

**Mario ochoa**  
10-13-2016



## TABLE OF CONTENTS

### MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

### THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

## STYLE: YOUR STYLE

*This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.*

Mario can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He may not project a sense of urgency like some people with different behavioral styles. He prefers to help and support others rather than compete against them. Mario 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 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. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. Mario needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family.

Mario can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Making plans and following those plans is important to him. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He tries to use balanced judgment. He is the person who brings stability to the entire team. Mario may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. He tends to make decisions based on past experiences. He prefers the "tried and true." Once he makes a decision, he can be organized in carrying it out. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

Mario 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. 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 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. Mario is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He is more motivated by logic than emotion. To him, logic represents tangible research. 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 not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Presents the facts without emotion.
- Dependable team player.
- Always looking for the logical solutions.
- Suspicious of people with shallow ideas.
- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.
- Good listener.
- Consistent and steady.

## 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.*

- Take criticism of his work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Need help in prioritizing new assignments.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Hold a grudge if his personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.
- 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.*

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define clearly (preferably in writing) individual contributions.
- Give pros and cons on ideas.
- Have the facts in logical order.
- Use an unemotional approach.
- Give him time to analyze the data before making a decision.
- Provide details in writing.
- Be patient and persistent.
- Look for hurt feelings or personal reasons if you disagree.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Listen to him.
- Use the proper buzz words that are appropriate to his expertise.

## 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.*

- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Rush headlong into business or the agenda.
- Make statements you cannot prove.
- Be abrupt and rapid.
- Be redundant.
- Stand too close--give two to three feet of space.
- Be vague; don't offer opinions and probabilities.
- Leave things open to interpretation.
- Use high speed, intense inputs.
- Debate about facts and figures.
- Patronize or demean him by using subtlety or incentive.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

## 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.*

- Leads by example and in a quiet and methodical way.
- Methodically follows a strategy to achieve.
- Great at retrieving information for decision makers he trusts.
- Good listener when being presented with accurate facts and figures.
- Gives clear instruction to what he needs to accomplish goals.
- Takes pride in finding flaws in policies and procedures.
- His desire to learn more allows processes to become more effective.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.

## 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.*

- May let other's criticism of his work continually frustrate him.
- A fear of change prevents him from advancing.
- Struggles in adapting to new situations without preparation.
- May withhold sharing of knowledge to meet his security needs.
- Nothing is good enough, unless it's the best.
- May set unreachable standards for himself and others.
- Never enough facts to prove the new theory.
- May appear overly data- or theory-focused.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment that allows time to change.
- Close relationship with a small group of associates.
- The ability to return to the table with more information in order to present the case.
- A forum to demonstrate the ability to gather facts and information.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

