

**Aaron beltran**  
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.*

Aaron prefers to help and support others rather than compete against them. Once Aaron 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 may have difficulty sharing his feelings if it may disturb the relationship. Patience, control and deliberateness characterize his usual behavior. Aaron likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. When challenged, he becomes more objective. Aaron likes to start and finish activities. Others who work with him know they can depend on him. When the time is right, Aaron can stand up aggressively for what he believes.

Aaron is persistent and persevering in his approach to achieving goals. He adheres to company policy and doesn't break the rules just for the sake of breaking them. He may tend to fight for his beliefs or those things he feels passionate about. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." Aaron may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. Once he makes a decision, he can be organized in carrying it out. 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.

Aaron may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. 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 is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. 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 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always looking for the logical solutions.
- Suspicious of people with shallow ideas.
- Good at reconciling factions--is calming and adds stability.
- Service-oriented.
- Patient and empathetic.
- Builds good relationships.
- Dependable team player.
- People-oriented.
- Can make decisions without getting emotionally involved.

## 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.*

- Avoid accountability by overstating the complexity of the situation.
- Be dependent on others for decisions, even if he knows he is right.
- Take criticism of his work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Dislike change if he feels the change is unwarranted.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be defensive when risk is involved--move towards maintaining status quo.

## 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.*

- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide details in writing.
- Use expert testimonials.
- Respect his quiet demeanor.
- Use an unemotional approach.
- Give pros and cons on ideas.
- Define clearly (preferably in writing) individual contributions.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Provide a friendly environment.
- 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.*

- Offer assurance and guarantees you can't fulfill.
- Make statements you cannot prove.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Debate about facts and figures.
- Overuse emotion.
- Manipulate or push him into agreeing because he probably won't fight back.
- Be domineering or demanding; don't threaten with position power.
- Use high speed, intense inputs.
- Be disorganized.
- Rush headlong into business or the agenda.
- 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.*

- Wants to methodically solve people-related problems that benefit the greater good.
- Able to be a strong listener, who can become a lifelong friend.
- The ideal right hand to a goal-driven leader.
- A "winner" who is consistent but does not brag about accomplishments.
- Could be a judge with a heart.
- Anticipates challenges within the process in order to help people succeed.
- Does everything to the best of his ability and is known for this trait.
- Sets high expectations for himself and has a process for achieving them.

## 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.*

- Sees change for change's sake as negative for himself and others.
- May not always stand up for oneself or others.
- Listens to others but wants to act to his own interest.
- Will hide emotions until others push his buttons or take advantage of him.
- Wants to help others but sometimes gets upset when others don't follow rules.
- A desire to help is preceded with a tendency to over correct.
- Can come across as cool and distant because he wants to do everything his way.
- Will control all of the details for fear of a tainted image.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- Assignments that can be followed through to completion.
- Provide functional and useful ways to help others achieve and win.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- To be seen as the "go to" person for all factual and data analysis.

