

Michael Samayoa
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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.

Michael tends to build a close relationship with a relatively small group of associates. He prefers to help and support others rather than compete against them. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. Michael requires many good reasons, as well as the benefits involved, before agreeing to making changes. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He is often seen as practical and objective. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Michael does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals.

Michael needs to gather data and facts in a logical fashion. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. Making plans and following those plans is important to him. He uses logic to assist him in decision making. This tendency is helpful to others in his group. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He tries to use balanced judgment. He is the person who brings stability to the entire team.

Michael usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Suspicious of people with shallow ideas.
- Consistent and steady.
- Builds good relationships.
- Can make decisions without getting emotionally involved.
- People-oriented.
- Service-oriented.
- Dependable team player.
- Objective and realistic.

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 too conservative--bides time and avoids much that is new.
- Hold a grudge if his personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- 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 he will resist in a passive-aggressive manner.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.

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.

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use expert testimonials.
- Respect his quiet demeanor.
- Use an unemotional approach.
- Listen to him.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Look for hurt feelings or personal reasons if you disagree.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Be patient and persistent.
- Give pros and cons on ideas.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Keep at least three feet away from him.

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 disorganized.
- Overuse gestures.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Manipulate or push him into agreeing because he probably won't fight back.
- Overuse emotion.
- Patronize or demean him by using subtlety or incentive.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Be redundant.
- Be superficial.
- Debate about facts and figures.
- Rush headlong into business or the agenda.
- Use inappropriate buzz words.

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.

- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Willing to be the support system behind the cause.
- Able to be a strong listener, who can become a lifelong friend.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Detailed and compliant about the research process.
- Anticipates challenges within the process in order to help people succeed.
- Paints a very detailed picture for the benefit of others to follow.

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.

- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.
- Sees change for change's sake as negative for himself and others.
- Can take a long time in addressing sensitive issues that could help others.
- May appear overly data- or theory-focused.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- A desire to help is preceded with a tendency to over correct.
- Viewed by others as a "watchdog", but wants to be seen as trying to help the cause move in the right direction.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- An environment dictated by logic rather than emotion.
- Appreciation for the process of gathering data in order to avoid mistakes.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Able to showcase his unique ability to bring people up to speed through caring for others and detail orientation.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

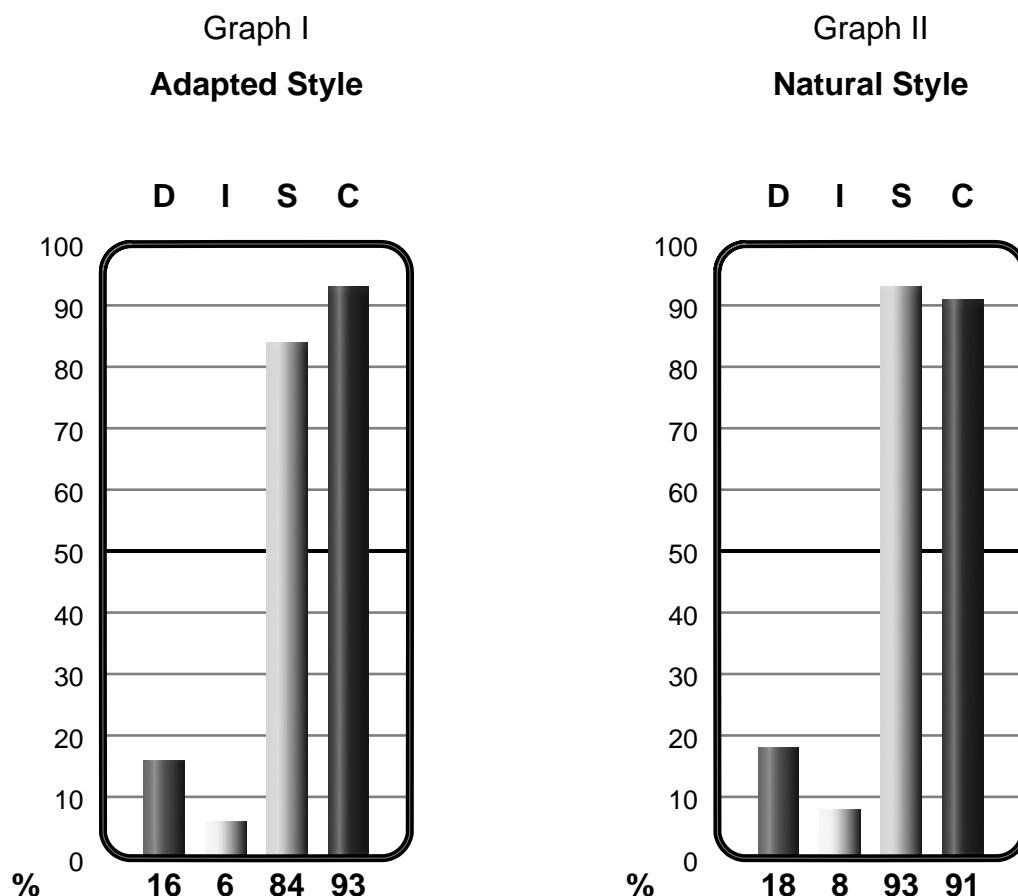
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Advancement when he is ready.
- To be recognized for his continuance of quality work.
- Time to gather data and facts in order to work through challenges and conflicts.
- To have the right information to support others so he can feel secure with how the job is being done.
- The facts and data to be sure all assistance is accurate and compliant with external standards in order to protect the organization.
- Consistency in ways he can contribute to people, the organization and causes.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

