

heber reynosa  
10-13-2016



## TABLE OF CONTENTS

### 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.*

heber requires many good reasons, as well as the benefits involved, before agreeing to making changes. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. At times, heber would like to slow the world down and cut out some of the activities people want him involved in. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. heber likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He tends to be incisive and analytical. Once heber has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He wins through hard work and persistence. He likes to stay with one task until it is completed. heber tends to build a close relationship with a relatively small group of associates. When the time is right, heber can stand up aggressively for what he believes.

heber is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." When faced with a tough decision, he will seek information and analyze it thoroughly. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." Making plans and following those plans is important to him. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He adheres to company policy and doesn't break the rules just for the sake of breaking them. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result.

heber is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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! 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. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. heber does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He is more motivated by logic than emotion. To him, logic represents tangible research. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Objective and realistic.
- Suspicious of people with shallow ideas.
- Good listener.
- Patient and empathetic.
- Builds good relationships.
- Dependable team player.

## 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 defensive when risk is involved--move towards maintaining status quo.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if his personal beliefs are attacked.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Dislike change if he feels the change is unwarranted.
- Be too conservative--bides time and avoids much that is new.
- Need help in prioritizing new assignments.

## 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 pros and cons on ideas.
- Define clearly (preferably in writing) individual contributions.
- Use the proper buzz words that are appropriate to his expertise.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Have the facts in logical order.
- Be prepared with the facts and figures.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Respect his quiet demeanor.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Provide a friendly environment.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Look for hurt feelings or personal reasons if you disagree.
- 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.
- Offer assurance and guarantees you can't fulfill.
- Be superficial.
- Make statements you cannot prove.
- Be redundant.
- Use high speed, intense inputs.
- Touch his body when talking to him.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Use inappropriate buzz words.
- Leave things open to interpretation.
- Manipulate or push him into agreeing because he probably won't fight back.
- Say "trust me"--provide him with the answers to his questions.
- Be abrupt and rapid.

## 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.*

- Accommodating team member that brings balance to the organization.
- Supports a leader and a cause that brings beauty or creativity.
- Methodical and reliable researcher.
- Great at retrieving information for decision makers he trusts.
- Builds something of form and beauty that structurally will last forever.
- He brings extreme detail and precision to the project in order to enhance the outcome.
- Detailed and compliant about the research process.
- His desire to learn more allows processes to become more effective.

## 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.*

- If environment is shaken, he struggles to speak up to realign it.
- Has difficulty in establishing priorities regarding his feelings.
- Will have difficulty in establishing priorities in learning new matters.
- Struggles in adapting to new situations without preparation.
- May feel his view is the only way and not see the subjectivity in his viewpoint.
- Feels a better job could be done if more focus was on the experience of the project.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- Never enough facts to prove the new theory.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- An environment that allows time to change.
- Logical approach to problem solving and information-based solutions.
- The ability to return to the table with more information in order to present the case.
- An environment where attention to detail in the creative process is rewarded.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.

