

emmanuel castro
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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.

emmanuel likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. emmanuel likes a consistent pace in his life, not too fast and not too slow. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He wins through hard work and persistence. He likes to stay with one task until it is completed. Once emmanuel 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. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He prefers to help and support others rather than compete against them.

emmanuel is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." 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. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He tends to make decisions based on past experiences. He prefers the "tried and true." emmanuel tries to use balanced judgment. He is the person who brings stability to the entire team. He may tend to fight for his beliefs or those things he feels passionate about. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

emmanuel is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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 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 having others initiate the conversation. He can then assess the situation and respond accordingly. 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! 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. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are con

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Consistent and steady.
- Works for a leader and a cause.
- Dependable team player.
- Suspicious of people with shallow ideas.
- Can make decisions without getting emotionally involved.
- People-oriented.
- Presents the facts without emotion.
- Good at reconciling factions--is calming and adds stability.
- Service-oriented.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Hold a grudge if his personal beliefs are attacked.
- 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.
- Not let others know where he stands on an issue.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Be dependent on others for decisions, even if he knows he is right.
- Underestimate his abilities.

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.

- Be patient and persistent.
- Give pros and cons on ideas.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use the proper buzz words that are appropriate to his expertise.
- Use expert testimonials.
- Have the facts in logical order.
- Provide a friendly environment.
- Be prepared with the facts and figures.
- Look for hurt feelings or personal reasons if you disagree.
- Listen to him.
- Keep at least three feet away from him.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Respect his quiet demeanor.

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.

- Use high speed, intense inputs.
- Use inappropriate buzz words.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Overuse emotion.
- Overuse gestures.
- Debate about facts and figures.
- Stand too close--give two to three feet of space.
- Pretend to be an expert, if you are not.
- Be superficial.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be disorganized.

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.

- Strong supporter, therefore, always willing to help.
- Accommodating and pleasing others is one of his natural talents.
- Methodically follows a strategy to achieve.
- A "winner" who is consistent but does not brag about accomplishments.
- Anticipates challenges within the process in order to help people succeed.
- Helps others achieve great results through a detailed process.
- Likes to do it right the first time and wants recognition for this.
- Gives clear instruction to what he needs to accomplish goals.

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.

- Struggles with delivering a tough message, even if it's to the person's benefit.
- May have difficulty correcting others as he wants to help but not offend.
- A fear of change prevents him from advancing.
- May let other's criticism of his work continually frustrate him.
- A desire to help is preceded with a tendency to over correct.
- Wants to help others but also has a desire to police the happenings of the organization.
- Can confuse his desire for authority or power with his want for enforcing rules.
- Nothing is good enough, unless it's the best.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs personal attention from his manager and compliments for each assignment well done.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Have resources and tools in proper order for efficient access to help others.
- An environment where understanding and appreciating others is rewarded.
- An environment that demands high standards with the opportunity to enforce such standards.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

