

**helen castillo**  
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.*

helen dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. She wins through hard work and persistence. She likes to stay with one task until it is completed. When challenged, she becomes more objective. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. Patience, control and deliberateness characterize her usual behavior. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She prefers to help and support others rather than compete against them. helen can be discreet and sociable as called for by the situation. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family.

helen tends to make decisions based on past experiences. She prefers the "tried and true." When faced with a tough decision, she will seek information and analyze it thoroughly. She is persistent and persevering in her approach to achieving goals. 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 may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She adheres to company policy and doesn't break the rules just for the sake of breaking them.

helen is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. Sometimes she will withdraw from a verbal battle. If she feels strongly about an issue, she may retreat to gather her resources and then return to take a stand! 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. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. helen is more motivated by logic than emotion. To her, logic represents tangible research. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. 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. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Patient and empathetic.
- Objective and realistic.
- People-oriented.
- Good listener.
- Works for a leader and a cause.
- Can make decisions without getting emotionally involved.
- Service-oriented.
- Dependable team player.
- Consistent and steady.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Take criticism of her work as a personal affront.
- Underestimate her abilities.
- Not take action against those who challenge or break the rules or guidelines.
- Avoid accountability by overstating the complexity of the situation.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not let others know where she stands on an issue.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.

## 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.*

- Use expert testimonials.
- Have the facts in logical order.
- Be patient and persistent.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide a friendly environment.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Give her time to analyze the data before making a decision.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared with the facts and figures.
- Use the proper buzz words that are appropriate to her expertise.

## 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.*

- Stand too close--give two to three feet of space.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Touch her body when talking to her.
- Overuse gestures.
- Be domineering or demanding; don't threaten with position power.
- Be vague; don't offer opinions and probabilities.
- Use inappropriate buzz words.
- Make statements you cannot prove.
- Pretend to be an expert, if you are not.
- Debate about facts and figures.
- Be superficial.
- Overuse emotion.

## 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.*

- Will keep sensitive information under lock and key.
- Delivers her knowledge and wisdom objectively.
- Strong supporter, therefore, always willing to help.
- Wants to methodically solve people-related problems that benefit the greater good.
- Asks many questions to find the correct answers.
- Her desire to learn more allows processes to become more effective.
- Helps others achieve great results through a detailed process.
- Anticipates challenges within the process in order to help people succeed.

## 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 not pursue knowledge if it jeopardizes her security.
- Resents change without logical facts and reasoning behind the change.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Sees change for change's sake as negative for herself and others.
- Can be defensive when hard facts are questioned.
- Never enough facts to prove the new theory.
- Wants to help others but also has a desire to police the happenings of the organization.
- A desire to help is preceded with a tendency to over correct.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- An environment that allows time to change.
- Information to support the reasons for change.
- Logical approach to problem solving and information-based solutions.
- The opportunity to be objective and diligent in her quest to help others.
- Have resources and tools in proper order for efficient access to help others.

