminding himself that he could have done better if given more time. He prefers that things be orderly and he will approach work in a systematic manner. While he may not be a perfectionist with all things, he has certain activities that will always be done with the same high standards in mind. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. He can be characterized by his creativity and attention to quality and detail. He has a need to achieve in an environment in which the quality is controlled. He can become frustrated when put in a situation that is nothing more than a rambling discussion. To some people, Roberto may appear to be analytical. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner.

Roberto usually judges others by the quality of their work. He may find it difficult to recognize others' strengths, if their work does not meet his high standards. He tends to postpone the decision-making process until he has all the facts. He, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He tends to base decisions on the quality of work--not on efficiency. Because he knows that he can rely on the "tried and true," Roberto places high value on tradition and traditional things. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He follows company policy, if aware of it. He can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront.

Roberto does not like to work for a manager who uses a confrontational management style. He tends to withdraw and not express himself, and may become unproductive if he feels threatened. When Roberto is deeply involved in thinking through a project, he may appear to be cool and distant. Because Roberto wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. 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. Roberto has a low trust level with strangers. This becomes apparent when he asks specific and perhaps blunt questions. Roberto's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. Roberto's work represents his true self and he will take issue when people attack the quality of his work. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Maintains standards.
- Respect for authority and organizational structure.
- Will gather data for decision making.
- Accurate and intuitive.
- Objective--"The anchor of reality."
- Turns confrontation into positives.
- Flexible.
- Defines, clarifies, gets information, criticizes and tests.

## 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 his position to avoid controversy.
- Be suspicious and pessimistic of any new project. Wants more support than is necessary.
- Hesitate to act without precedent.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Select people much like himself.
- Prefer things to people--things don't show emotion or need restraint.
- Get bogged down in details and use details to protect his position.
- Be self-deprecating--doesn't project self-confidence.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.

## 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.
- Give him time to ask questions.
- Limit your use of gestures.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Give him time to be thorough, when appropriate.
- Prepare your "case" in advance.
- Support your communications with correct facts and data.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Be sincere and use a tone of voice that shows sincerity.
- Follow through, if you agree.
- Take time to be sure that he is in agreement and understands what you said.

## 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.*

- Overuse gestures.
- Rush the decision-making process.
- Leave things to chance or luck.
- Say "trust me"--you must prove it.
- Make conflicting statements.
- Talk to him when you're extremely angry.
- Be vague about what's expected of either of you; don't fail to follow through.
- Talk in a loud voice or use confrontation.
- Overuse emotions.
- Make statements about the quality of his work unless you can prove it.
- Make promises you cannot deliver.
- Use gimmicks or clever, quick manipulations.

## 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.*

- He brings extreme detail and precision to the project in order to enhance the outcome.
- Brings a good mixture of procedure orientation and creativity.
- 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.
- Patient with and willing to listen to the feelings of others.
- Highly in tune to the environment and synergy within it.
- Desire for continuous learning is one of his greatest strengths.
- Will keep sensitive information under lock and key.

## 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.*

- Feels a better job could be done if more focus was on the experience of the project.
- His process may not always translate to beauty or creativity.
- 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.
- Wants to enhance surroundings, but struggles with the need to change.
- Keeps to himself resulting in unexpressed viewpoints.
- May have difficulty sharing subjective information.
- May not pursue knowledge if it jeopardizes his security.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Assignments that can be followed through to completion.
- An environment where being prepared for meetings is rewarded.
- Information and time to make decisions.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
- Time for personal reflection and an appreciation for staying balanced.