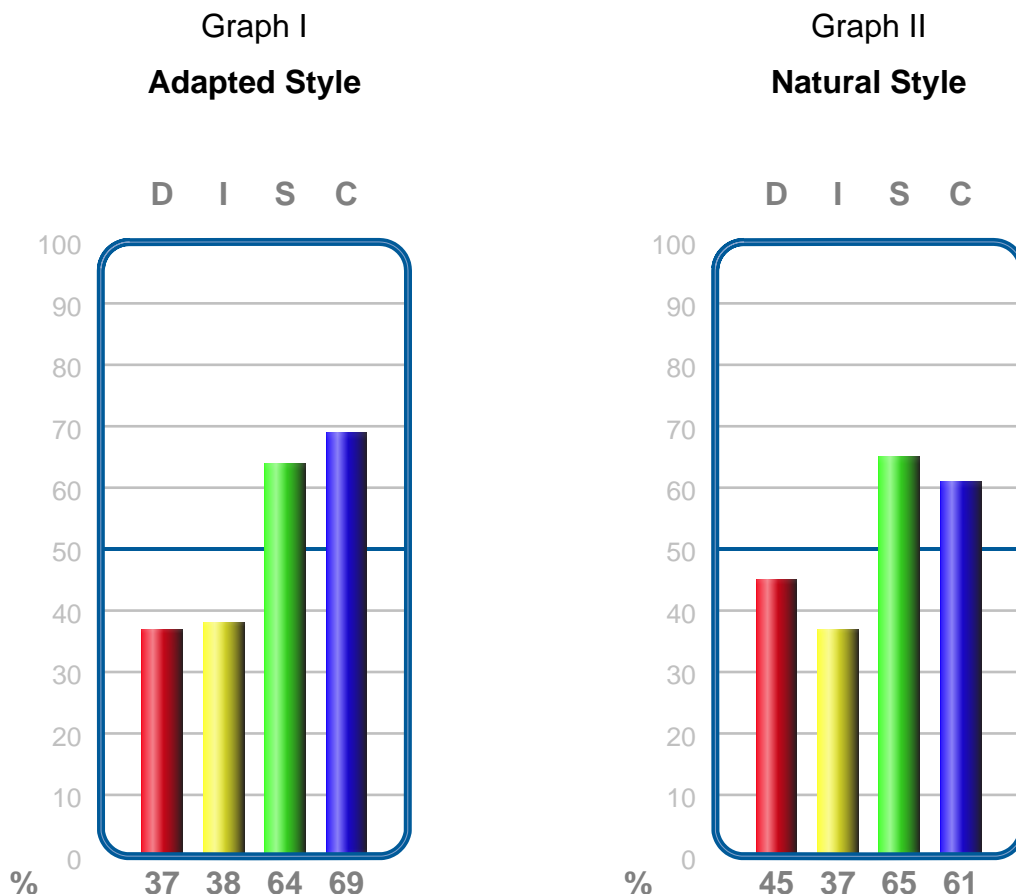
## STYLE: THINGS YOU MAY WANT FROM OTHERS

*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.
- To be a member of a small team.
- Time to gather data and facts in order to work through challenges and conflicts.
- Access to all necessary information and instruction manuals in order to do things right.
- The opportunity to put systems and processes in place to support the balance and workings of the organization.
- Management to understand that he will focus on keeping up morale and the balance of the organization.