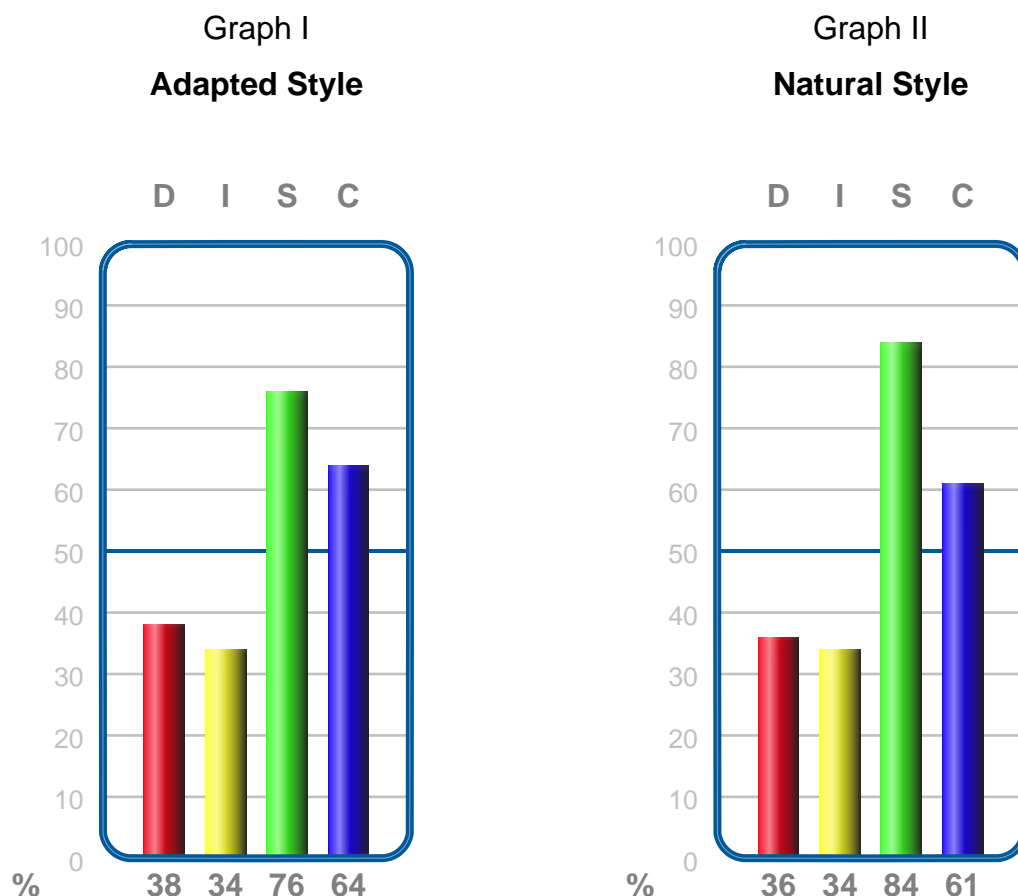
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Logical reasons for change.
- Better planning and fewer changes in the organization.
- To be seen as the keeper of information.
- Access to all necessary information and instruction manuals in order to do things right.
- The power to protect those he trusts or is loyal to.
- 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:

