

Damian Pineda
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.

Damian is good at work that requires attention to detail and accuracy. He can be characterized by his creativity and attention to quality and detail. Because of high expectations of his own job performance, Damian may sometimes feel that other workers cannot perform up to his standards. His aggressiveness is tempered by his sensitivity to quality work. This is a positive strength of Damian's, and others appreciate this tendency. Damian tends to be precise about his use of time and can become frustrated when others interrupt him when in the middle of a task. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. He prefers that things be orderly and he will approach work in a systematic manner. He wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. Damian can overanalyze a problem which tends to slow down the decision-making process. He doesn't appreciate a dirty or messy work station, since he equates dirt and disorganization with lower quality work.

Damian places an emphasis on the cognitive process and logic when making decisions. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He tends to make his decisions after deliberation and gives weight to all the pros and cons. He tends to become bogged down in details. He may accumulate so much data that the details overwhelm him. Damian feels tension when forced to make major decisions quickly. He has an acute awareness of social, economic and political implications of his decisions. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject.

Damian does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. Because Damian wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. Damian's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. Damian's work represents his true self and he will take issue when people attack the quality of his work. Damian 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 patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." When Damian is deeply involved in thinking through a project, he may appear to be cool and distant. He is usually slow to anger, but when "enough is enough" he may tend to explode. People will then have no doubt about his feelings.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always concerned about quality work.
- Conscientious and steady.
- Comprehensive in problem solving.
- Proficient and skilled in his technical specialty.
- Presents the facts without emotion.
- Suspicious of people with shallow ideas.
- 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.

- Tell ideas as opposed to sell ideas.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Prefer things to people--things don't show emotion or need restraint.
- Yield his position to avoid controversy.
- Be self-deprecating--doesn't project self-confidence.
- Want full explanation before changes are made to ensure his understanding.
- Be suspicious and pessimistic of any new project. Wants more support than is necessary.
- Be overly intense for the situation.
- Get bogged down in details and use details to protect his position.

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.

- Make an organized presentation of your position, if you disagree.
- Give him time to analyze the data before making a decision.
- Give him time to be thorough, when appropriate.
- Have the facts in logical order.
- Listen to him.
- Use the proper buzz words that are appropriate to his expertise.
- Keep at least three feet away from him.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Use an unemotional approach.
- Respect his quiet demeanor.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Show him a sincere demeanor by careful attention to his point of view.

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.

- Leave things open to interpretation.
- Pretend to be an expert, if you are not.
- Use testimonies of unreliable sources; don't be haphazard.
- Be redundant.
- Use gimmicks or clever, quick manipulations.
- Use high speed, intense inputs.
- Say "trust me"--you must prove it.
- Push too hard, or be unrealistic with deadlines.
- Use inappropriate buzz words.
- Dillydally, or waste time.
- Overuse emotion.
- Overuse gestures.

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.
- His desire to learn more allows processes to become more effective.
- Holds others to high standards.
- Sets high expectations for himself and has a process for achieving them.
- Will keep sensitive information under lock and key.
- Methodical and reliable researcher.
- Wants to control his destiny, but does so in a soft way.
- Will take a firm stance when his position or status is questioned.

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.
- Never enough facts to prove the new theory.
- Nothing is good enough, unless it's the best.
- Will control all of the details for fear of a tainted image.
- May not pursue knowledge if it jeopardizes his security.
- Will have difficulty in establishing priorities in learning new matters.
- Has strong opinions but may not always share them.
- Forgives but has a hard time forgetting.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Needs personal attention from his manager and compliments for each assignment well done.
- Information to support the reasons for change.
- A forum to demonstrate the ability to gather facts and information.
- Forum to prove ideas and thought processes through facts and data.
- An environment that demands high standards with the opportunity to enforce such standards.

