

Ricardo Nova
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.

Ricardo prefers that things be orderly and he will approach work in a systematic manner. He keeps his equipment in good working order and likes others who also use the equipment to share the same concern. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. Once Ricardo has started a project, he dislikes interruptions. To some people, Ricardo may appear to be analytical. He prides himself on being incisive. He wants to get things done by proceeding with the facts that are at hand. He is good at work that requires attention to detail and accuracy. He is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. Ricardo may have a low trust level of others. He is a real stickler for quality and systems; to ensure quality.

Ricardo is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He tends to make his decisions after deliberation and gives weight to all the pros and cons. He likes to assemble facts and data before making decisions. This allows him time to review the facts and think about the decision to be made. He is the type of person who will accept challenges, and accept them seriously. Ricardo tends to postpone the decision-making process until he has all the facts. He usually judges others by the quality of their work. He may find it difficult to recognize others' strengths, if their work does not meet his high standards. He places an emphasis on the cognitive process and logic when making decisions. He tends to become bogged down in details. He may accumulate so much data that the details overwhelm him.

Ricardo does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. People who show up early or late for appointments may upset him, since his work plans are disrupted. Ricardo makes an agenda and prefers that others not change it. Ricardo's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. When Ricardo is deeply involved in thinking through a project, he may appear to be cool and distant. People may often see Ricardo as formal and reserved. He may be assessing the situation before "letting his guard down" and may do so only when he feels comfortable with the circumstances. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." He wants others to ask for his advice, rather than initiate the conversation. He prefers to be certain his advice is correct. Ricardo's work represents his true self and he will take issue when people attack the quality of his work.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can make decisions without getting emotionally involved.
- Always concerned about quality work.
- Objective and realistic.
- Comprehensive in problem solving.
- Proficient and skilled in his technical specialty.
- Accurate and intuitive.
- Maintains standards.

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 overly intense for the situation.
- Lean on technical achievement.
- Prefer things to people--things don't show emotion or need restraint.
- Lean on supervisors if information and direction is not clear.
- Appear somewhat aloof and cool to the emotional appeal of others.
- Select people much like himself.
- Hesitate to act without precedent.
- Be critical of any approach that is not regarded as purely logical or factual (to his standards).

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.

- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Follow through, if you agree.
- Use an unemotional approach.
- Make an organized presentation of your position, if you disagree.
- Respect his quiet demeanor.
- Provide solid, tangible, practical evidence.
- Give him time to be thorough, when appropriate.
- Have the facts in logical order.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Prepare your "case" in advance.
- Use expert testimonials.

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.

- Touch his body when talking to him.
- Pretend to be an expert, if you are not.
- Use gimmicks or clever, quick manipulations.
- Push too hard, or be unrealistic with deadlines.
- Overuse gestures.
- Use inappropriate buzz words.
- Make statements about the quality of his work unless you can prove it.
- Use testimonies of unreliable sources; don't be haphazard.
- Be superficial.
- Overuse emotion.
- Be redundant.

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.

- Detailed and compliant about the research process.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Sets high expectations for himself and has a process for achieving them.
- Does everything to the best of his ability and is known for this trait.
- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Wants to control his destiny, but does so in a soft way.
- The ideal right hand to a goal-driven leader.

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.

- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- Can come across as cool and distant because he wants to do everything his way.
- He will only feel effective when he can accomplish his agenda through structure.
- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.
- Has strong opinions but may not always share them.
- Can come across as stubborn and unwilling to change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- An environment where he can use his intuitive thinking skills.
- Appreciation for the process of gathering data in order to avoid mistakes.
- Logical approach to problem solving and information-based solutions.
- Ability to control the review and storage of facts and data.
- Forum to prove ideas and thought processes through facts and data.