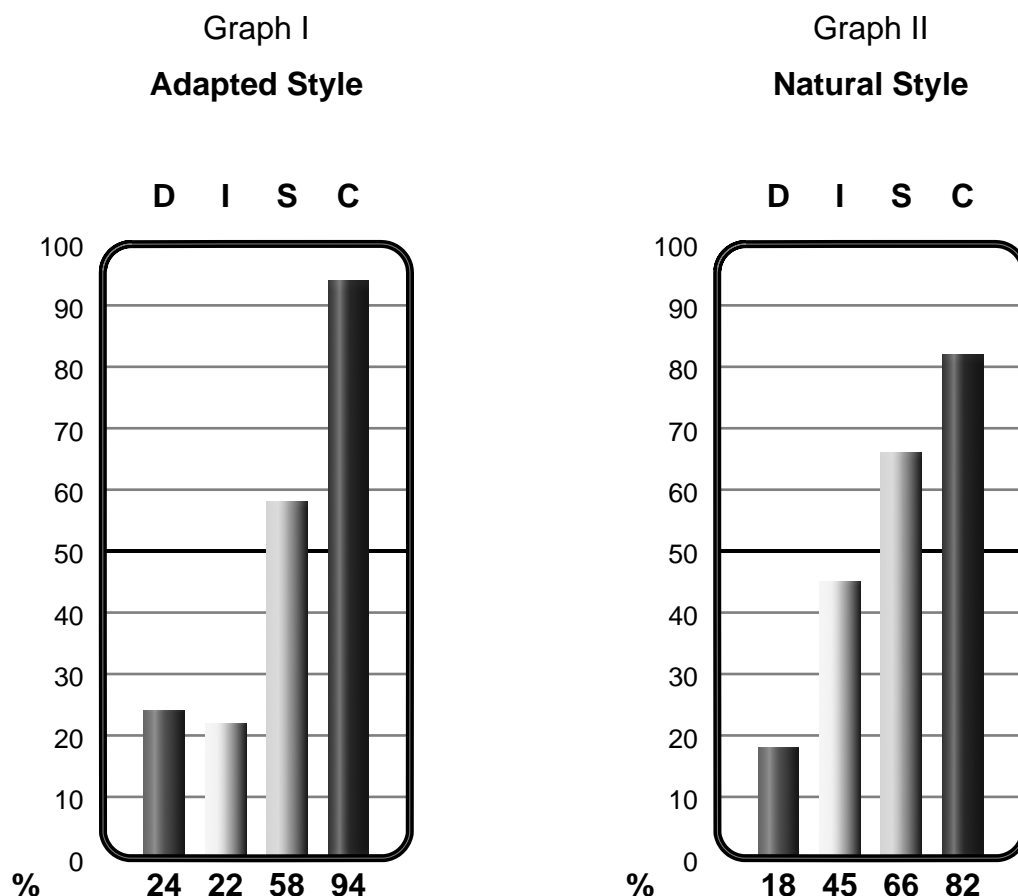
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Instructions so he can do the job right the first time.
- Information on how to do things right, for fear of making a mistake.
- To support others through the gathering and delivery of information.
- The ability to base company morale initiatives on facts and data.
- Time for the beautification of the workplace and areas around him.