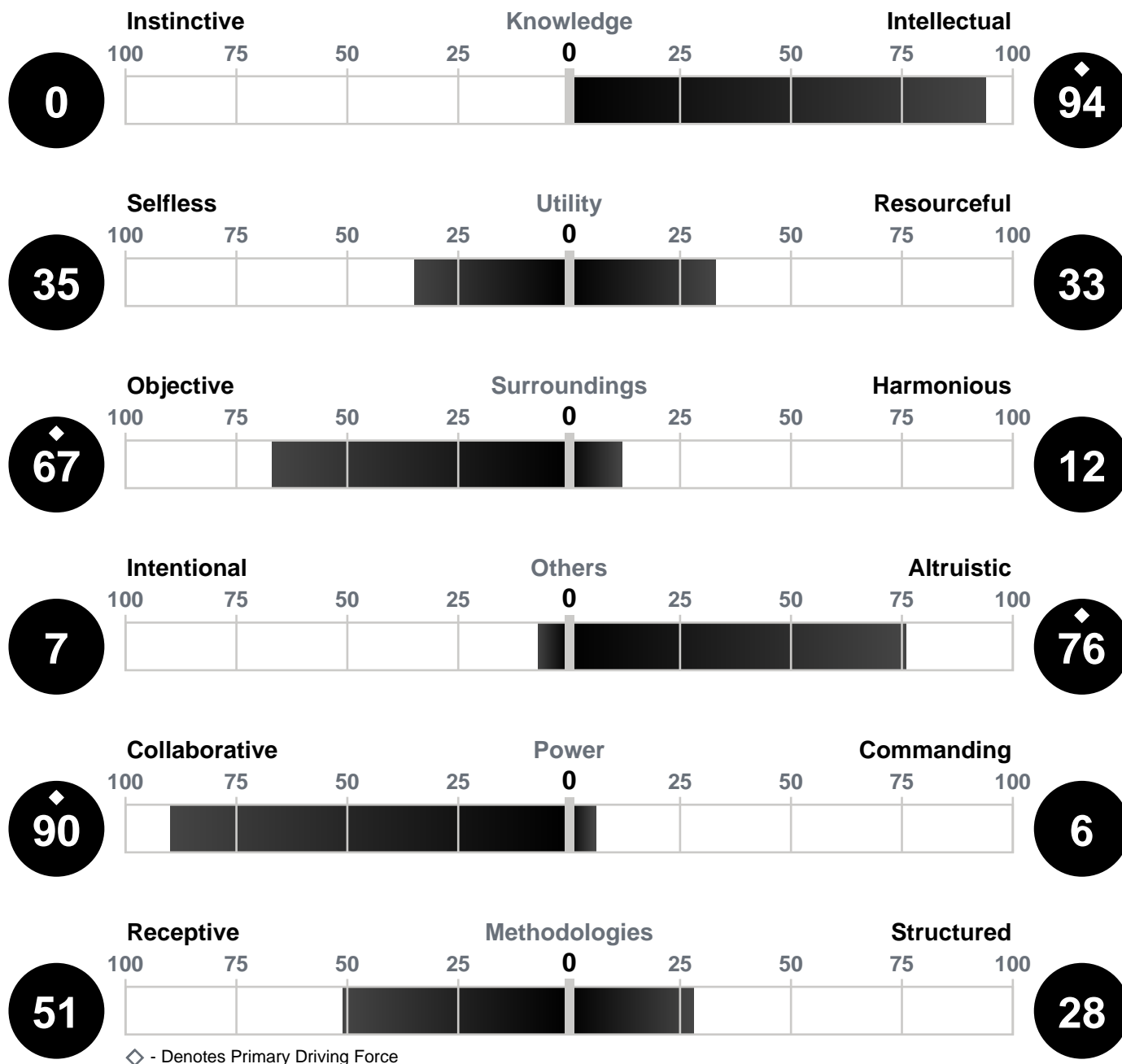
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE 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.