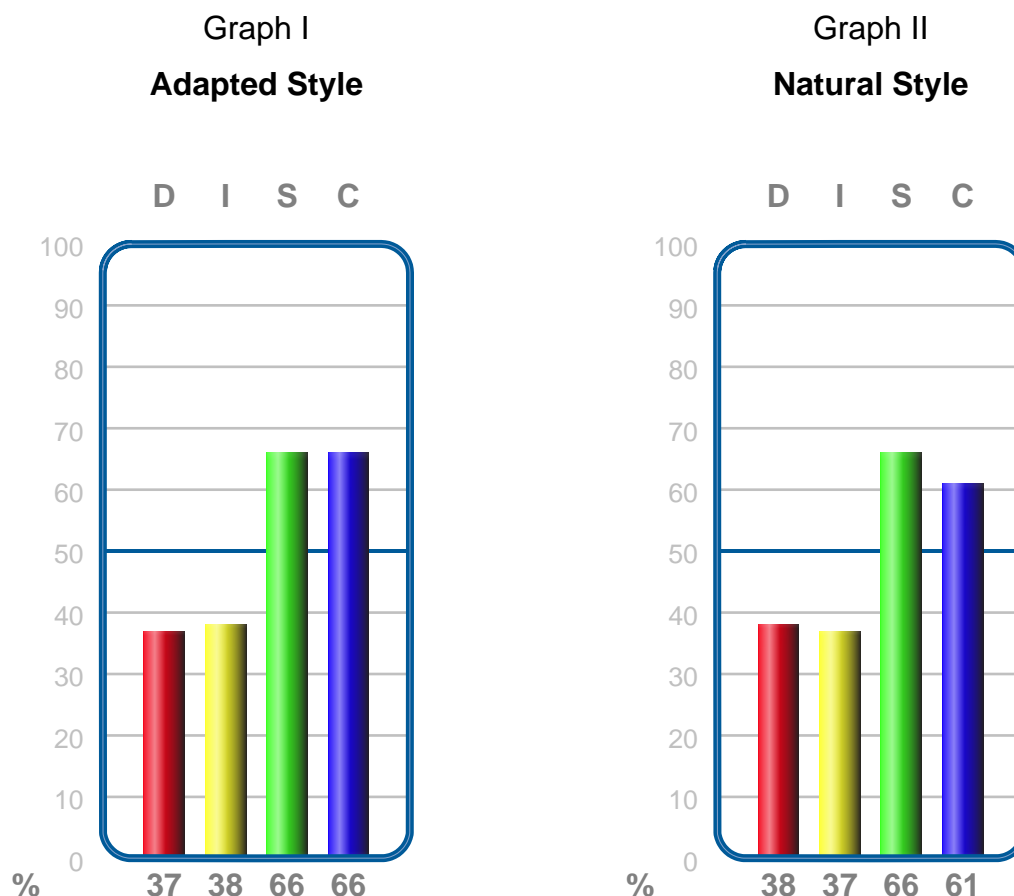
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Reassurance she is doing the job right.
- Logical reasons for change.
- An opportunity to methodically layout research and work through the information-gathering process.
- Time to gather data and facts in order to work through challenges and conflicts.
- To be assured that the organization is willing to help others and will maintain the rules and procedures for making sure the assistance is given.
- The information and facts necessary to help others achieve their goals.