## 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:

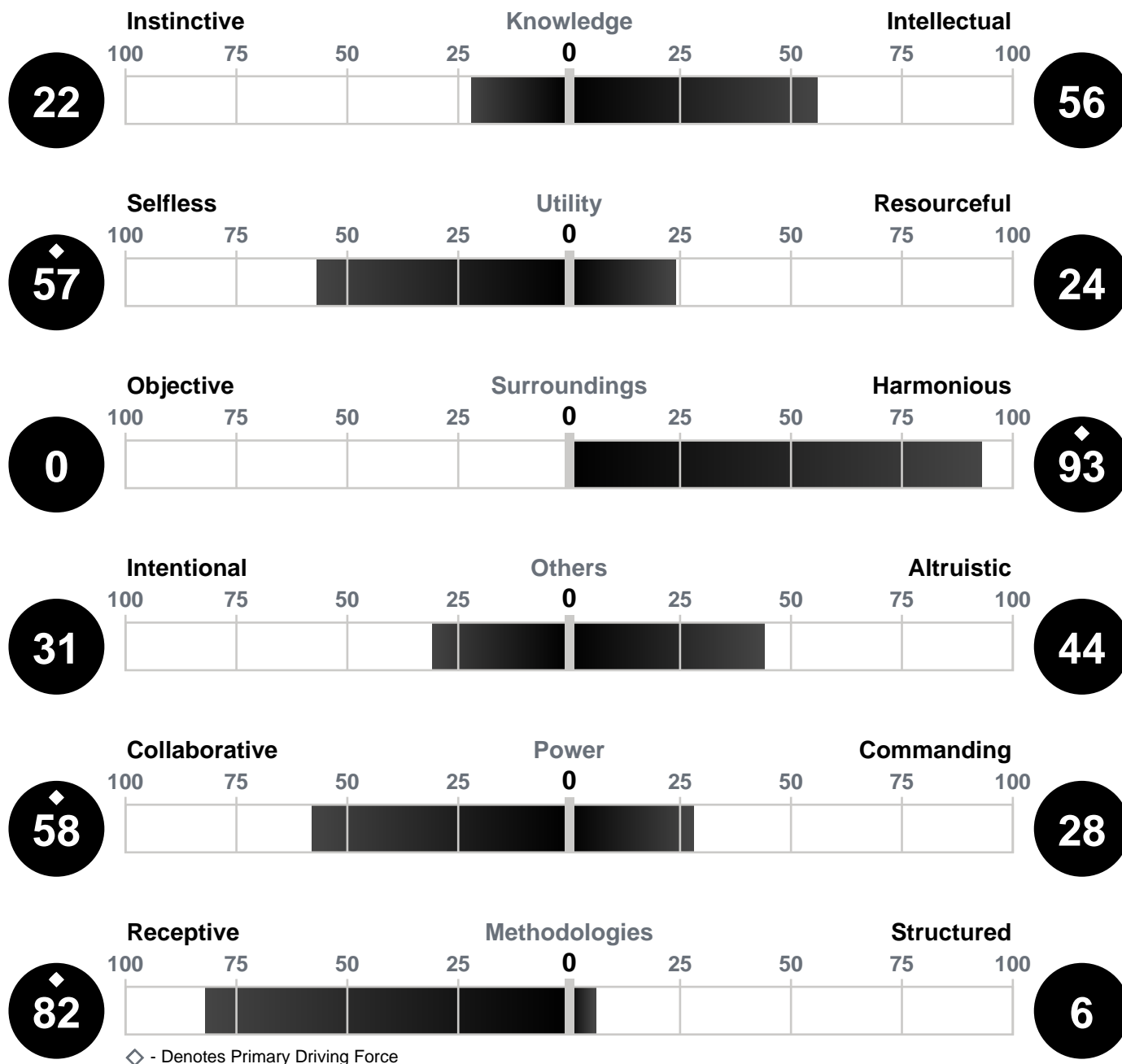
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Roberto needs a sense of harmony and balance in his surroundings and relationships.
- Roberto is interested in studying and appreciating the totality of a situation.
- Looking good and feeling good is one of his goals.
- Creativity is only limited by external, not internal boundaries.
- Roberto seeks self-realization and fulfillment.
- Being recognized for creativity is the highest form of achievement for him.
- Roberto enjoys the beauty of his surroundings and would like others to share his passion.
- He is in tune with his inner feelings and likes surroundings that compliment these feelings.
- Roberto will have a strong interest in preserving our natural resources and will probably practice conservation.

## 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.*

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

## 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.*

- Roberto's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Roberto 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 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.*

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

## 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.*

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

## 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.*

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

## 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  
Criminology, Forensics  
English  
Geology, Earth Sciences  
Interior Design  
Language Study  
Library Science  
Literature Studies, Classics  
Microbiology  
Neuroscience  
Paleontology  
Philosophy, Religious Studies  
Theology  
Web Design, Web Administration

### Career and Technical

Biomedical Equipment Technician  
Drafting  
Massage Therapy  
Speech and Language Pathology

### Engineering

Chemical Engineering  
Civil Engineering  
Electrical Engineering  
Environmental Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Animal Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

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

### **Evolving Opportunities**

Alternative Medicine, Holistic Health  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics  
Nutrition and Diet Science  
Renewable Energy  
Videography

### **Health Sciences**

Exercise Science  
Kinesiology



## 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
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
29-1121	4+	Audiologist
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1023	4+	Zoologist & Wildlife Biologist
19-1022	4+	Microbiologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-3021	4	News Analyst
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
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1031	4	Computer Software Engineer, Applications
13-2051	4	Financial Analyst

## NEXT STEPS: POSSIBLE CAREER IDEAS

13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
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
17-3021	2-4	Aerospace Engineer & Operations Technician
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
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	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
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
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Think positively about your ability to pass every class with high marks.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Participate in class discussions.
- Listen and think positively about the concepts you are studying.
- Study or review notes before each class starts.
- Set challenging goals.
- Ask yourself questions - either from the class material or ones you make-up.
- Don't let others intrude upon your study time.
- Study alone.
- Make sure you understand course expectations and ask if necessary.