- The process is not as important to him as the results.
- Michael will use his knowledge to sell others on his ideas and beliefs.
- Michael will spend time and money helping people who have committed their lives to educating themselves and others.
- Understanding social problems and their ramifications is one of his strengths.
- Michael is good at integrating the past, present and future.
- Michael will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- He may have difficulty putting down a good book.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.
- Michael will use his knowledge to ensure economic security.
- Michael will be comfortable in any position that requires knowledge to excel.

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.

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

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

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.

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

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

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.

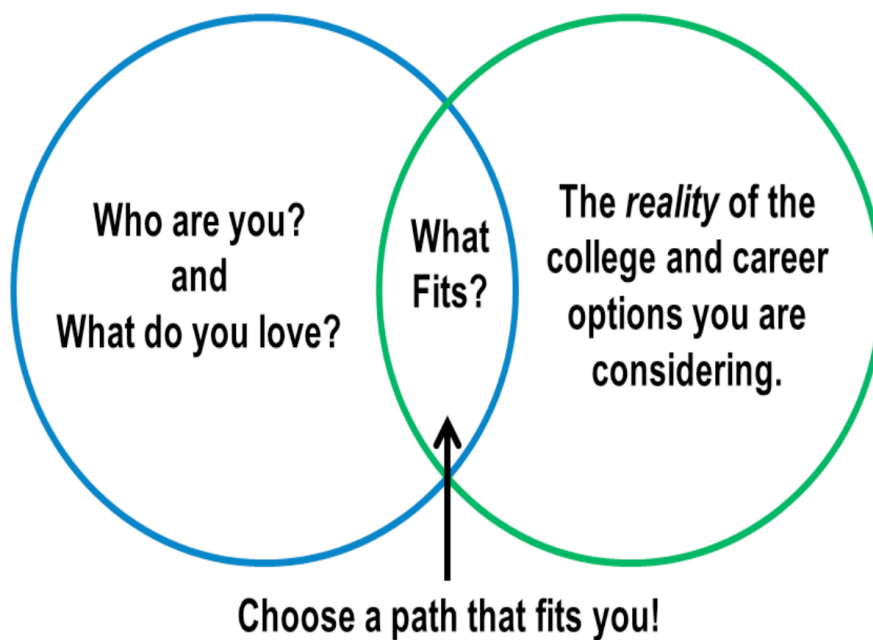
- Michael will be less concerned about his ego than others may be.
- Michael feels that struggles should be the burden of the team, not just the individuals.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Michael's passion in life will be found in one or two of the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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Anthropology
Biochemistry, Biophysics
Biology
Chemistry
Ecology
Geography
Geology, Earth Sciences
History
Microbiology
Neuroscience
Paleontology

Business

Accounting

Career and Technical

Biomedical Equipment Technician

Engineering

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

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nutrition and Diet Science
Renewable Energy

Health Sciences

Clinical Research
Laboratory Assistant
Pharmaceutical

Other Career Paths

Data Entry and Processing

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
29-1131	4+	Veterinarian
29-1123	4+	Physical Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1051	4+	Pharmacist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3092	4+	Geographer
19-2042	4+	Geoscientist
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1022	4+	Microbiologist
17-2171	4+	Petroleum Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
13-2031	4+	Budget Analyst
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-1124	4	Radiation Therapist
27-3021	4	News Analyst
27-1024	4	Graphic Designer
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
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1041	4	Computer Support Specialist
15-1031	4	Computer Software Engineer, Applications
13-2053	4	Insurance Underwriter
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-2011	2	Fire Fighter
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
23-2011	2	Paralegal & Legal Assistant
25-4031	HS-2	Library Technician
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
43-4121	HS	Library Assistant, clerical
43-4011	HS	Brokerage Clerk
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide

