

**Nikki Enriquez**  
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.*

Nikki looks to people for support and inner-satisfaction as a way to reach her personal goals. Patience, control and deliberateness characterize her usual behavior. She is good at concentrating in order to listen and learn. She is not easily distracted by peripheral activity. She can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. Nikki likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. She wins through hard work and persistence. She likes to stay with one task until it is completed. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. She can be motivated through teamwork. She likes to know she is a valued team member. When the time is right, Nikki can stand up aggressively for what she believes. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible.

Nikki prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She tends to make decisions based on past experiences. She prefers the "tried and true." She 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. Nikki uses logic to assist her in decision making. This tendency is helpful to others in her group. Making plans and following those plans is important to her. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She adheres to company policy and doesn't break the rules just for the sake of breaking them.

Nikki can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. 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 is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. Nikki does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is more motivated by logic than emotion. To her, logic represents tangible research. She may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Adaptable.
- Patient and empathetic.
- Will gather data for decision making.
- Builds good relationships.
- Service-oriented.
- Flexible.

## 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.*

- Be dependent on others for decisions, even if she knows she is right.
- Dislike change if she feels the change is unwarranted.
- Avoid accountability by overstating the complexity of the situation.
- Underestimate her abilities.
- Need help in prioritizing new assignments.
- Not take action against those who challenge or break the rules or guidelines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

## 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.*

- Give her time to verify reliability of your comments--be accurate and realistic.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Limit your use of gestures.
- Keep conversation at discussion level.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Take time to be sure that she is in agreement and understands what you said.
- 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.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Be sincere and use a tone of voice that shows sincerity.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.

## 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.*

- Use testimonies from unreliable sources.
- Be abrupt and rapid.
- Debate about facts and figures.
- Rush her in the decision-making process.
- Overuse emotions.
- Push too hard, or be unrealistic with deadlines.
- Be vague; don't offer opinions and probabilities.
- Give your presentation in random order.
- Talk to her when you're extremely angry.
- Overuse gestures.
- Be haphazard.
- Make promises you cannot deliver.
- Manipulate or push her into agreeing because she probably won't fight back.

## STYLE: YOUR STRENGTHS

*These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.*

- Great at retrieving information for decision makers she trusts.
- Delivers her knowledge and wisdom objectively.
- Wants to do her part to keep things efficient and consistent.
- When stability is established, she can become entrepreneurial.
- Her desire to learn more allows processes to become more effective.
- Asks many questions to find the correct answers.
- Tends to make accurate decisions based on facts and return on investment, rather than emotions.
- Asks questions others overlook in regards to the bottom-line.

## STYLE: SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- Struggles in adapting to new situations without preparation.
- Resents change without logical facts and reasoning behind the change.
- May overlook opportunity for added efficiency out of fear of change.
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- Never enough facts to prove the new theory.
- Can be defensive when hard facts are questioned.
- Will have a desire to take risks, but will be fearful of failure.
- May come off as someone who believes process is the only way to increase the bottom-line.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Familiar work environment with a predictable pattern.
- An environment where she can use her intuitive thinking skills.
- Time necessary to gather enough information in order to move forward.
- Information to support the reasons for change.
- Clearly defined rules, procedures and pathway to meet performance objectives.
- The ability to achieve goals in a logical and practical manner.