## 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.



Norm 2015 R4

**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:

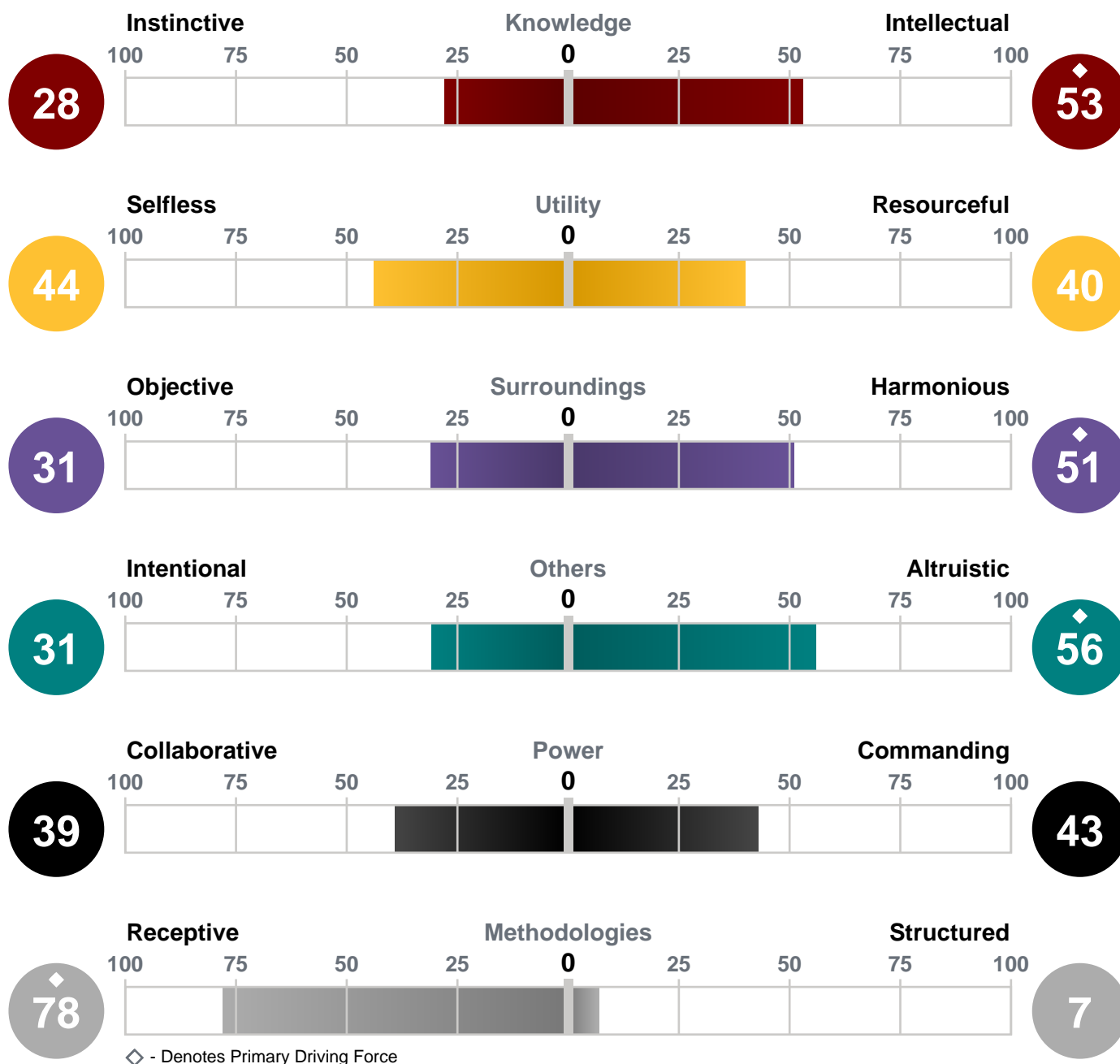
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Form and harmony provide him with an experience to remember.
- Decorating his surroundings so they are visually pleasing is enjoyable for heber.
- Dressing for success comes naturally to heber. He enjoys the latest designer clothes when he has the funds to purchase them.
- heber uses his aesthetic talent to impress others.
- heber looks for and appreciates the beauty in things.

## 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.*

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

- heber's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- heber 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 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.*

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

## 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.*

- heber will use his money to satisfy his true motivation.
- Money and material possessions are not a high priority for heber.
- Overemphasizing the value of money will bore heber and turn him off.
- There is not a tremendous need for heber to have great sums of money.
- heber 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.
- heber will accept his financial situation and not strive to change it.
- heber will not use money as a scorecard to impress others.
- Financial security is not a necessity, but a long-term goal.
- heber will not be swayed or motivated by what he feels are excessive material goals.

## 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.*

- He will not be afraid to explore new and different ways of interpreting his own belief system.
- It may be hard to manipulate heber because he has not defined a philosophy or system that can provide immediate answers to every situation.
- In many cases, heber will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Traditions will not place limits or boundaries on heber.
- heber can be creative in interpreting other systems or traditions and selective in applying those traditions.
- He will work within a broadly defined set of beliefs.
- heber'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

Architecture  
Information Technology  
Interior Design  
Library Science  
Music Composition  
Neuroscience  
Photography and Studio Art  
Web Design, Web Administration

### Business

Facilities Planning and Management  
Human Resources, Organizational Development

### Career and Technical

Chef, Food Preparation  
Drafting  
Speech and Language Pathology

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Environmental Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

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

### Evolving Opportunities

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Environment, Conservation and Sustainability  
Graphic Design  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Videography

## Other Career Paths

Apparel Fashion



## 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
27-2031	4 & exp	Dancer
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3051	4+	Urban & Regional Planner
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
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
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
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
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
47-2031	3-4	Carpenter
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
47-2141	2-4	Painter, Construction & Maintenance
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-3026	2-4	Industrial Engineering Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
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
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Accommodating team member that brings balance to the organization.