STUDY TIPS

- Don't listen so critically that you miss the intended ideas.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about each class.
- Study in groups of two or more.
- Listen for ideas and think how they may apply to your future.
- Put words you have trouble spelling on your mirror so you see them daily.
- Try new ways of learning.
- Break your habit of studying alone and study or share new insights with friends.
- Study and review notes just before class starts.
- Plan your study week on Sunday.
- Quiz yourself and others about ideas you are learning.
- Meditate and think positive thoughts before taking an exam.
- Set realistic goals.

Strengths

Methodical and reliable researcher.

Will keep sensitive information under lock and key.

Willing to be the support system behind the cause.

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

Will ask all of the questions and gather all the data to make every outcome the best it can be.

Anticipates challenges within the process in order to help people succeed.

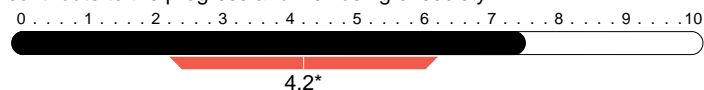
Motivators

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



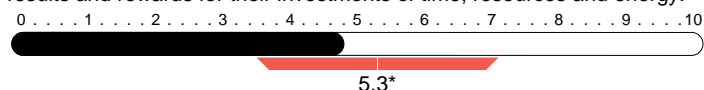
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



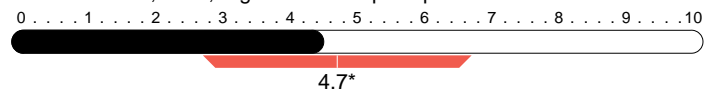
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



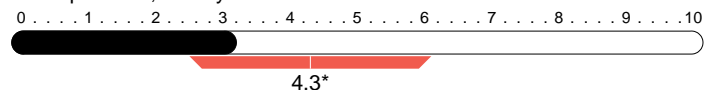
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



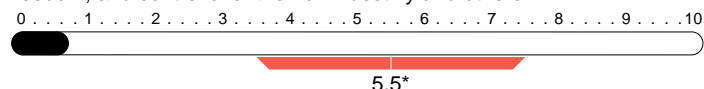
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

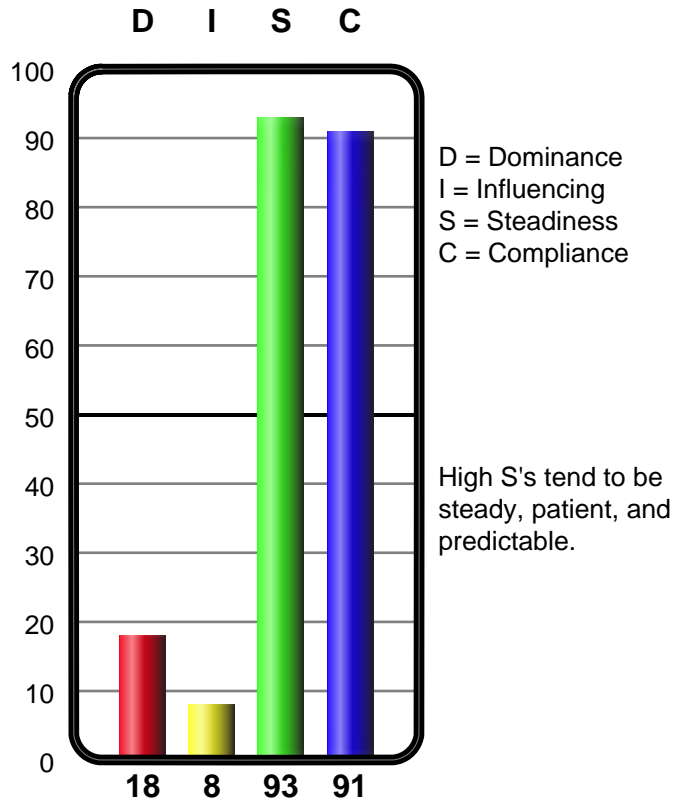


3.2

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



0.7



Value to a Team

Can make decisions without getting emotionally involved.

Always looking for the logical solutions.

People-oriented.

Service-oriented.

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

Dependable team player.