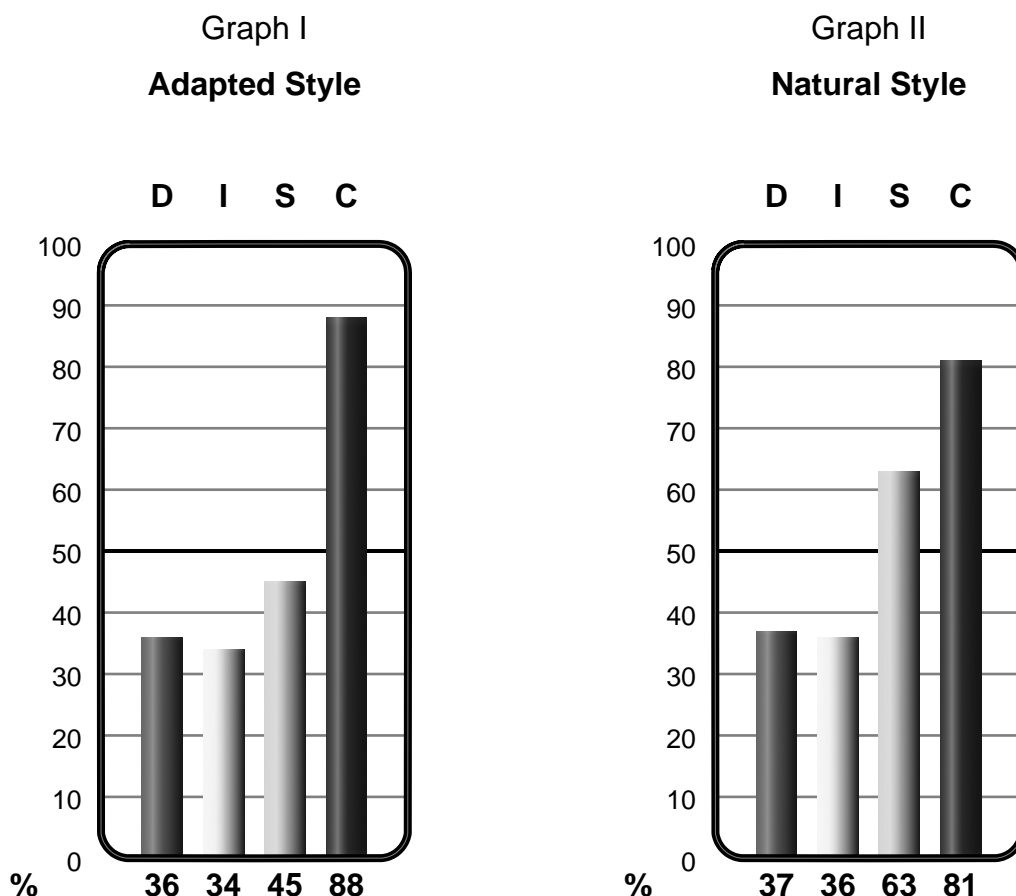
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Proof that the idea has been tested and has worked for others.
- Operating procedures in writing.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Background and detailed information on process and procedures in order to ensure they are correct.
- Recognition for calculated risk-taking and plans for action.
- High standards within his control.

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:

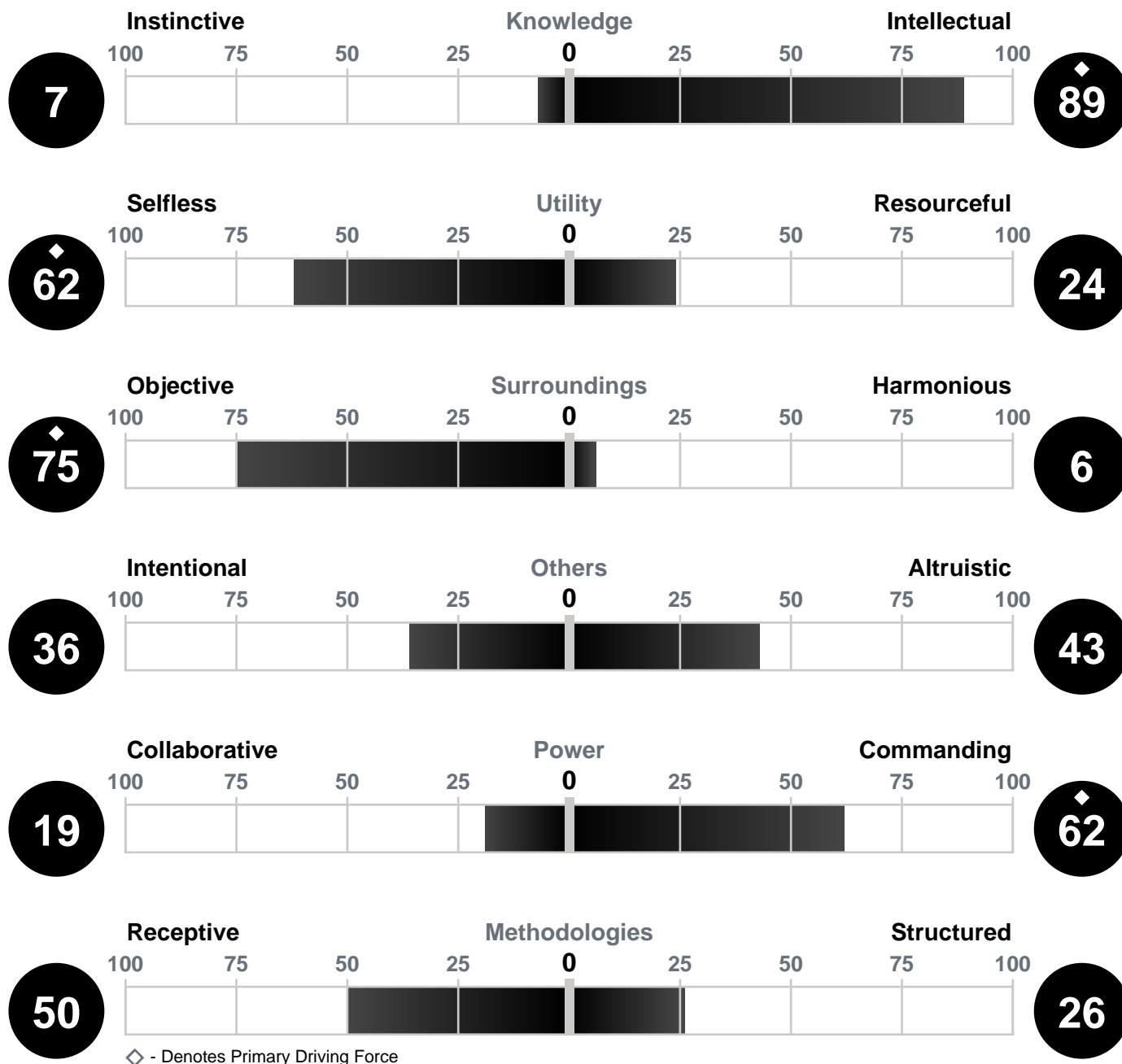
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Ricardo may use his specialized knowledge of a topic to control the situation.
- Understanding social problems and their ramifications is one of his strengths.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.
- Ricardo will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- Ricardo never walked by a bookstore or library he didn't want to visit.
- People who talk on a subject without adequate knowledge will frustrate him and cause him to lose interest in the conversation.
- Ricardo will use his knowledge to sell others on his ideas and beliefs.
- He sees the value in having good libraries and bookstores in every community.