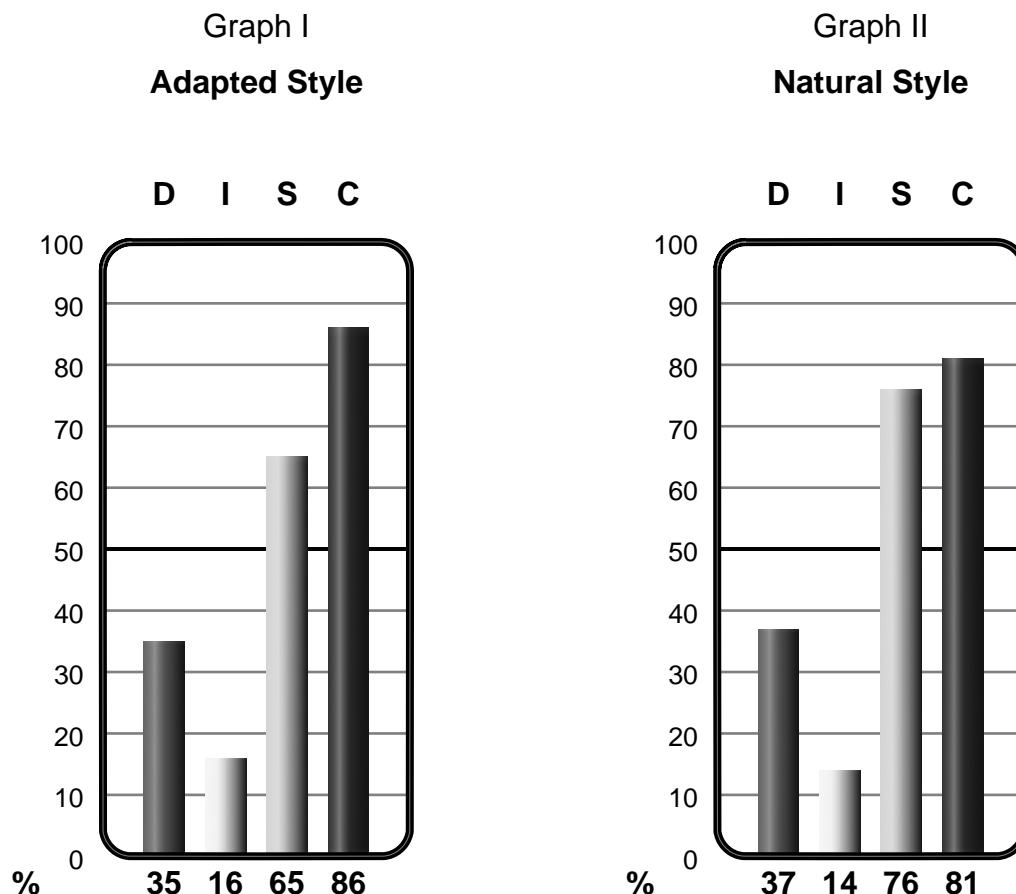
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Constant appreciation, and a feeling of security on the team.
- An opportunity to methodically layout research and work through the information-gathering process.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- High standards within his control.
- Control over long-term planning in order to protect the company from unnecessary risks.

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:

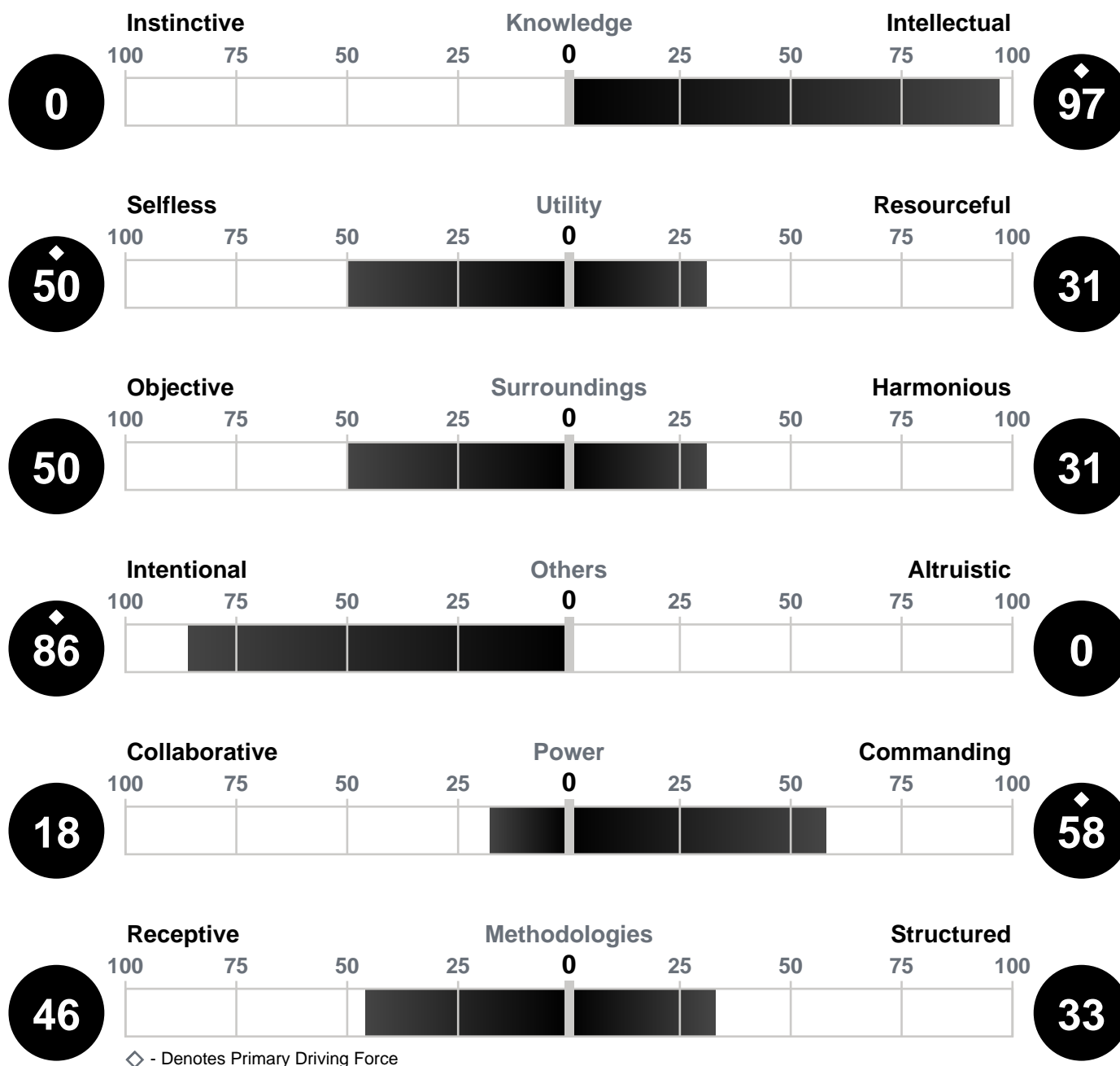
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Damian will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- Damian never walked by a bookstore or library he didn't want to visit.
- He may have difficulty putting down a good book.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- Damian will use his knowledge to sell others on his ideas and beliefs.
- Many may see him as an intellectual.
- People who talk on a subject without adequate knowledge will frustrate him and cause him to lose interest in the conversation.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.
- The process is not as important to him as the results.
- Damian will use his knowledge to ensure economic security.
- Damian is good at integrating the past, present and future.

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.

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

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.

- Damian lets his conscience be his guide.
- Damian 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.
- Damian needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.

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.

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

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.