## Strengths

He brings extreme detail and precision to the project in order to enhance the outcome.

Brings a good mixture of procedure orientation and creativity.

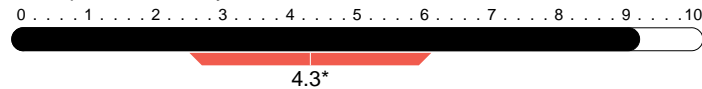
Defines and clarifies procedures clearly by having and providing necessary information.

Wants to know everything about the process, which leads to high standards and results.

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

## Motivators

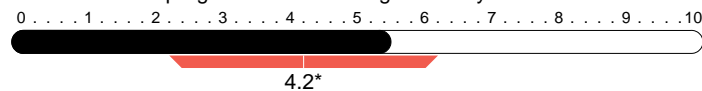
**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



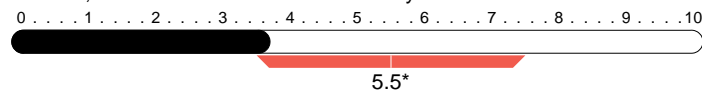
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



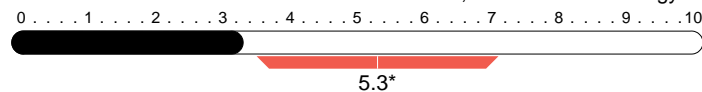
**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



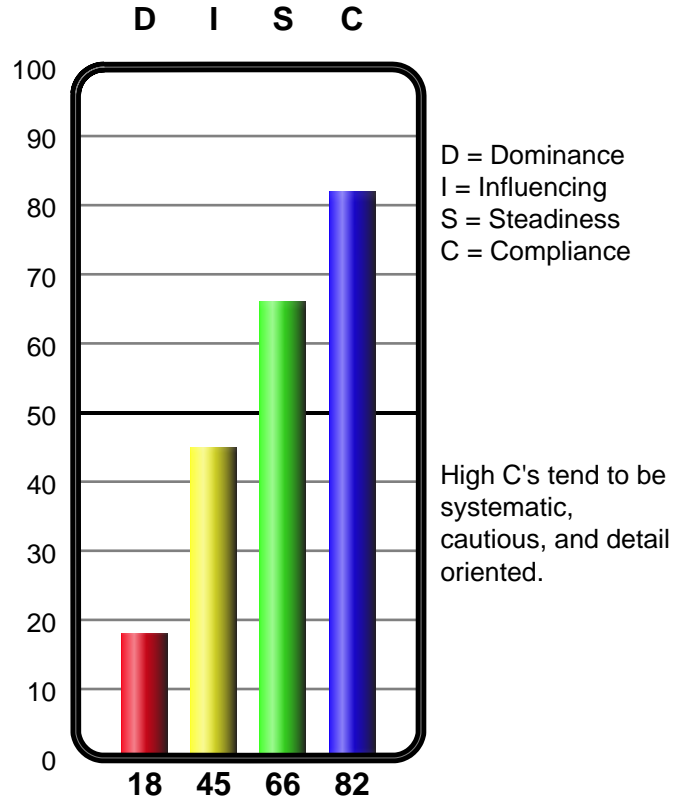
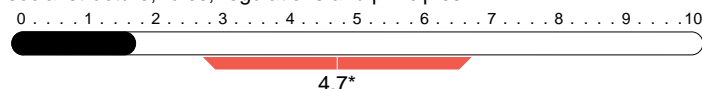
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

Accurate and intuitive.

Respect for authority and organizational structure.

Cooperative member of the team.

Objective--"The anchor of reality."

Flexible.

Always concerned about quality work.