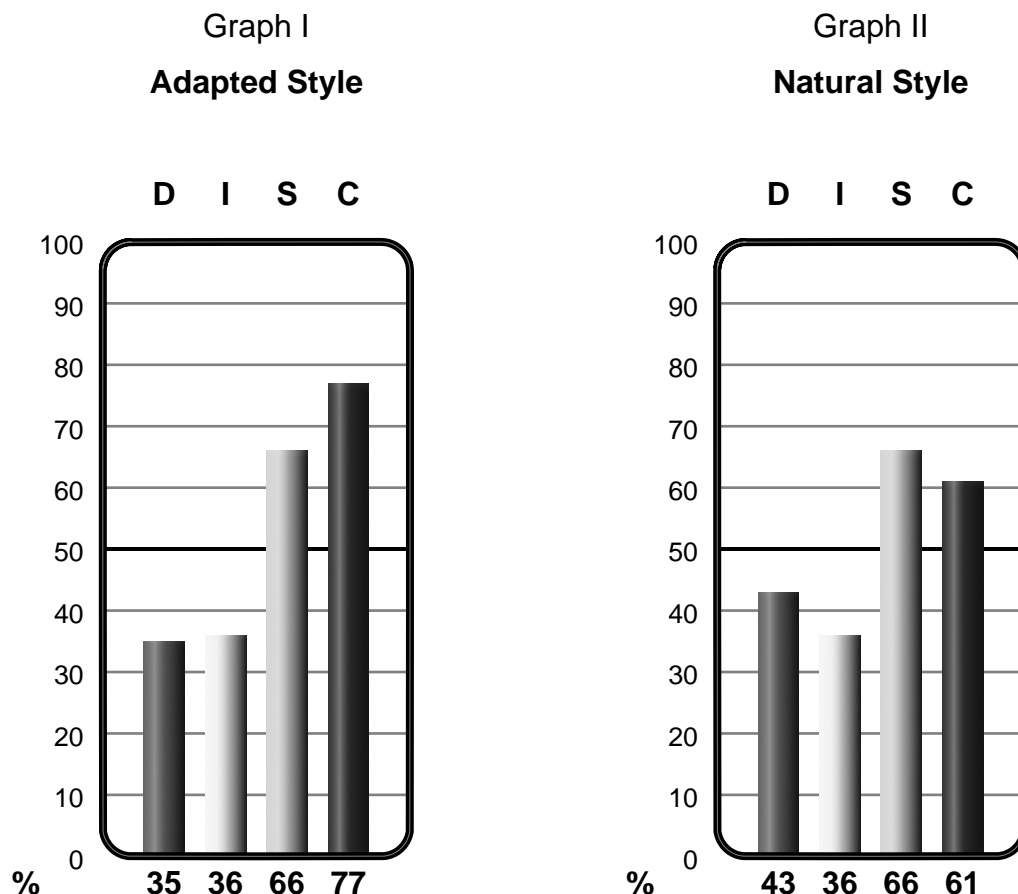
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Time to perform up to his high standards.
- Reassurance he is doing the job right.
- Accountability for the desired humanitarian outcomes.
- Consistency in ways he can contribute to people, the organization and causes.
- The power to protect those he trusts or is loyal to.
- The understanding from management that he thinks in terms of long-term impact on the image of the business.

## 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:

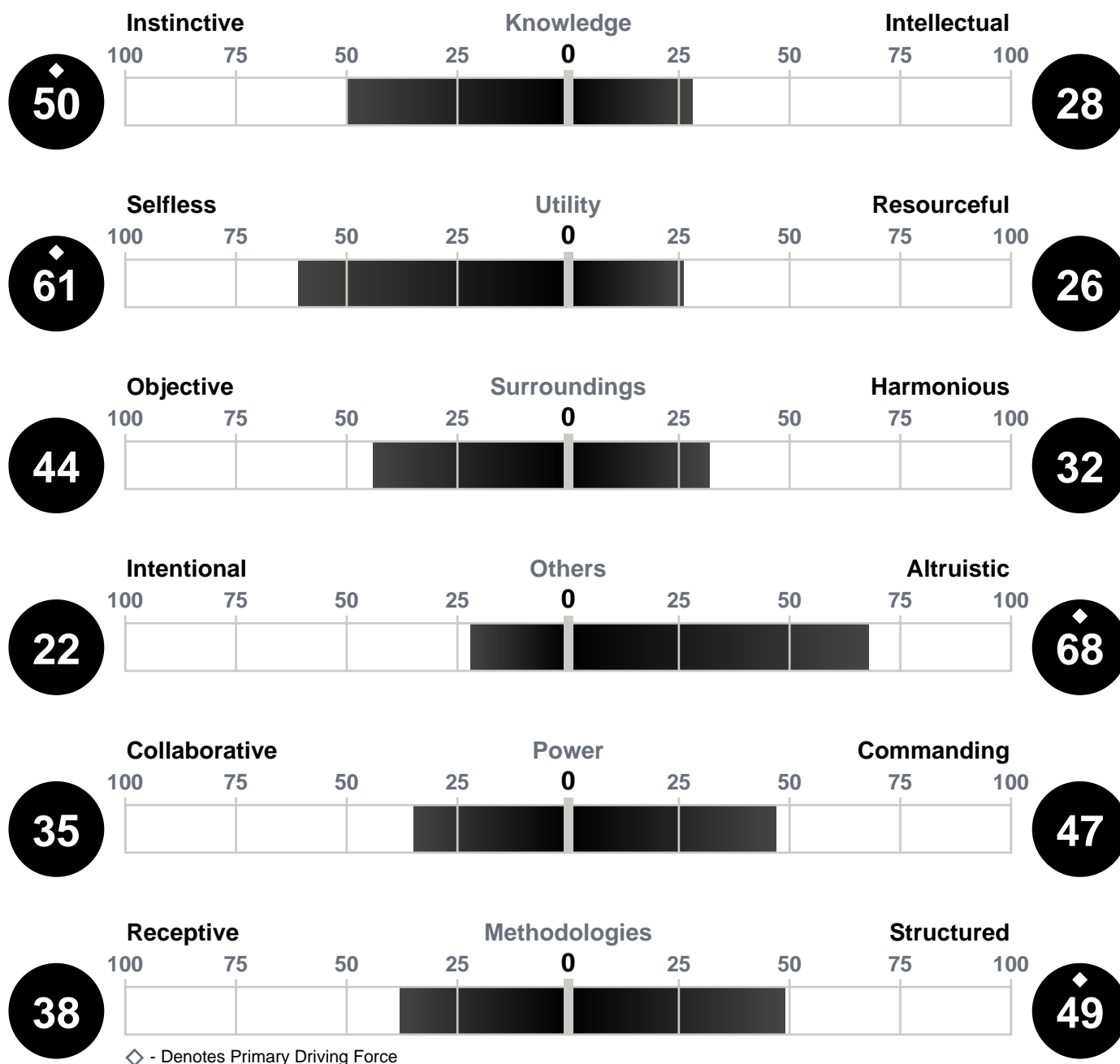
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 believes charities should be supported.
- He will have a keen interest in improving society.
- Aaron will be generous with time, research and information on social problems.
- He is generous with his time, talent and resources for those in need.
- Aaron 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.

