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me

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.

Matthew is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. He is a real stickler for quality and systems; to ensure quality. He may have a low trust level of others. He tends to be precise about his use of time and can become frustrated when others interrupt him when in the middle of a task. Some people see him as being fussy and meticulous. He takes much pride in precise and accurate work, but others may not always understand his attention to details. He wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. He is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. He judges others by the quality of their work. He has such high personal standards that he expects others to have the same dedication. Becoming acquainted with him can be difficult since he tends to withhold his emotions. He may appear to be cool and distant. He prefers that things be orderly and he will approach work in a systematic manner.

Matthew 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 is the type of person who will accept challenges, and accept them seriously. He takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Matthew can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. He follows company policy, if aware of it. 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. He has an acute awareness of social, economic and political implications of his decisions.

Matthew has a low trust level with strangers. This becomes apparent when he asks specific and perhaps blunt questions. When Matthew is deeply involved in thinking through a project, he may appear to be cool and distant. Matthew's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. Because Matthew wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. Matthew likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accurate and intuitive.
- Comprehensive in problem solving.
- Always looking for logical solutions.
- Excellent troubleshooter.
- Tough-minded.
- Presents the facts without emotion.
- Proficient and skilled in his technical specialty.
- Conscientious 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.

- Lean on supervisors if information and direction is not clear.
- Lean on technical achievement.
- 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.
- 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.

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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 prepared with the facts and figures.
- Follow through, if you agree.
- Provide solid, tangible, practical evidence.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Respect his quiet demeanor.
- Keep at least three feet away from him.
- Make an organized presentation of your position, if you disagree.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Have the facts in logical order.
- Give him time to be thorough, when appropriate.

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.
- Leave things to chance or luck.
- Pretend to be an expert, if you are not.
- Use testimonies of unreliable sources; don't be haphazard.
- Be redundant.
- Make statements you cannot prove.
- Leave things open to interpretation.
- Threaten, cajole, wheedle, coax or whimper.
- Make conflicting statements.
- Touch his body when talking to him.
- Be vague about what's expected of either of you; don't fail to follow through.
- Be superficial.

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.

- Tends to make accurate decisions based on facts and return on investment, rather than emotions.
- Sees the details and resources needed to achieve desired return.
- Builds something of form and beauty that structurally will last forever.
- Gives clear specific instructions to maintain balance.
- Wants to do his part to keep things efficient and consistent.
- Supports a leader and a cause.
- Supports a leader and a cause that brings beauty or creativity.
- The "glue" that ties multiple visions together.

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.

- Will have a desire to take risks, but will be fearful of failure.
- Desires to be seen as resourceful, yet is fearful of making mistakes.
- While highly in tune to the vibe of a situation, he can come across as absolute.
- Has trouble starting a new project that conflicts with the harmony of the organization.
- May overlook opportunity for added efficiency out of fear of change.
- Could miss out on opportunities by not acting swiftly.
- Has difficulty in establishing priorities regarding his feelings.
- Not willing to share opinions until comfortable about how others will receive it.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Close relationship with a small group of associates.
- Clearly defined rules, procedures and pathway to meet performance objectives.
- Where protection of the organization's bottom-line is rewarded and valued.
- An environment that supports time-tested, proven processes for completing tasks.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
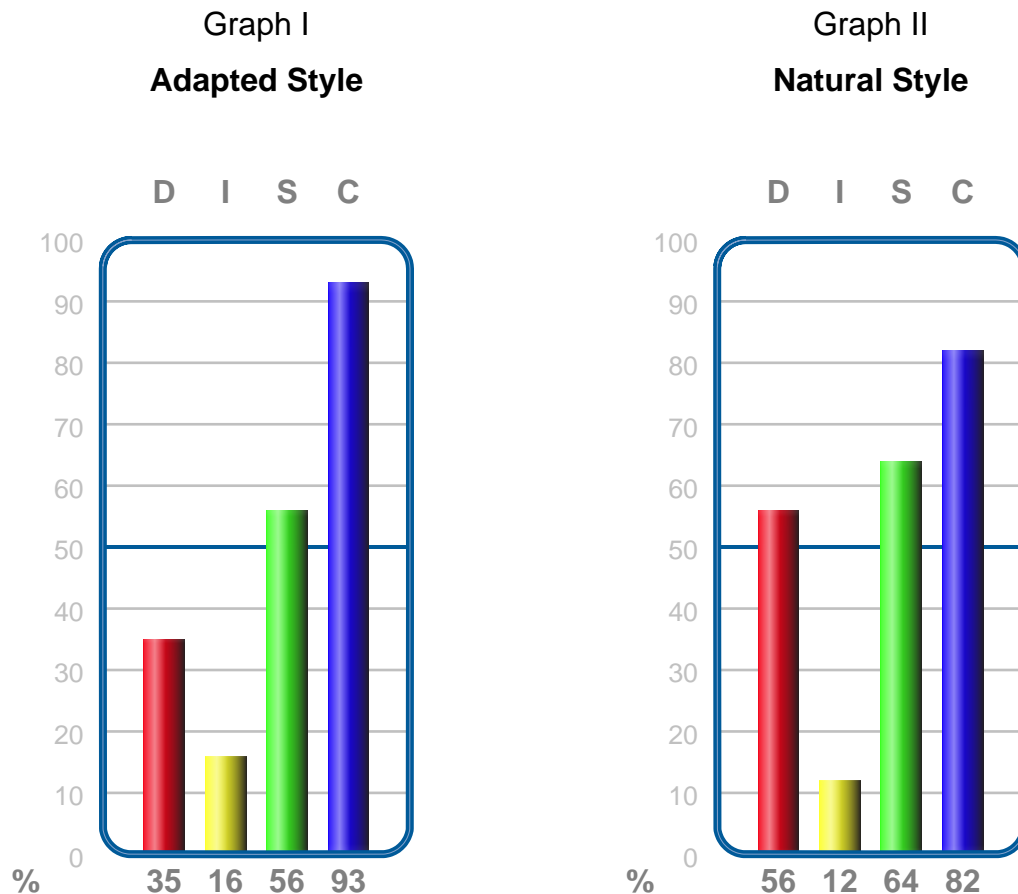
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A predictable work environment.
- To be part of a quality-oriented work group.
- Fears eliminated by making the data and information available for decision making and problem solving.
- Time to prove the process for achieving return on investment.
- A proper work/life balance and a physical space that feels like home.
- The ability to base company morale initiatives on facts and data.