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.

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

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.

- Ricardo's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Ricardo will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

MOTIVATORS: HOW THE 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.

- Ricardo at times will evaluate others based on his rules for living.
- Ricardo 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.
- Ricardo lets his conscience be his guide.

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.

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

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.

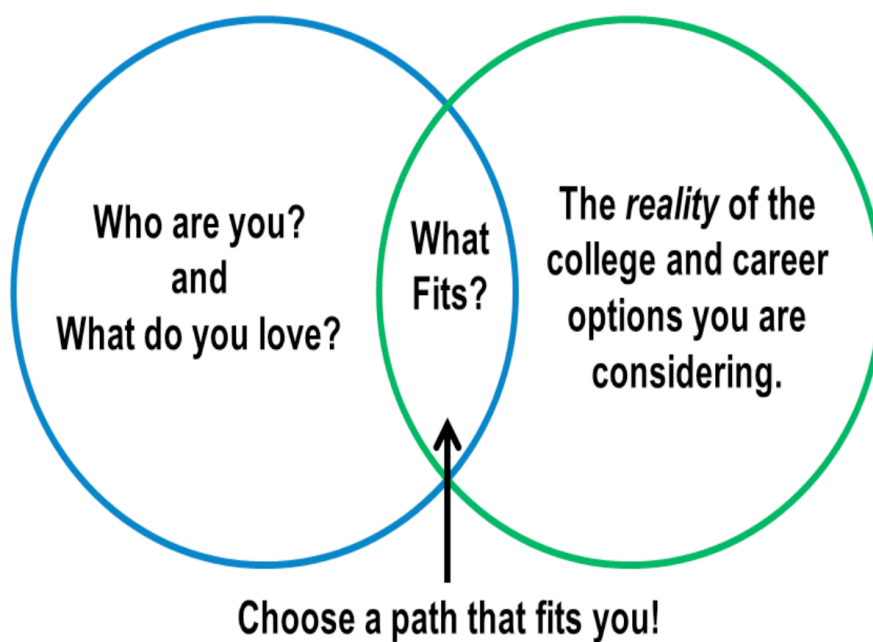
- Ricardo is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Intellectually, Ricardo can see the need for beauty, but has difficulty buying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

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
 Archaeology
 Art History
 Astronomy
 Audio Engineering
 Biochemistry, Biophysics
 Biology
 Chemistry
 Criminal Justice
 Criminology, Forensics
 Ecology
 Economics
 English
 Geography
 Geology, Earth Sciences
 History
 Information Technology
 Language Study
 Legal Assistance, Paralegal Studies
 Library Science
 Linguistics
 Literature Studies, Classics
 Mathematics, Applied Math
 Microbiology
 Neuroscience
 Paleontology
 Philosophy, Religious Studies
 Physics, Applied Physics
 Quantitative Analysis
 Statistics
 Theology
 Web Design, Web Administration

Career and Technical

Carpentry
 Chef, Food Preparation
 Speech and Language Pathology
 Vehicle Maintenance and Repair