## 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.*

- He believes "if at first you don't succeed try, try again."
- People who are determined and competitive are liked by Aaron.
- Maintaining individuality is strived for in relationships.
- Aaron believes "when the going gets tough, the tough get going."
- He wants to control his own destiny and display his independence.
- If necessary, Aaron will be assertive in meeting his own needs.
- Aaron has the desire to assert himself and to be recognized for his accomplishments.
- Aaron takes responsibility for his actions.
- Aaron 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 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.*

- Aaron lets his conscience be his guide.
- Aaron at times will evaluate others based on his rules for living.
- 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.
- Aaron needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.

## 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.*

- If knowledge of a specific subject is not of interest, or is not required for success, Aaron will have a tendency to rely on his intuition or practical information in this area.
- A job that challenges the knowledge will increase his job satisfaction.
- Aaron has the potential to become an expert in his chosen field.
- If Aaron is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- Aaron will seek knowledge based on his needs in individual situations.
- In those areas where Aaron has a special interest he will be good at integrating past knowledge to solve current problems.
- Aaron will usually have the data to support his convictions.

## 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.*

- Aaron is not necessarily worried about form and beauty in his environment.
- Aaron'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.
- 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, Aaron can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle his creativity.

## 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.*

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

## 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  
Criminology, Forensics  
Education Counselor  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Geology, Earth Sciences  
Humanities  
Information Technology  
Interior Design  
Journalism  
Library Science  
Mathematics, Applied Math  
Music Composition  
Paleontology  
Philosophy, Religious Studies  
Photography and Studio Art  
Physics, Applied Physics  
Quantitative Analysis  
Sociology  
Statistics  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Facilities Planning and Management  
Human Resources, Organizational Development

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Chef, Food Preparation  
Dental Assistance  
Drafting  
Electrician  
Emergency Medical Technician

## **NEXT STEPS: POSSIBLE DEGREE MATCHES**

Health Aide, Medical Assistance  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Speech and Language Pathology  
Vehicle Maintenance and Repair  
Welding

### **Engineering**

Civil Engineering

### **Environmental, Agriculture and Food**

Agriculture and Farming  
Animal Sciences  
Plants and Horticulture

### **Evolving Opportunities**

Community Planning and Development  
Environment, Conservation and Sustainability  
Medical Ethics  
Multimedia, Digital Communications  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Social Work  
Urban and City Planning  
Wilderness Education

### **Health Sciences**

Chiropractic Assistance  
Clinical Research  
Hospital and Health Administration  
Human Development and Family Services  
Nursing  
Psychology

### **Other Career Paths**

Child Care, Family Services



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Fitness and Exercise Science  
Military Service  
Personal Care Technician  
Police and Fire Services  
Publishing

## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-1042	4+	Medical Scientist, except Epidemiologist
17-2161	4+	Nuclear Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-9021	4+	Construction Manager

## NEXT STEPS: POSSIBLE CAREER IDEAS

11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
33-3012	4	Correctional Officer
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
15-1041	4	Computer Support Specialist
13-2072	4	Loan Officer
49-3011	2-4	Aircraft Mechanic
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4011	2	Construction and Building Inspector
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Wants to methodically solve people-related problems that benefit the greater good.