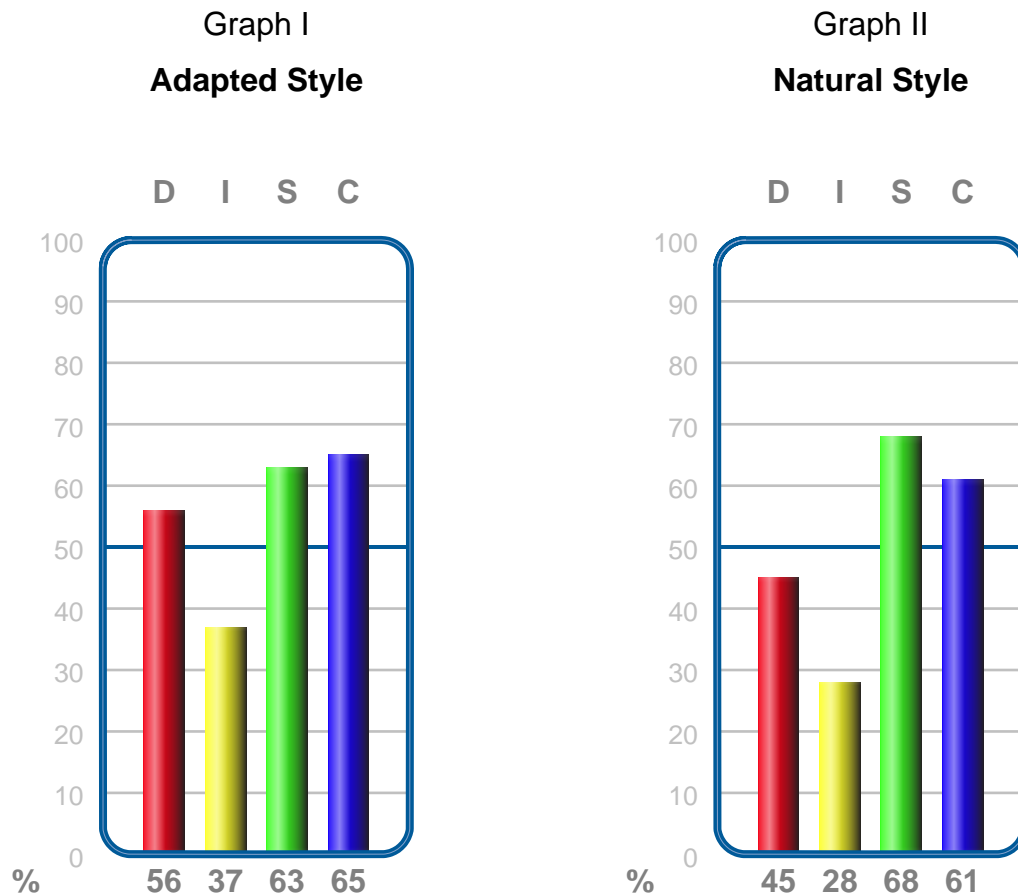
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Activities he can start and finish.
- The information and facts necessary to help others achieve their goals.
- Support others in the organization's quest to make a difference.
- Control over long-term planning in order to protect the company from unnecessary risks.
- Control over keeping the process consistent and methodical.

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:

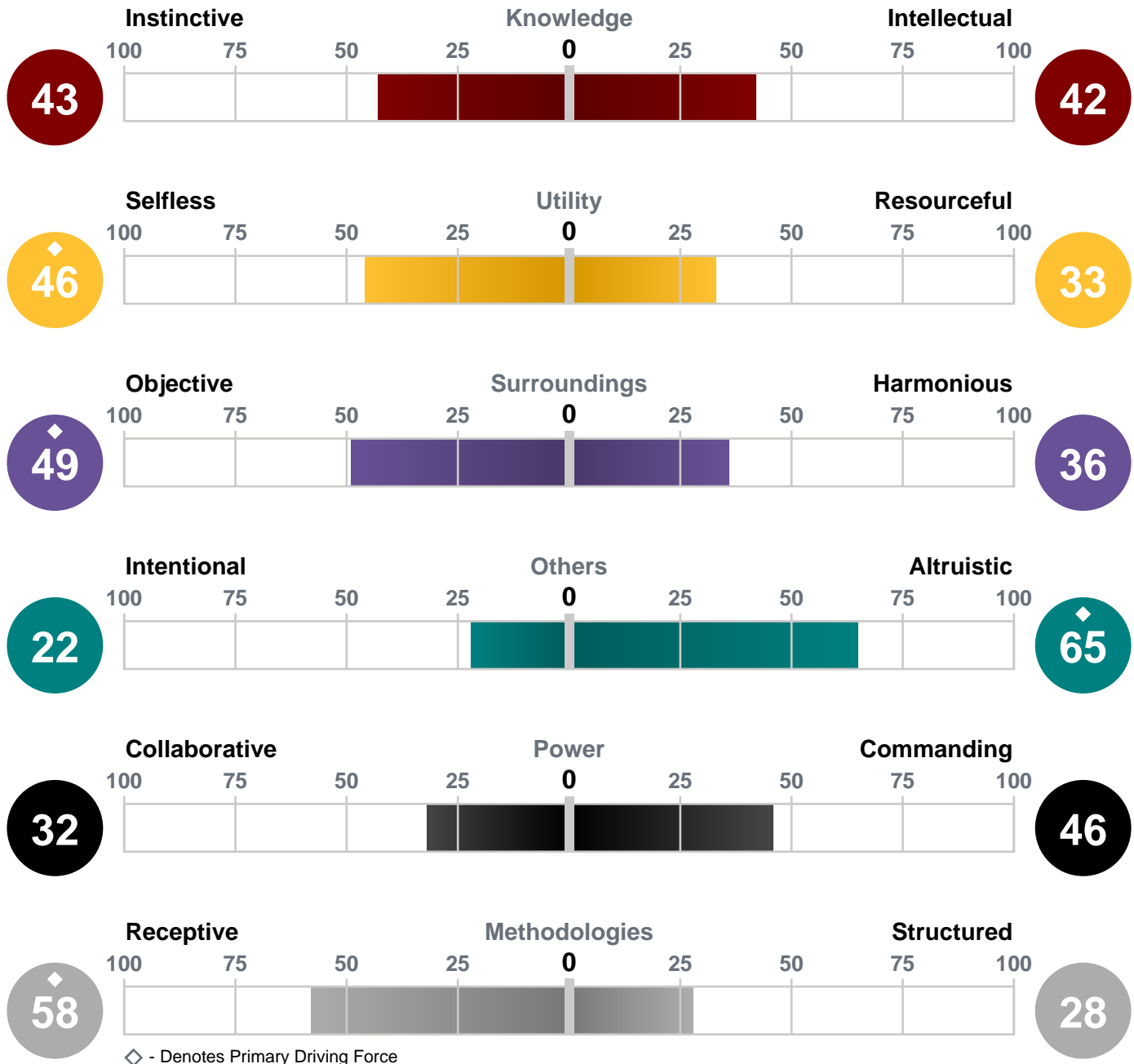
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- emmanuel is patient and sensitive to others.
- He believes charities should be supported.
- He is generous with his time, talent and resources for those in need.
- Helping the homeless may be one of his concerns.
- Saying "no" is difficult when others need his time or talent.
- emmanuel will be generous with time, research and information on social problems.

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.

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

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

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.

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

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.

- emmanuel is not necessarily worried about form and beauty in his environment.
- emmanuel's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, emmanuel can see the need for beauty, but has difficulty buying the finer things in life.
- 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.
- He wants to take a practical approach to events.
- Unpleasant surroundings will not stifle his creativity.

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.

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

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
Composition, Writing
Criminology, Forensics
Information Technology
Interior Design
Mathematics, Applied Math
Music Composition
Photography and Studio Art
Physics, Applied Physics
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Logistics, Transport Management
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Dental Assistance
Drafting
Electrician
Massage Therapy
Plumbing
Speech and Language Pathology
Vehicle Maintenance and Repair
Welding

Engineering

Civil Engineering

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

Community Planning and Development
Computer Programming
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Medical Ethics
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Renewable Energy
Urban and City Planning

Health Sciences

Clinical Research
Hospital and Health Administration
Nursing

Other Career Paths

Apparel Fashion
Military Service
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
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
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
19-3031.02	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

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services 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
29-2033	4	Nuclear Medicine 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
27-3021	4	News Analyst
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
13-2081	4	Tax Examiner, Collector & Revenue Agent
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
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
53-2011	2	Airline Pilot, Copilot & Flight Engineer
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)
29-2055	2	Surgical Technician
25-9031	2	Instructional Coordinator

NEXT STEPS: POSSIBLE CAREER IDEAS

23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
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
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Plan a block of time for studying - take 10-minute breaks every hour.
- Meditate and think positive thoughts before taking an exam.
- Try new ways of learning.
- Don't listen so critically that you miss the intended ideas.
- Think positively about each class.
- Plan your study week on Sunday.
- Put words you have trouble spelling on your mirror so you see them daily.
- 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.
- Quiz yourself and others about ideas you are learning.