## 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:

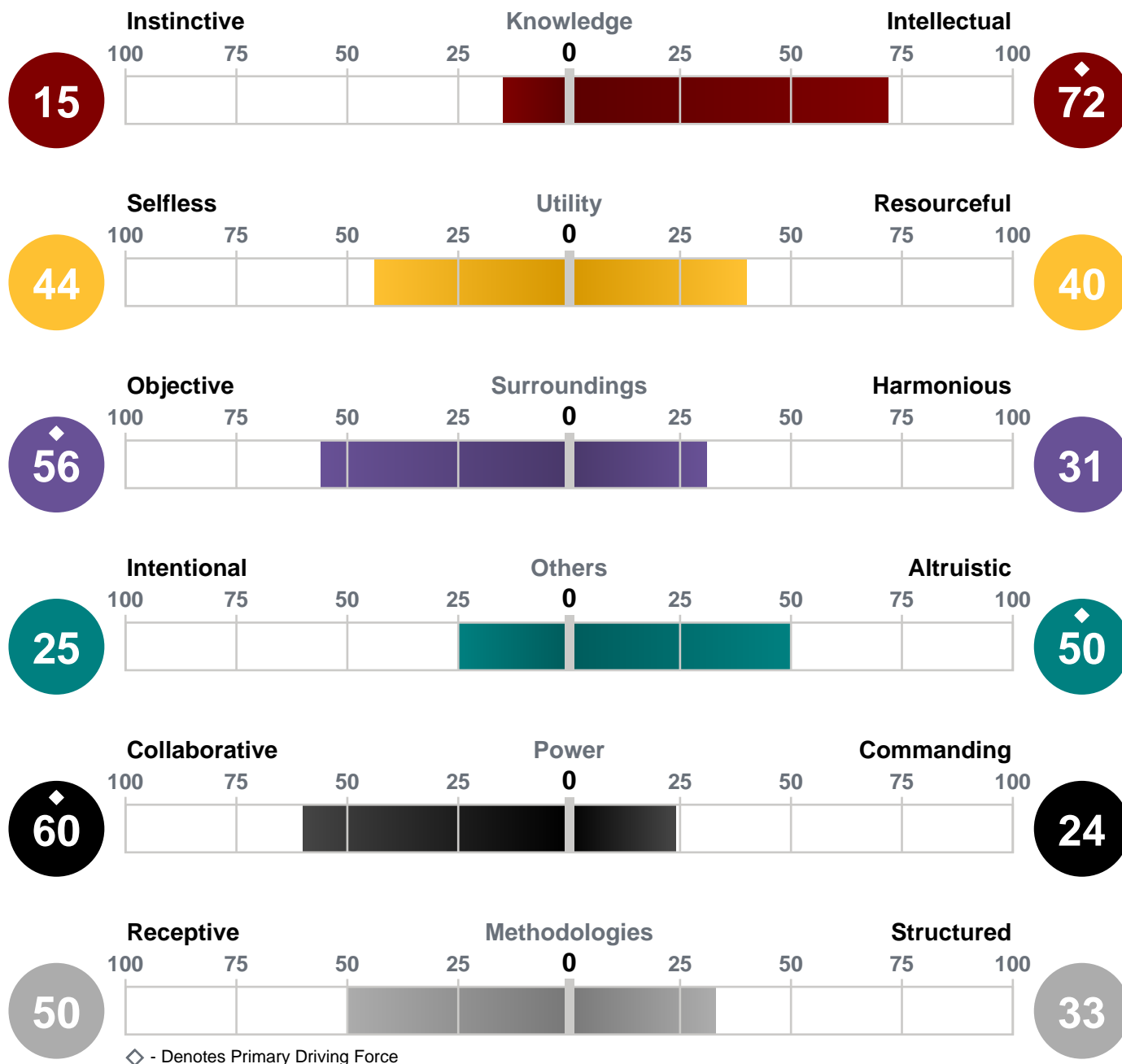
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

## 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.*

- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- helen will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- helen will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- Money itself is not as important as what it will buy.
- helen can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- She will use wealth as a yardstick to measure her work effort with certain activities.

## 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.*

- 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.
- At times helen will look for the beauty in all things.
- helen may desire fine things for her spouse or family members.

## 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.*

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

## 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.*

- Traditions will not place limits or boundaries on helen.
- She will work within a broadly defined set of beliefs.
- It may be hard to manipulate helen 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, helen will want to set her own rules which will allow her own intuition to guide and direct her actions.
- helen can be creative in interpreting other systems or traditions and selective in applying those traditions.
- helen's passion in life will be found in one or two of the other dimensions 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](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

Biochemistry, Biophysics  
Biology  
Chemistry  
Criminology, Forensics  
Economics  
Information Technology  
Interior Design  
Microbiology  
Music Composition  
Neuroscience  
Photography and Studio Art  
Web Design, Web Administration

### Career and Technical

Drafting  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Aerospace Engineering  
Bio Engineering  
Chemical Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Evolving Opportunities

Computer Programming  
Environment, Conservation and Sustainability  
Medical Ethics  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Renewable Energy

### Health Sciences

Clinical Research  
Nursing  
Pre-Medicine

### Other Career Paths

Military Service



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
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
29-1041	4+	Optometrist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
17-2041	4+	Chemical Engineer
17-1012	4+	Landscape Architect
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
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
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
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
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
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
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
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
47-2111	HS	Electrician
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-1011	HS	Home Health Aide

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

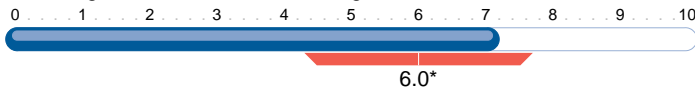
- Quiz yourself and others about ideas you are learning.
- Don't listen so critically that you miss the intended ideas.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Try new ways of learning.
- Think positively about each class.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Plan your study week on Sunday.
- Break your habit of studying alone and study or share new insights with friends.