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

The ideal right hand to a goal-driven leader.

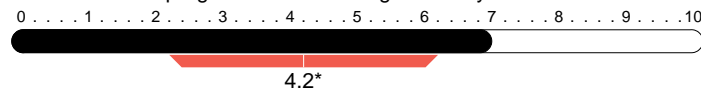
A "winner" who is consistent but does not brag about accomplishments.

Could be a judge with a heart.

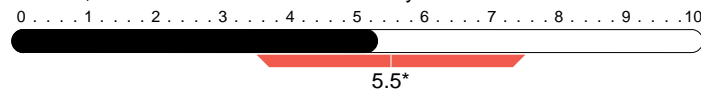
Does everything to the best of his ability and is known for this trait.

## Motivators

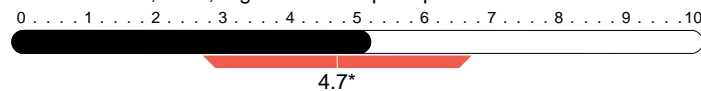
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



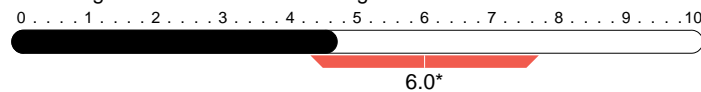
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



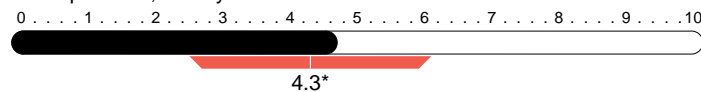
**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



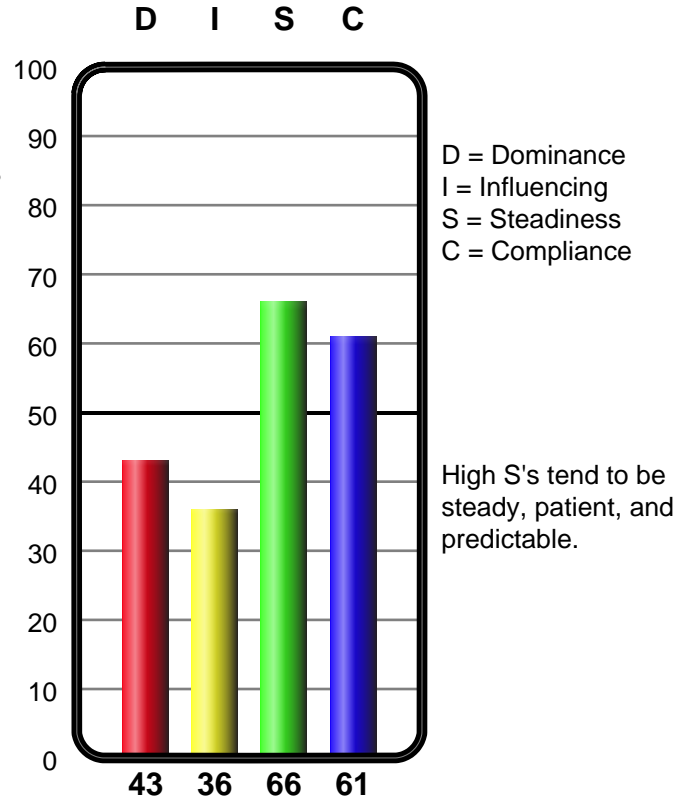
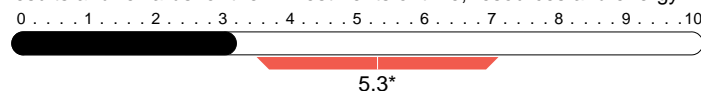
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Always looking for the logical solutions.

Builds good relationships.

Consistent and steady.

Good listener.

Objective and realistic.

Works for a leader and a cause.