Strengths

Strong supporter, therefore, always willing to help.

Accommodating and pleasing others is one of his natural talents.

Methodically follows a strategy to achieve.

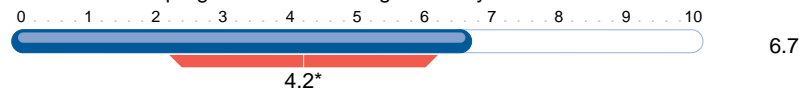
A "winner" who is consistent but does not brag about accomplishments.

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

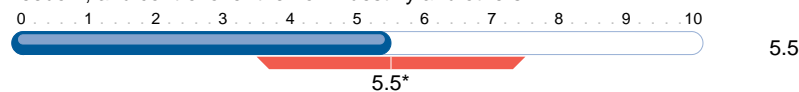
Likes to do it right the first time and wants recognition for this.

Motivators

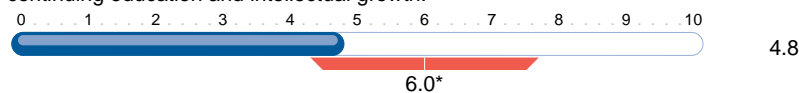
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



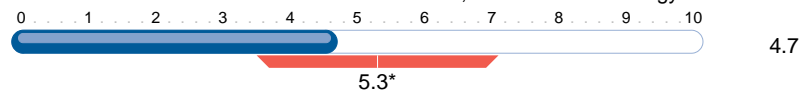
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



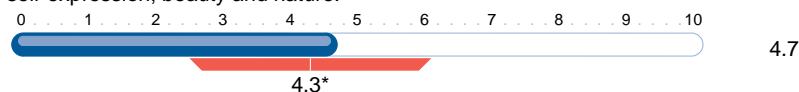
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



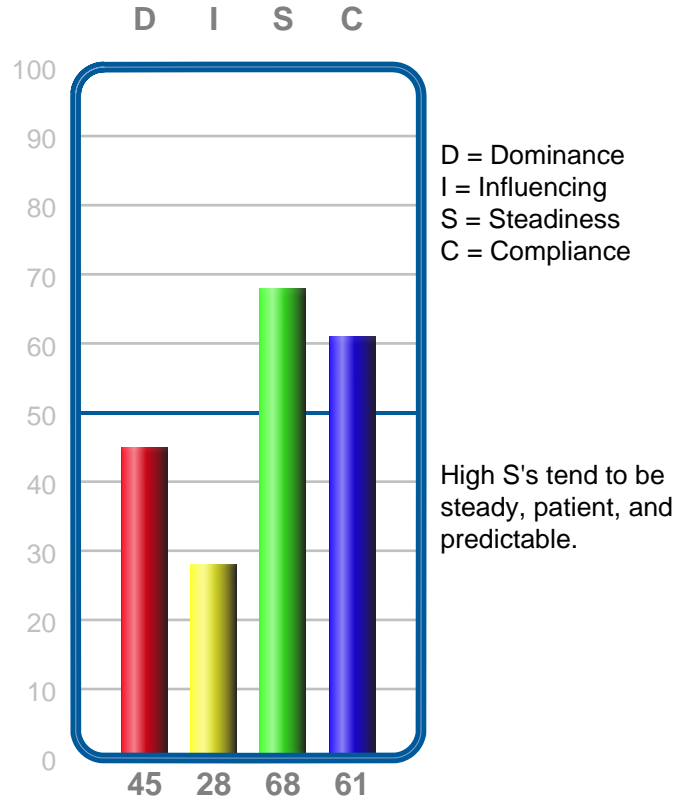
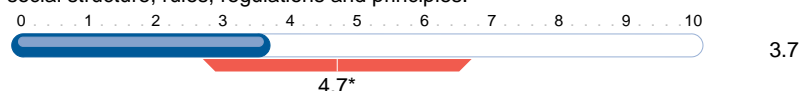
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Patient and empathetic.

Good listener.

Service-oriented.

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

Presents the facts without emotion.

Suspicious of people with shallow ideas.