Supports a leader and a cause that brings beauty or creativity.

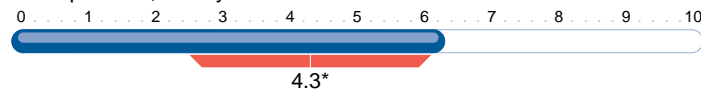
Methodical and reliable researcher.

Great at retrieving information for decision makers he trusts.

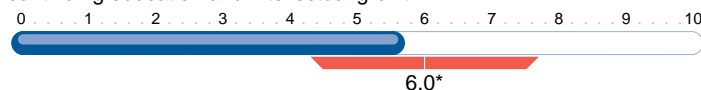
Builds something of form and beauty that structurally will last forever.

## Motivators

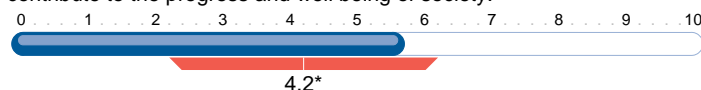
**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



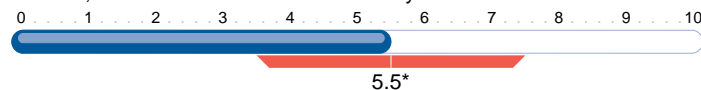
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



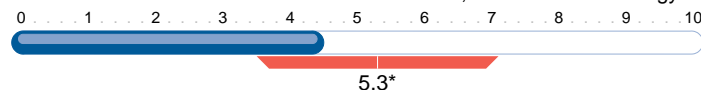
**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



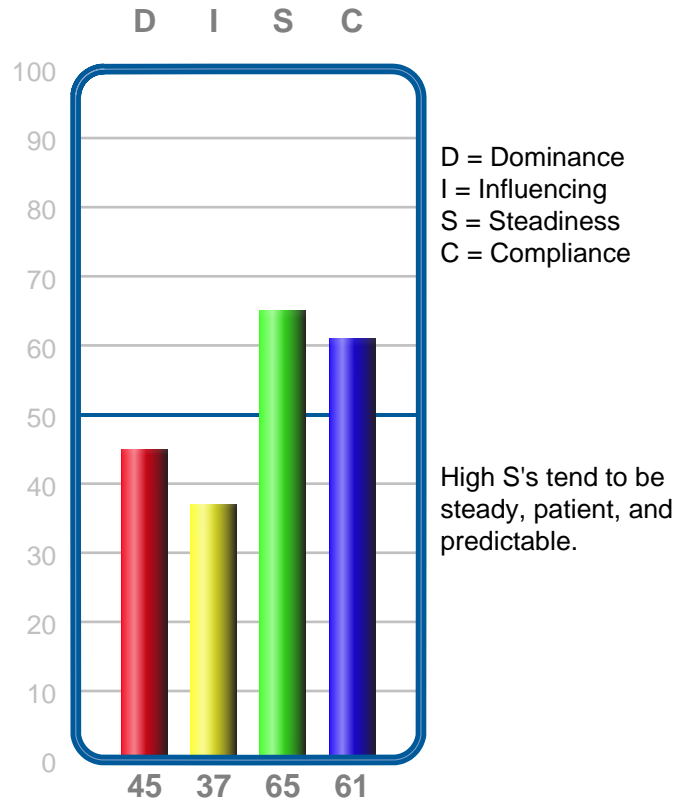
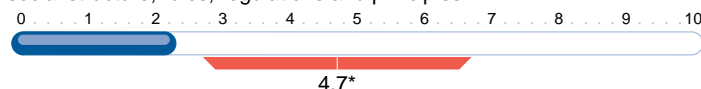
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

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

Consistent and steady.

Suspicious of people with shallow ideas.

Patient and empathetic.

Dependable team player.

Service-oriented.