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

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

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

Audio Engineering
Biochemistry, Biophysics
Biology
Chemistry
Criminology, Forensics
Ecology
Economics
English
Geography
Information Technology
Language Study
Mathematics, Applied Math
Microbiology
Neuroscience
Physics, Applied Physics
Quantitative Analysis
Statistics

Career and Technical

Carpentry
Chef, Food Preparation
Electrician
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

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

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician

Health Sciences

Clinical Research

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
29-1051	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
25-2042	4+	Teacher, Special Education
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-2042	4+	Geoscientist
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1022	4+	Microbiologist
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
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
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
29-2033	4	Nuclear Medicine Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
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
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

NEXT STEPS: POSSIBLE CAREER IDEAS

31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9051	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
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-4031	HS-2	Library Technician
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

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

Strengths

Detailed and compliant about the research process.

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

Holds others to high standards.

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

Will keep sensitive information under lock and key.

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

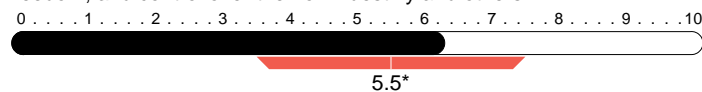
Motivators

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



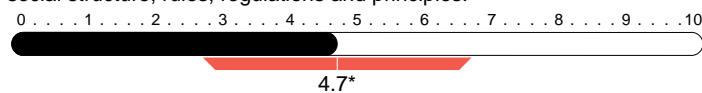
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



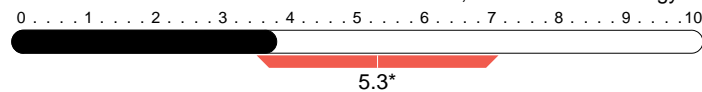
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



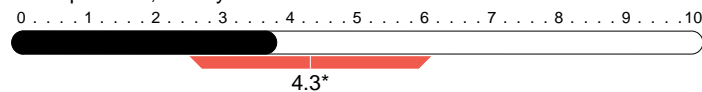
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



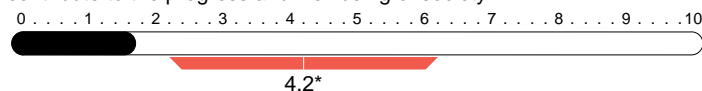
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

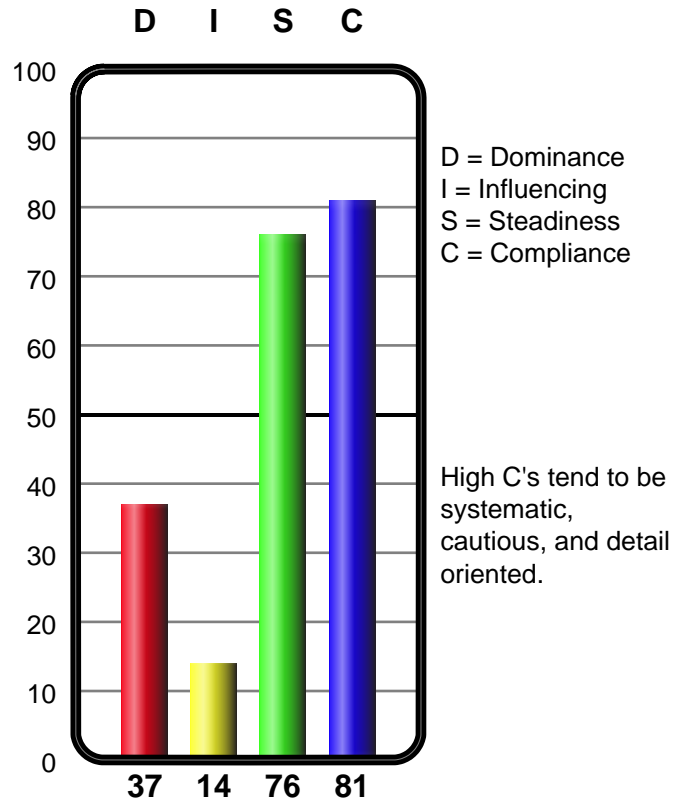


3.8

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



1.7



Value to a Team

Maintains standards.

Defines, clarifies, gets information, criticizes and tests.

Always looking for logical solutions.

Objective and realistic.

Accurate and intuitive.

Comprehensive in problem solving.