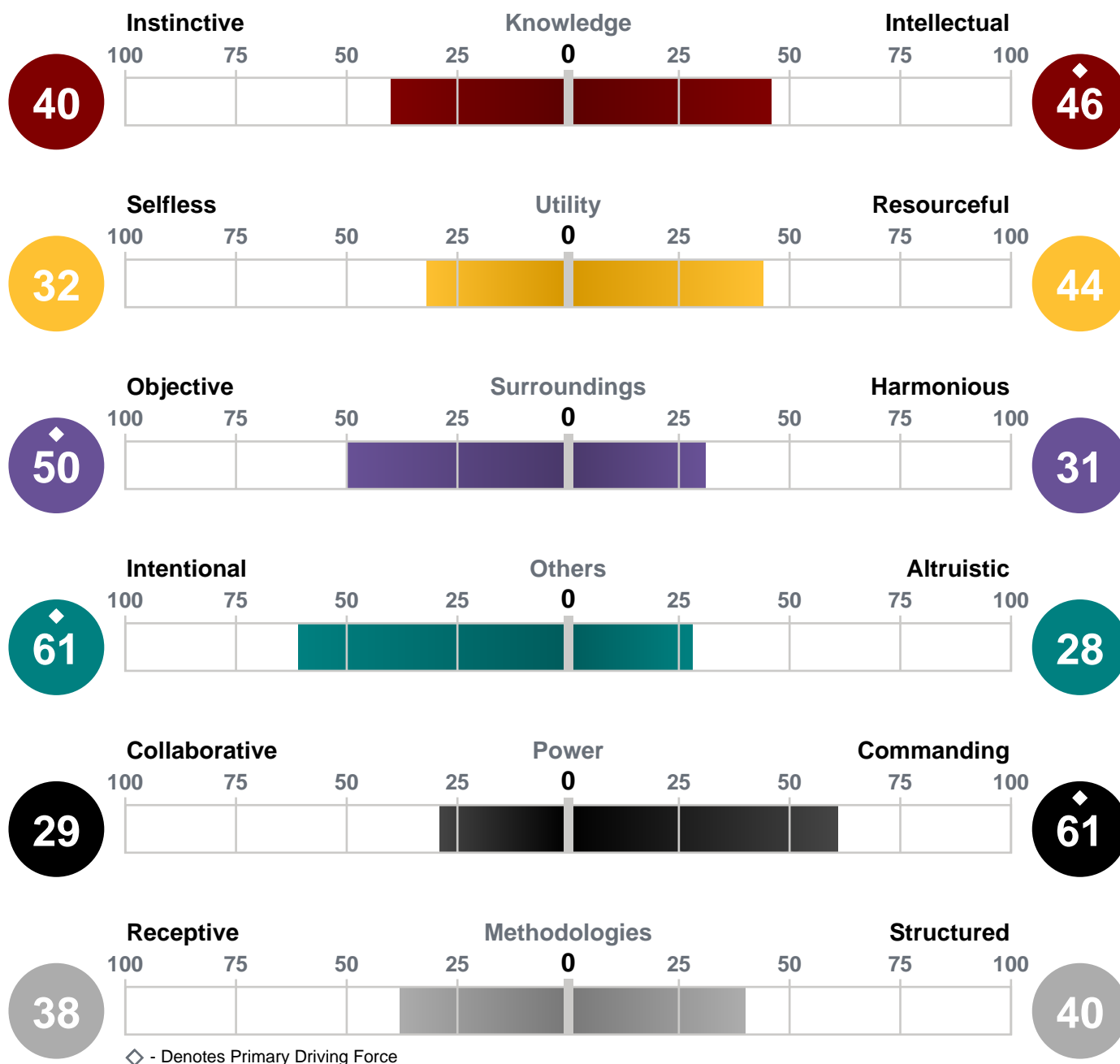
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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](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 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 Mario.
- Mario believes "when the going gets tough, the tough get going."
- Mario 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.
- Maintaining individuality is strived for in relationships.
- Mario has the desire to assert himself and to be recognized for his accomplishments.
- If necessary, Mario will be assertive in meeting his own needs.
- Mario takes responsibility for his actions.
- He wants to control his own destiny and display his independence.

## 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.*

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

## 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.*

- Mario is good at achieving goals.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He evaluates things for their utility and economic return.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He will work long and hard to satisfy his needs.
- He may use wealth as a yardstick to measure his work effort.
- Mario tends to give freely of time and resources, but will want and expect a return on his investment.

## 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.*

- Mario at times will evaluate others based on his rules for living.
- Mario lets his conscience be his guide.
- Mario needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.

## 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.*

- Mario is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- Mario's passion in life will be found in one or two of the other motivators discussed in this report.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Intellectually, Mario 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.
- Unpleasant surroundings will not stifle his creativity.

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

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Audio Engineering  
 Biochemistry, Biophysics  
 Economics  
 Information Technology  
 Mathematics, Applied Math  
 Microbiology  
 Neuroscience  
 Quantitative Analysis  
 Statistics  
 Web Design, Web Administration

### Career and Technical

Chef, Food Preparation  
 Electrician  
 Plumbing  
 Vehicle Maintenance and Repair  
 Welding

### Engineering

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

### Environmental, Agriculture and Food

Natural Sciences

### Evolving Opportunities

Computer Programming  
 Diagnostic, Scanning Technician  
 Ecommerce  
 Nutrition and Diet Science

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Online Marketing, Social Media

### 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
29-2031	4+	Cardiovascular Technician
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
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
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum 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

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-3021	4	News Analyst
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2081	4	Tax Examiner, Collector & Revenue Agent
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order 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

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

## Strengths

Leads by example and in a quiet and methodical way.