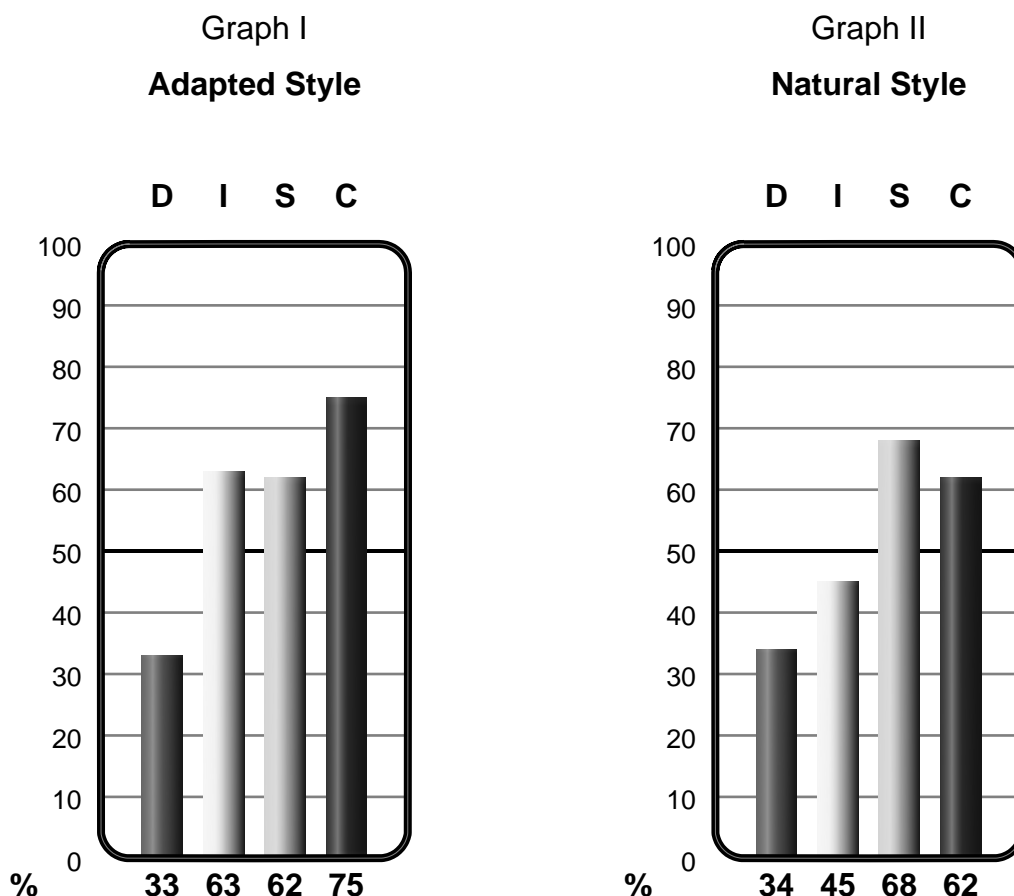
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- High quality work standards.
- Specific questions--not general or open-ended.
- To have the right information to support others so she can feel secure with how the job is being done.
- An opportunity to methodically layout research and work through the information-gathering process.
- Fears eliminated by making the data and information available for decision making and problem solving.
- Documentation of potential returns for projects and 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:

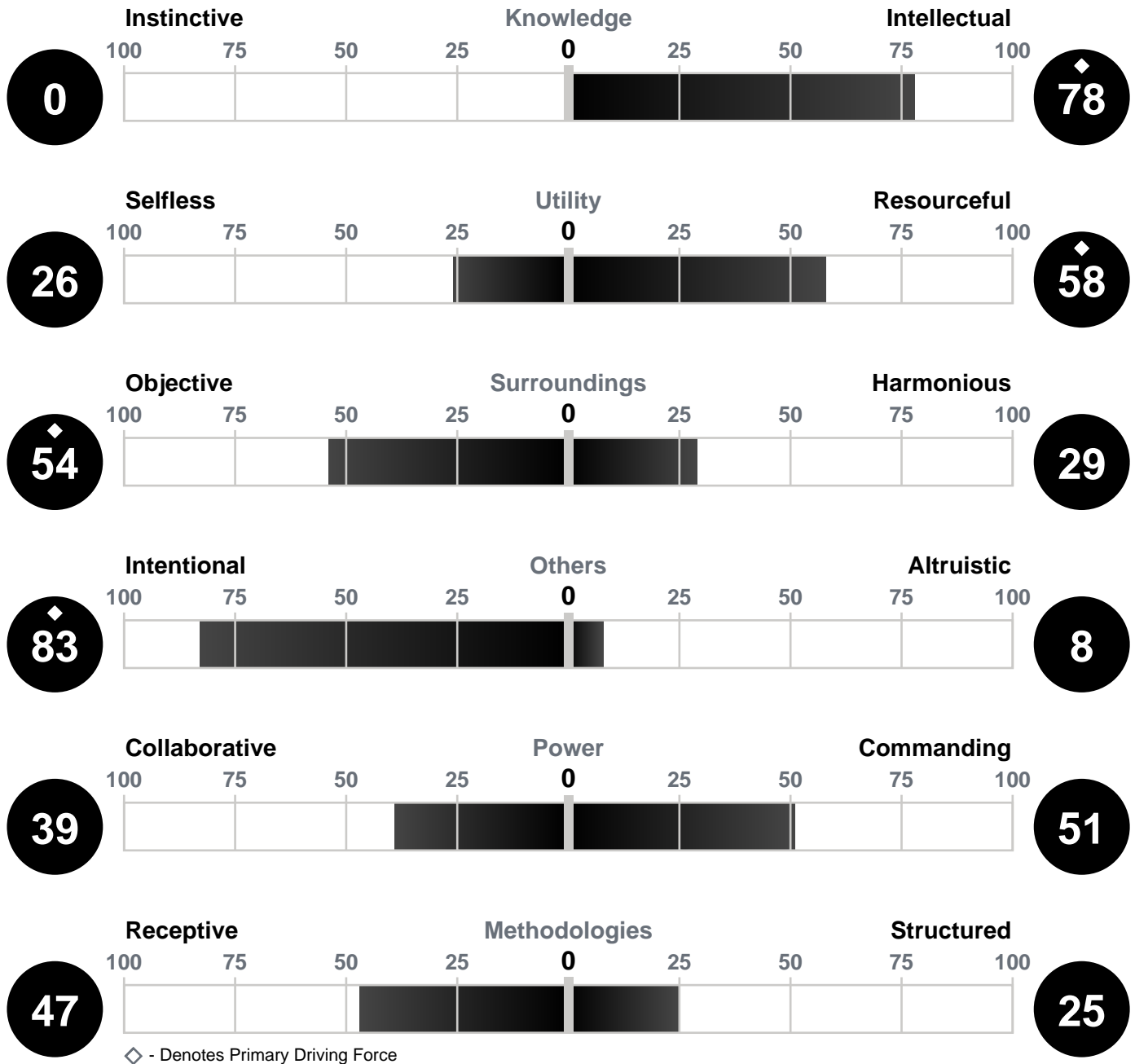
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- A comfortable job for Nikki is one that challenges her knowledge.
- Nikki 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.
- Nikki has the potential to become an expert in her chosen field.
- She will usually have the data to support her convictions.
- Nikki is very good at integrating past knowledge to solve present problems.

## 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.*

- Nikki is good at achieving goals.
- She will work long and hard to satisfy her needs.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- Nikki tends to give freely of time and resources, but will want and expect a return on her investment.
- She evaluates things for their utility and economic return.
- She may use wealth as a yardstick to measure her work effort.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.

## 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.*

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

## 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.*

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

## 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.*

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

## 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.*

- Nikki is willing to help others if they are working as hard as possible to achieve their goals.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- Nikki's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Nikki will be torn if helping others proves to be detrimental to her.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.

## 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

Audio Engineering  
Botany  
Composition, Writing  
Computer Science  
Criminology, Forensics  
Film and Television Production  
Geography  
Geology, Earth Sciences  
Information Technology  
Interior Design  
Linguistics  
Mathematics, Applied Math  
Microbiology  
Music Composition  
Neuroscience  
Paleontology  
Photography and Studio Art  
Physics, Applied Physics  
Political Science  
Quantitative Analysis  
Statistics  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Biomedical Equipment Technician  
Building Inspector  
Carpentry  
Chef, Food Preparation  
Drafting  
Electrician  
Plumbing  
Vehicle Maintenance and Repair  
Welding

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Engineering

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

### Environmental, Agriculture and Food

Agriculture and Farming  
Culinary Science  
Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Online Marketing, Social Media

### Health Sciences

Clinical Research  
Kinesiology  
Pre-Medicine

### Other Career Paths

Apparel Fashion  
Event Planning  
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
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
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
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2051	4	Financial Analyst
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
15-1061	2-4+	Database Administrator
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
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer

## NEXT STEPS: POSSIBLE CAREER IDEAS

51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
47-2111	HS	Electrician
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Set goals which challenge your abilities.
- Set realistic goals.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Ask questions about things for which you are unsure.
- Don't let others intrude upon your study time.
- Try new ways of learning.
- Study or review notes before each class starts.
- Quiz yourself and others about ideas you are learning.

