

**ana castro**  
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.*

ana can be motivated through teamwork. She likes to know she is a valued team member. Patience, control and deliberateness characterize her usual behavior. She does not always like being placed in competitive situations. She tends to lose the "team feeling" when she is involved in direct competition. She wins through hard work and persistence. She likes to stay with one task until it is completed. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She prefers to help and support others rather than compete against them. She tends to build a close relationship with a relatively small group of associates. She is good at maintaining relationships both on and off the job. She manifests a caring and warm demeanor to the people in her life. While she is usually considered as people-oriented, she does have a technical side. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family.

ana finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She may tend to fight for her beliefs or those things she feels passionate about. Making plans and following those plans is important to her. She tries to use balanced judgment. She is the person who brings stability to the entire team. ana is persistent and persevering in her approach to achieving goals. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

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

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Adaptable.
- Respect for authority and organizational structure.
- Good at reconciling factions--is calming and adds stability.
- Concerned about quality.
- Dependable team player.
- Works for a leader and a cause.
- Builds good relationships.
- Turns confrontation into positives.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

*Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.*

- Not let others know where she stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Need help in prioritizing new assignments.
- Hold a grudge if her personal beliefs are attacked.
- Dislike change if she feels the change is unwarranted.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be defensive when risk is involved--move towards maintaining status quo.

## 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 a friendly environment.
- Give her time to ask questions.
- Use scheduled timetable when implementing new action.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Be prepared.
- Define clearly (preferably in writing) individual contributions.
- Provide solid, tangible, practical evidence.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Take your time and be persistent.
- Give her time to verify reliability of your comments--be accurate and realistic.

## 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 domineering or demanding; don't threaten with position power.
- Use testimonies from unreliable sources.
- Be abrupt and rapid.
- Manipulate or push her into agreeing because she probably won't fight back.
- Be haphazard.
- Rush her in the decision-making process.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Make promises you cannot deliver.
- Talk to her when you're extremely angry.
- Talk in a loud voice or use confrontation.
- Push too hard, or be unrealistic with deadlines.

## 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.*

- Strong supporter, therefore, always willing to help.
- Able to be a strong listener, who can become a lifelong friend.
- Leads by example and in a quiet and methodical way.
- A "winner" who is consistent but does not brag about accomplishments.
- Good at promoting causes that improve society.
- Sings the praises of peers and the contributions others make.
- Motivates others to be the best they can be.
- Capable of addressing conflict for a win-win scenario.

## 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 with delivering a tough message, even if it's to the person's benefit.
- May not always stand up for oneself or others.
- Forgives but has a hard time forgetting.
- Can come across as stubborn and unwilling to change.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- May overestimate the impact she can have on others.
- She may overestimate her authority.
- Can disclose their agenda to the wrong people.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Ability to showcase altruistic achievements in order to get others involved.
- An environment where interacting with others in an effort to help each person is rewarded.
- An environment to express ideas to influence people.
- An environment where she can "lead the parade".

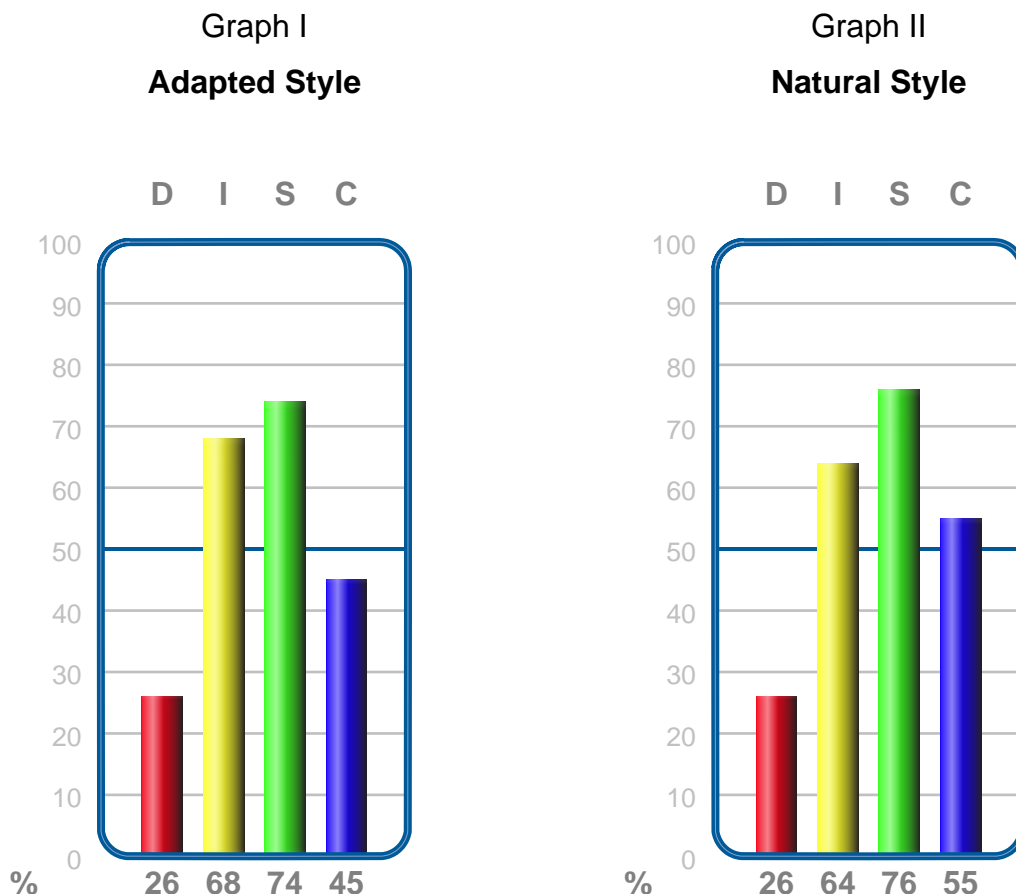
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- A support system to do the detail work.
- The flexibility to be creative in the way she and the organization help others and causes.
- To be a part of the team that contributes to causes and helping others.
- Public recognition of power and prestige.
- A podium to express ideas, vision and experiences.