Methodically follows a strategy to achieve.

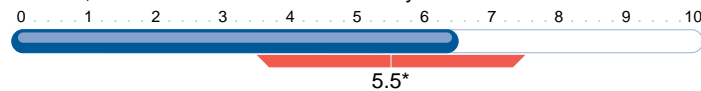
Great at retrieving information for decision makers he trusts.

Good listener when being presented with accurate facts and figures.

Gives clear instruction to what he needs to accomplish goals.

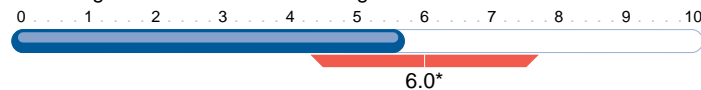
## Motivators

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



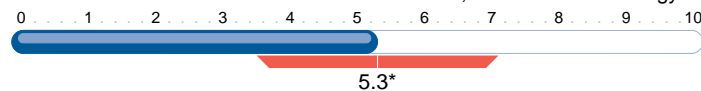
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



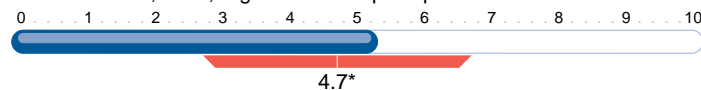
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



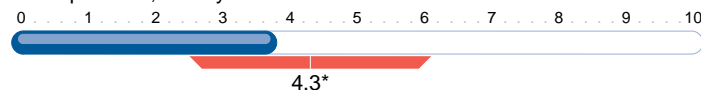
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



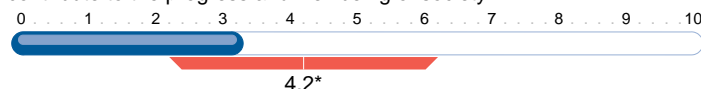
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

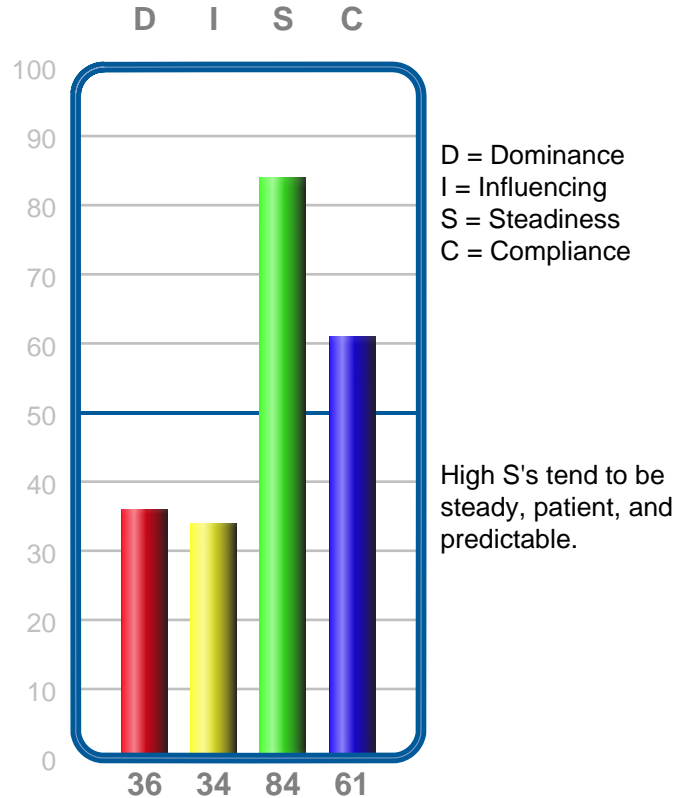


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**6. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



3.3



## Value to a Team

People-oriented.

Suspicious of people with shallow ideas.

Good listener.

Consistent and steady.

Works for a leader and a cause.

Service-oriented.