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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.

Graph I	Graph II
Adapted Style	**Natural Style**

	D	I	S	C			D	I	S	C
%	35	16	56	93		**%**	56	12	64	82

Norm 2015 R4

D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.
Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.
Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.
Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.
Famous high C's are Al Gore and Hermione from Harry Potter.

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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.

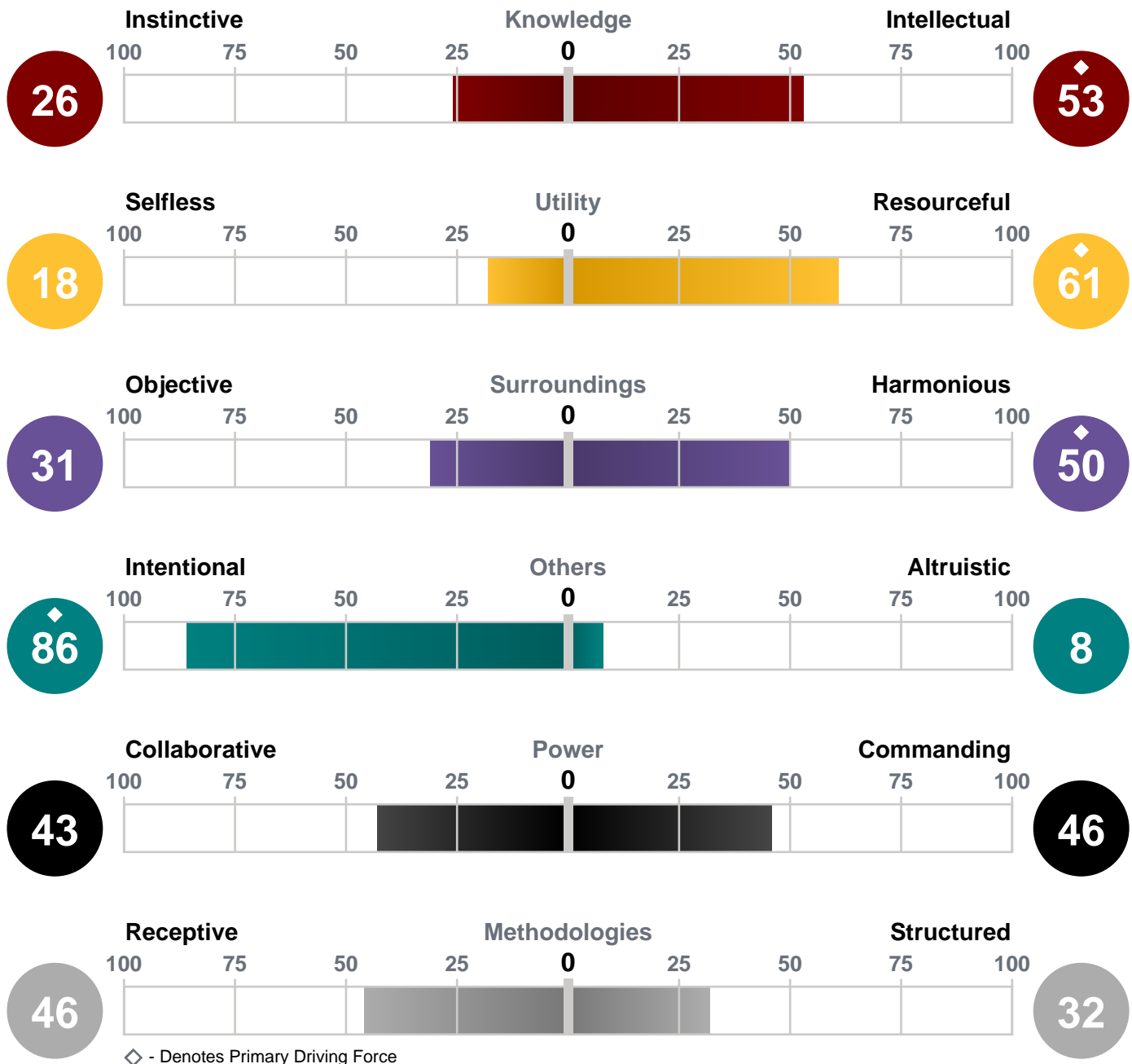The Indigo Assessment measures six motivators:

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.

	Instinctive	Knowledge	Intellectual	
26	100 75 50 25	0	25 50 75 100	**53** ◆

	Selfless	Utility	Resourceful	
18	100 75 50 25	0	25 50 75 100	**61** ◆

	Objective	Surroundings	Harmonious	
31	100 75 50 25	0	25 50 75 100	**50** ◆

	Intentional	Others	Altruistic	
86 ◆	100 75 50 25	0	25 50 75 100	**8**

	Collaborative	Power	Commanding	
43	100 75 50 25	0	25 50 75 100	**46**

	Receptive	Methodologies	Structured	
46	100 75 50 25	0	25 50 75 100	**32**

◇ - Denotes Primary Driving Force

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MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

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

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

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.

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

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

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.

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

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

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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.

Who are you?
and
What do you love?

What Fits?

The *reality* of the college and career options you are considering.

Choose a path 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 .

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NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Architecture
Criminology, Forensics
Geography
Information Technology
Interior Desgin
Music Composition
Music Performance
Neuroscience

Business

Facilities Planning and Management
Logistics, Transport Management
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Drafting
Electrician
Electronics, Applicance Installation and Repair
Plumbing
Welding

Engineering

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

Environmental, Agriculture and Food

Agriculture and Farming
Forestry, Natural Resources

NEXT STEPS: POSSIBLE DEGREE MATCHES

Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Diagnostic, Scanning Technician
Ecommerce
Graphic Design
Videography

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
53-2021	4+	Air Traffic Controller
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-1131	4+	Veterinarian
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4012	4+	Curator
23-1011	4+	Lawyer
19-2042	4+	Geoscientist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
17-2171	4+	Petroleum Engineer
17-2151	4+	Mining & Geological Engineer
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst

NEXT STEPS: POSSIBLE CAREER IDEAS

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
11-3061	4+	Purchasing Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
43-3061	4	Procurement Clerk
29-2033	4	Nuclear Medicine Technician
27-4031	4	Camera Operator, TV, Video & Motion Picture
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-2199.11	4	Solar Energy Systems Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammertrist
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
41-1012	2-4	Manager, Supervisor, non retail
33-9021	2-4	Private Detective & Investigator
17-3025	2-4	Environmental Engineering Technician
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-8031	2	Waste Treatment Plant Operator
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer &Technician
31-9091	2	Dental Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

29-2081	2	Optician-Dispensing
27-4012	2	Broadcast Technician
13-1051	2	Cost Estimator
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
51-4121	HS	Welders, Cutters, Solderers, & Brazers
47-4051	HS	Highway Maintenance Worker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-9031	HS	Desktop Publishers
43-5061	HS	Production and Planning Clerk
43-4041	HS	Credit Authorizer
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker

STUDY TIPS

- Ask yourself questions - either from the class material or ones you make-up.

- Set challenging goals.

- Plan your study week on Sunday.

- Listen for ideas and think how they may apply to your future.

- Make sure you understand course expectations and ask if necessary.