## Strengths

Great at retrieving information for decision makers she trusts.

Delivers her knowledge and wisdom objectively.

Wants to do her part to keep things efficient and consistent.

When stability is established, she can become entrepreneurial.

Her desire to learn more allows processes to become more effective.

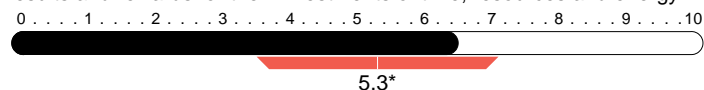
## Motivators

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



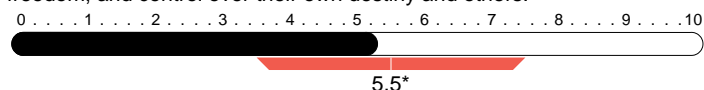
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**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



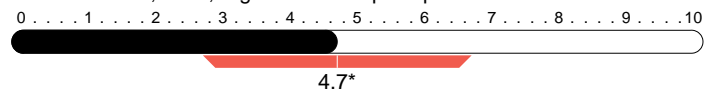
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



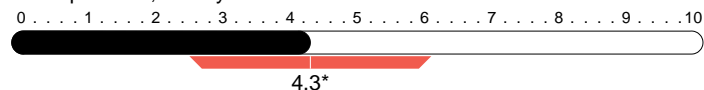
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



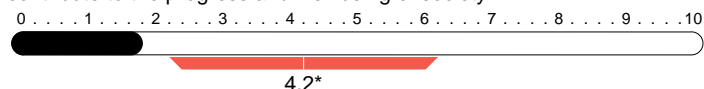
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

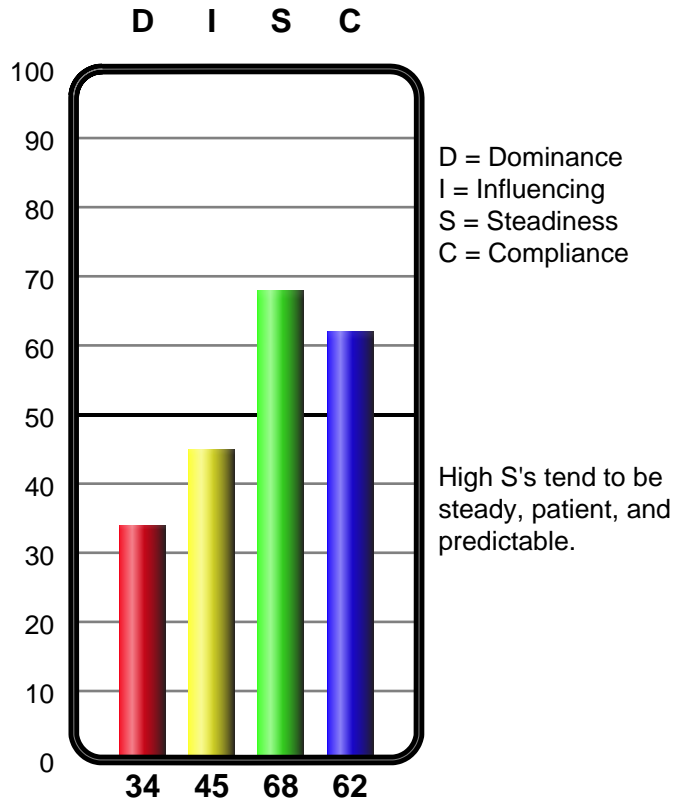


4.3

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



1.8



## Value to a Team

Turns confrontation into positives.

Builds good relationships.

Patient and empathetic.

Service-oriented.

Good listener.

Respect for authority and organizational structure.