## Strengths

- Will keep sensitive information under lock and key.
- Delivers her knowledge and wisdom objectively.
- Strong supporter, therefore, always willing to help.
- Wants to methodically solve people-related problems that benefit the greater good.
- Asks many questions to find the correct answers.
- Helps others achieve great results through a detailed process.

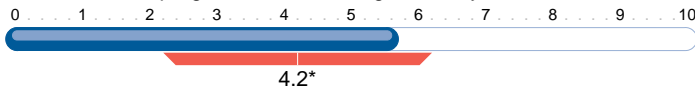
## Motivators

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



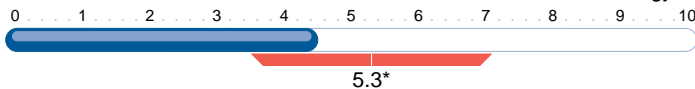
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**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



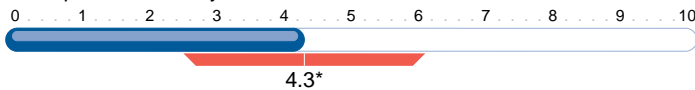
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



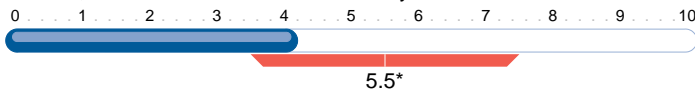
4.5

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



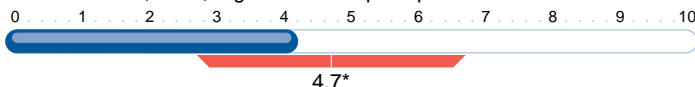
4.3

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

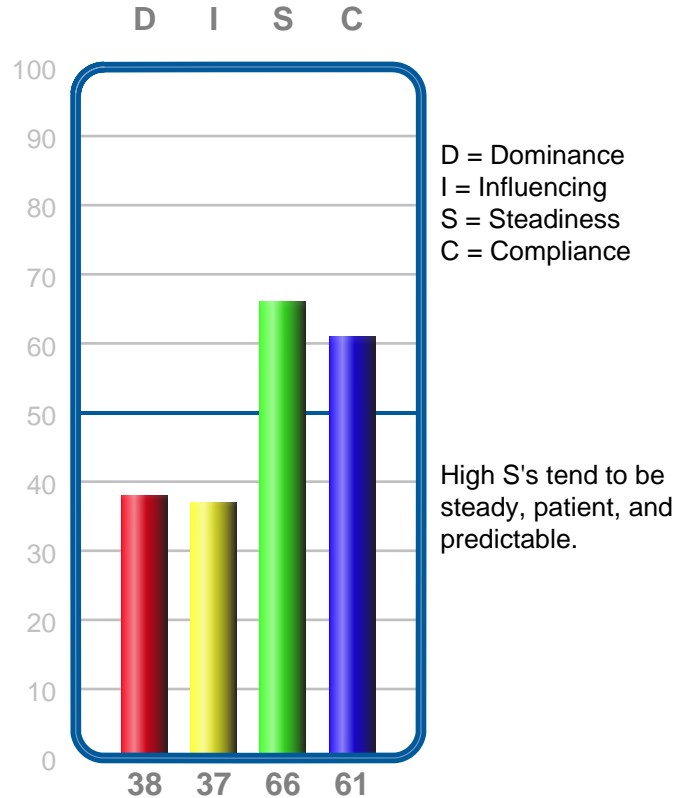


4.2

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



4.2



## Value to a Team

Builds good relationships.

People-oriented.

Dependable team player.

Consistent and steady.

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

Works for a leader and a cause.