- Don't listen so critically that you miss the intended ideas.

- Listen and think positively about the concepts you are studying.

- Think positively about each class.

- Study alone.

- Break your habit of studying alone and study or share new insights with friends.

- Participate in class discussions.

- Force yourself to ask your classmates questions.

Matthew Bracamontes

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THE ASSESSMENT

Strengths

Tends to make accurate decisions based on facts and return on investment, rather than emotions.

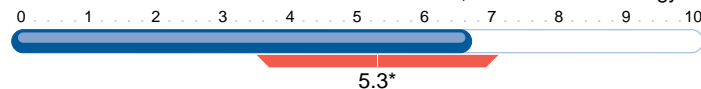Sees the details and resources needed to achieve desired return.

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

Gives clear specific instructions to maintain balance.

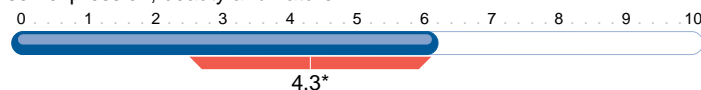Wants to do his part to keep things efficient and consistent.

D   I   S   C

D = Dominance
I = Influencing
S = Steadiness
C = Compliance

High C's tend to be systematic, cautious, and detail oriented.

56   12   64   82

Motivators

1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
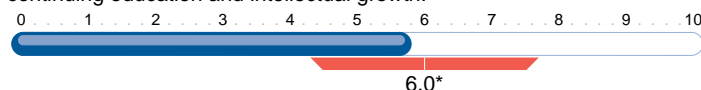
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   6.7

5.3*

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   6.2

4.3*

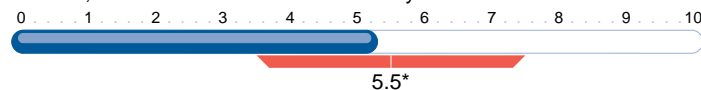**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

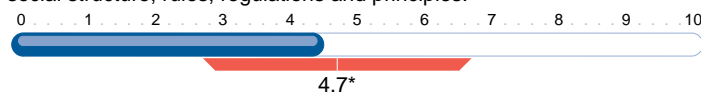0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   5.8

6.0*

4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.
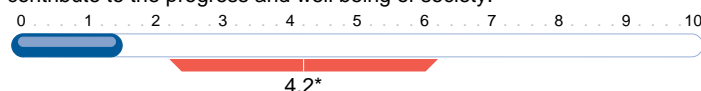
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   5.3

5.5*

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   4.5
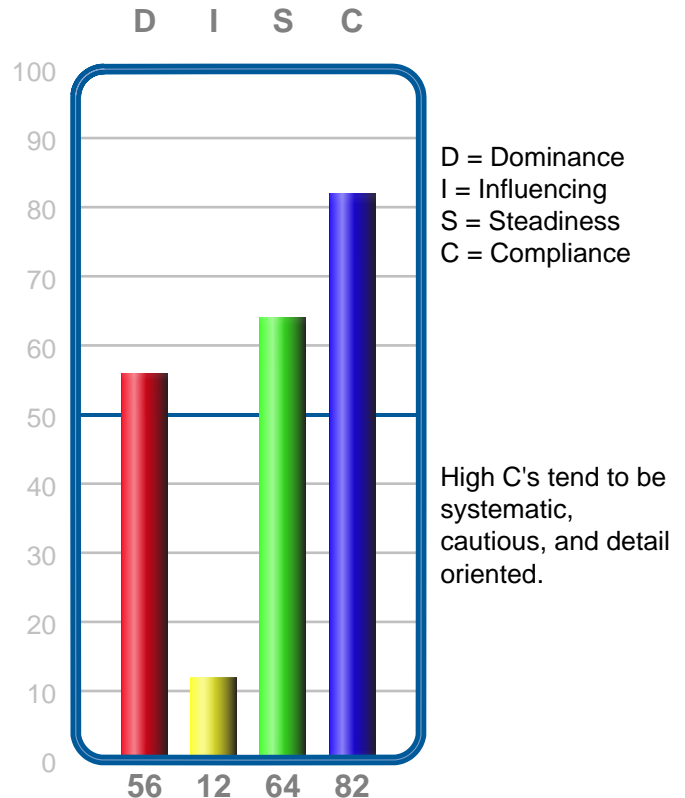
4.7*

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   1.5

4.2*

Value to a Team

Conscientious and steady.

Always looking for logical solutions.

Excellent troubleshooter.

Comprehensive in problem solving.

Maintains standards.

Suspicious of people with shallow ideas.