NEXT STEPS: POSSIBLE DEGREE MATCHES

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
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology
Diagnostic, Scanning Technician
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nutrition and Diet Science

Health Sciences

Clinical Research
Hospital and Health Administration
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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear 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
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-3021	4	News Analyst
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
19-3022	4	Survey Researcher
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2081	4	Tax Examiner, Collector & Revenue Agent
13-2072	4	Loan Officer
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
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
33-9021	2-4	Private Detective & Investigator
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician

NEXT STEPS: POSSIBLE CAREER IDEAS

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
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-9061	2	Inspector and Tester
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
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
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Listen for ideas and think how they may apply to your future.
- Make sure you understand course expectations and ask if necessary.
- Think positively about each class.
- Set challenging goals.
- Force yourself to ask your classmates questions.
- Ask yourself questions - either from the class material or ones you make-up.
- Participate in class discussions.
- Don't listen so critically that you miss the intended ideas.
- Listen and think positively about the concepts you are studying.
- Plan your study week on Sunday.
- Think positively about your ability to pass every class with high marks.
- Study alone.
- Break your habit of studying alone and study or share new insights with friends.

Strengths

Detailed and compliant about the research process.

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

Sets high expectations for himself and has a process for achieving them.

Does everything to the best of his ability and is known for this trait.

Methodical and reliable researcher.

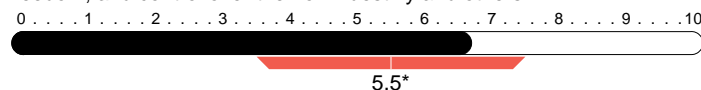
Wants to control his destiny, but does so in a soft way.

Motivators

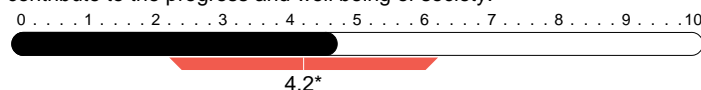
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



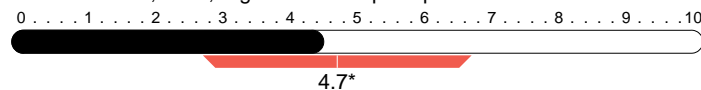
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



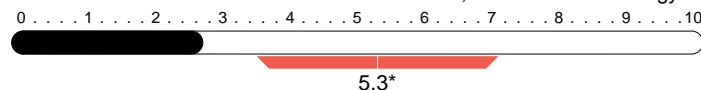
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



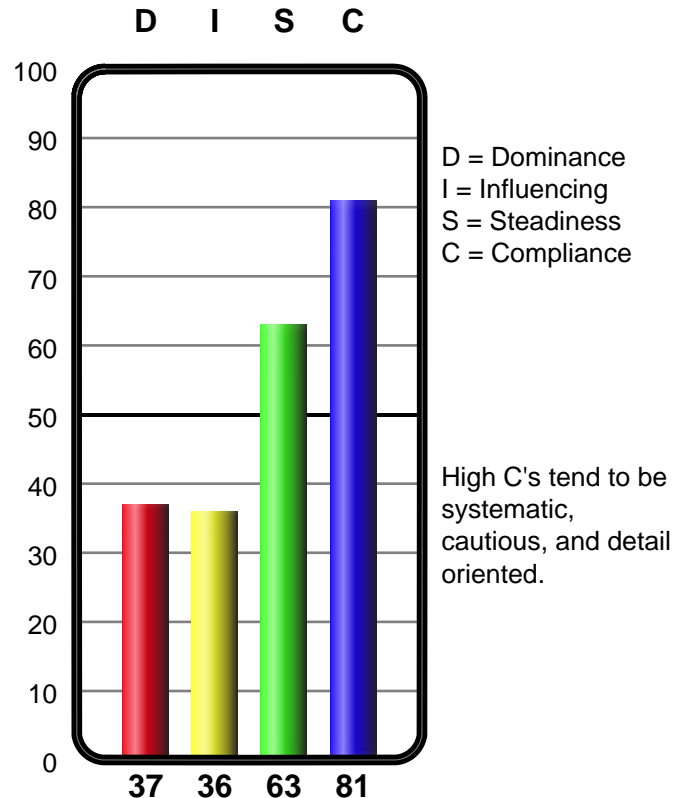
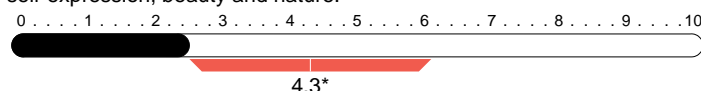
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Maintains standards.

Proficient and skilled in his technical specialty.

Always looking for logical solutions.

Conscientious and steady.

Presents the facts without emotion.

Comprehensive in problem solving.