## 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:

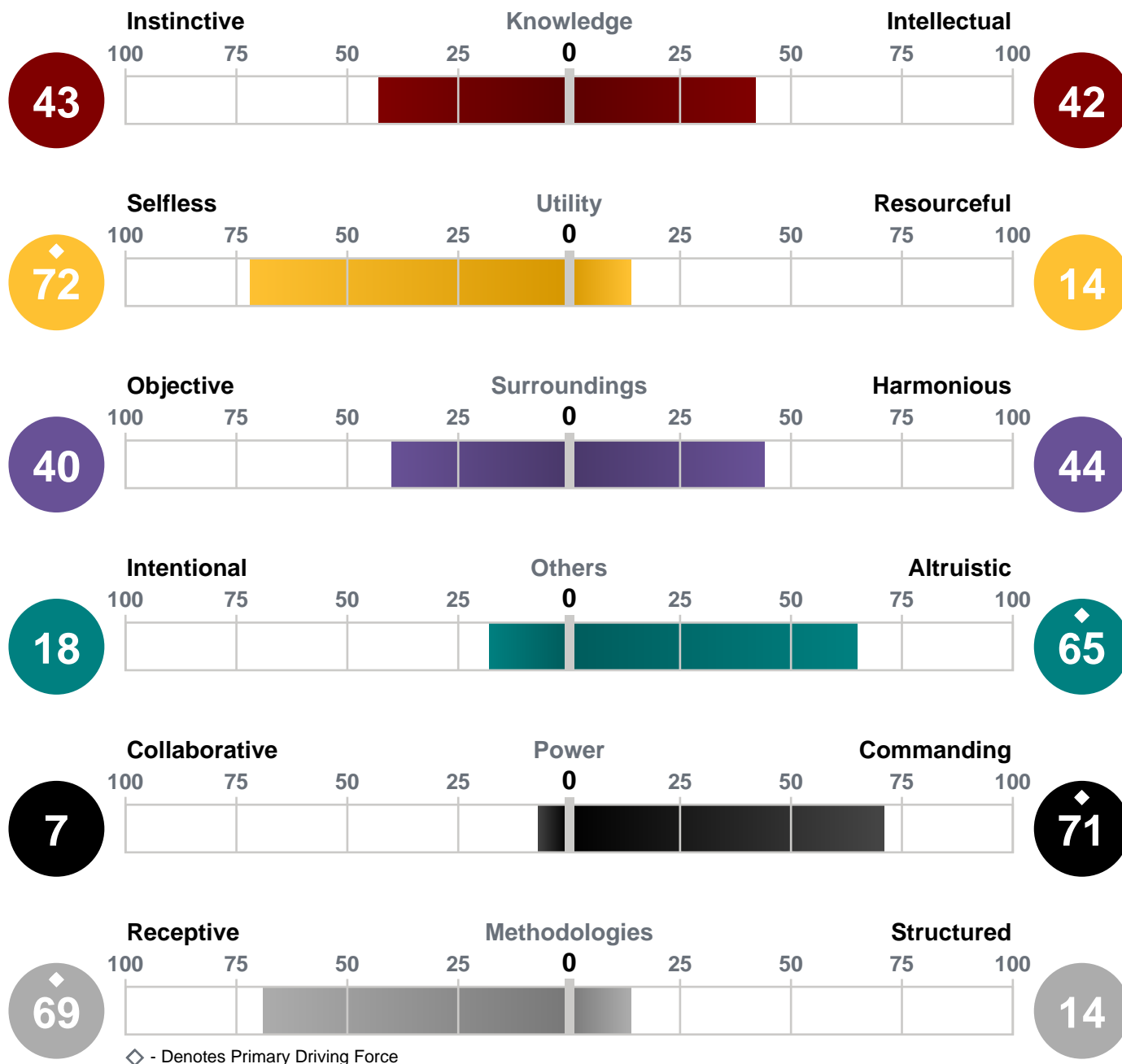
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 her time or talent.
- Helping the homeless may be one of her concerns.
- ana will be generous with time, research and information on social problems.
- She believes charities should be supported.
- She is generous with her time, talent and resources for those in need.
- ana is patient and sensitive to others.

## MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.*

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

## 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.*

- At times ana will look for the beauty in all things.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- ana may desire fine things for her spouse or family members.

## 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.*

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

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionalists" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.*

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

## 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.*

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

## 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

Architecture  
Botany  
Ethnic, Cultural and Gender Studies  
Geography  
Geology, Earth Sciences  
Humanities  
Interior Design  
Journalism  
Library Science  
Music Composition  
Music Performance  
Paleontology  
Philosophy, Religious Studies  
Photography and Studio Art  
Sociology  
Teaching, Education  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Human Resources, Organizational Development

### Career and Technical

Carpentry  
Massage Therapy  
Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

Civil Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Plants and Horticulture

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Computer Graphics, Animation  
Diagnostic, Scanning Technician  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Videography  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Psychology

### Other Career Paths

Child Care, Family Services  
Personal Care Technician  
Publishing



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
17-2121	4+	Marine Engineer & Naval Architect
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
15-1041	4	Computer Support Specialist
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
25-2011	2+	Teacher, Preschool
53-2011	2	Airline Pilot, Copilot & Flight Engineer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
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
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
41-9011	HS	Product Promoter & Demonstrator
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

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

## Strengths

Strong supporter, therefore, always willing to help.

Able to be a strong listener, who can become a lifelong friend.

Leads by example and in a quiet and methodical way.

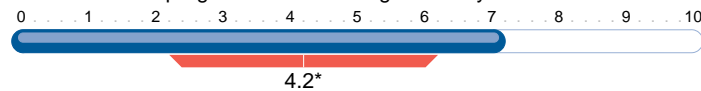
A "winner" who is consistent but does not brag about accomplishments.

Good at promoting causes that improve society.

Motivates others to be the best they can be.

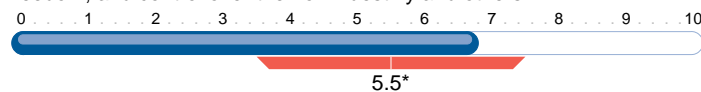
## Motivators

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



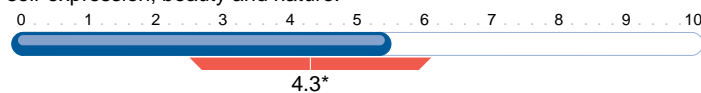
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



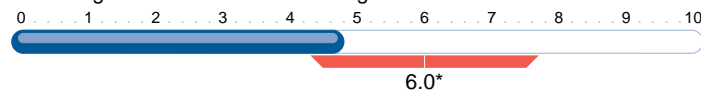
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



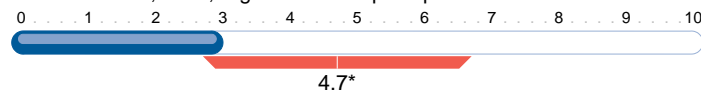
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**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



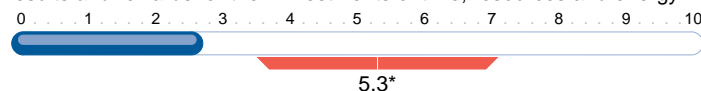
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**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

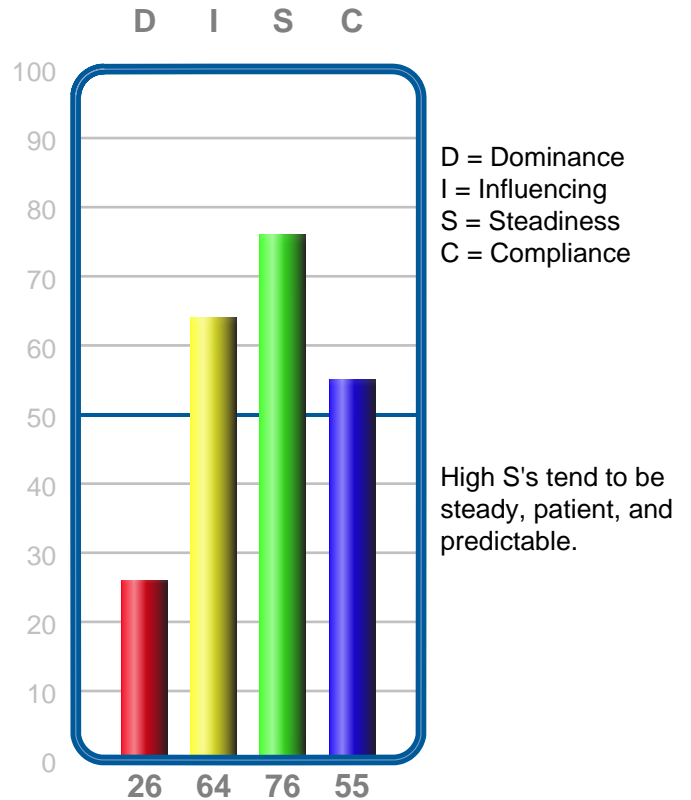


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.7



## Value to a Team

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

Service-oriented.

Concerned about quality.

Works for a leader and a cause.

Dependable team player.

Flexible.