

**adiel tellez**  
10-13-2016



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## MORE THAN A SCORE

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

## THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

## STYLE: YOUR STYLE

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

adiel likes to work behind the scene and be seen as someone who is organized and has his life in order. He prides himself on being incisive. He wants to get things done by proceeding with the facts that are at hand. He resists change if he feels the change will lower the quality of his work. If change is inevitable, he may need reassurances that his standards will continue to be met. He is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. Because of high expectations of his own job performance, adiel may sometimes feel that other workers cannot perform up to his standards. He is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. He prefers doing the job right the first time, rather than taking shortcuts that may lessen the quality of work. He sees it as the efficient way of task completion. He wants the safety features on his equipment to be in good working order. 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.

adiel 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." He tends to base decisions on the quality of work--not on efficiency. 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. adiel tends to make his decisions after deliberation and gives weight to all the pros and cons. He tends to become bogged down in details. He may accumulate so much data that the details overwhelm him. He places an emphasis on the cognitive process and logic when making decisions. He is a critical and systematic thinker, and this strength may not be easily recognized by others.

adiel enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He does not like to work for a manager who uses a confrontational management style. He tends to withdraw and not express himself, and may become unproductive if he feels threatened. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. adiel's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. adiel 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 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 can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants. He does not seek confrontation, but if he is confronted, he will respond with



## STYLE: YOUR STYLE

case with enough supportive data that he will probably win.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Proficient and skilled in his technical specialty.
- Accurate and intuitive.
- Objective and realistic.
- Can make decisions without getting emotionally involved.
- Always looking for logical solutions.
- Presents the facts without emotion.
- 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 technical achievement.
- Be suspicious and pessimistic of any new project. Wants more support than is necessary.
- Be overly intense for the situation.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.
- Yield his position to avoid controversy.
- Be critical of any approach that is not regarded as purely logical or factual (to his standards).
- Fail to tell others where he stands on an issue.

## 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.*

- Give him time to verify reliability of your actions; be accurate, realistic.
- Prepare your "case" in advance.
- Keep at least three feet away from him.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Provide solid, tangible, practical evidence.
- Follow through, if you agree.
- Listen to him.
- Use an unemotional approach.
- Provide details in writing.
- Use the proper buzz words that are appropriate to his expertise.
- Give him time to analyze the data before making a decision.

## 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.*

- Overuse emotion.
- Pretend to be an expert, if you are not.
- Be vague about what's expected of either of you; don't fail to follow through.
- Overuse gestures.
- Leave things open to interpretation.
- Push too hard, or be unrealistic with deadlines.
- Make conflicting statements.
- Use testimonies of unreliable sources; don't be haphazard.
- Dillydally, or waste time.
- Make statements about the quality of his work unless you can prove it.
- Say "trust me"--you must prove it.
- Threaten, cajole, wheedle, coax or whimper.

## 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.*

- Anticipates challenges within the process in order to help people succeed.
- Brings organization for those striving for the same cause.
- Holds others to high standards.
- Has a calculated plan to advance or win within the organizational framework.
- Strong supporter, therefore, always willing to help.
- Accommodating and pleasing others is one of his natural talents.
- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.

## 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.*

- A desire to help is preceded with a tendency to over correct.
- May micromanage friends or family and in turn, unintentionally alienate others.
- Nothing is good enough, unless it's the best.
- Will control all of the details for fear of a tainted image.
- Can take a long time in addressing sensitive issues that could help others.
- May have difficulty correcting others as he wants to help but not offend.
- Forgives but has a hard time forgetting.
- May let other's criticism of his work continually frustrate him.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Familiar work environment with a predictable pattern.
- Close relationship with a small group of associates.
- Work on a team that has common interests and desires.
- Provide functional and useful ways to help others achieve and win.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Opportunity to be the silent leader behind the team.

## STYLE: THINGS YOU MAY WANT FROM OTHERS

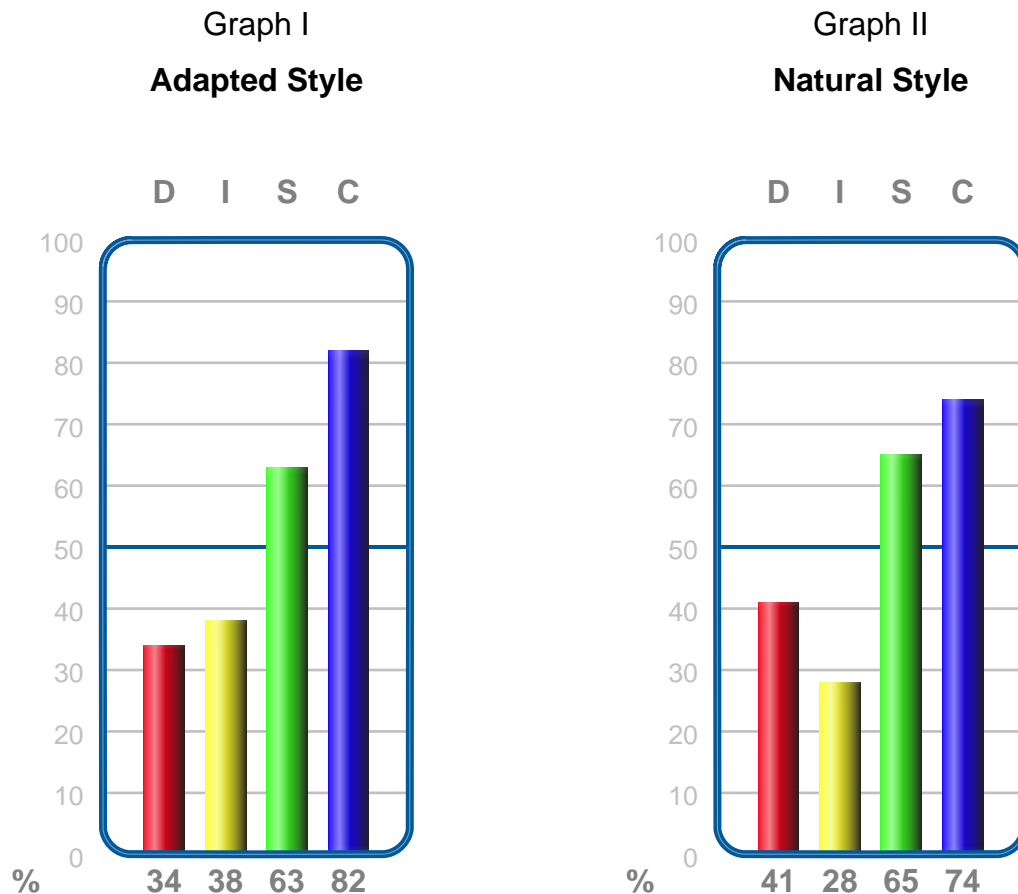
*People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".*

- High quality work standards.
- Better planning and fewer changes in the organization.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Accountability for the desired humanitarian outcomes.
- Control over keeping the process consistent and methodical.
- Time to determine when and where to share information.



## STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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

*Famous high D's are Hillary Clinton and Donald Trump.*

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

*Famous high I's are Will Ferrell and Oprah Winfrey.*

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

*Famous high S's are Michelle Obama and Gandhi.*

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

*Famous high C's are Al Gore and Hermione from Harry Potter.*



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

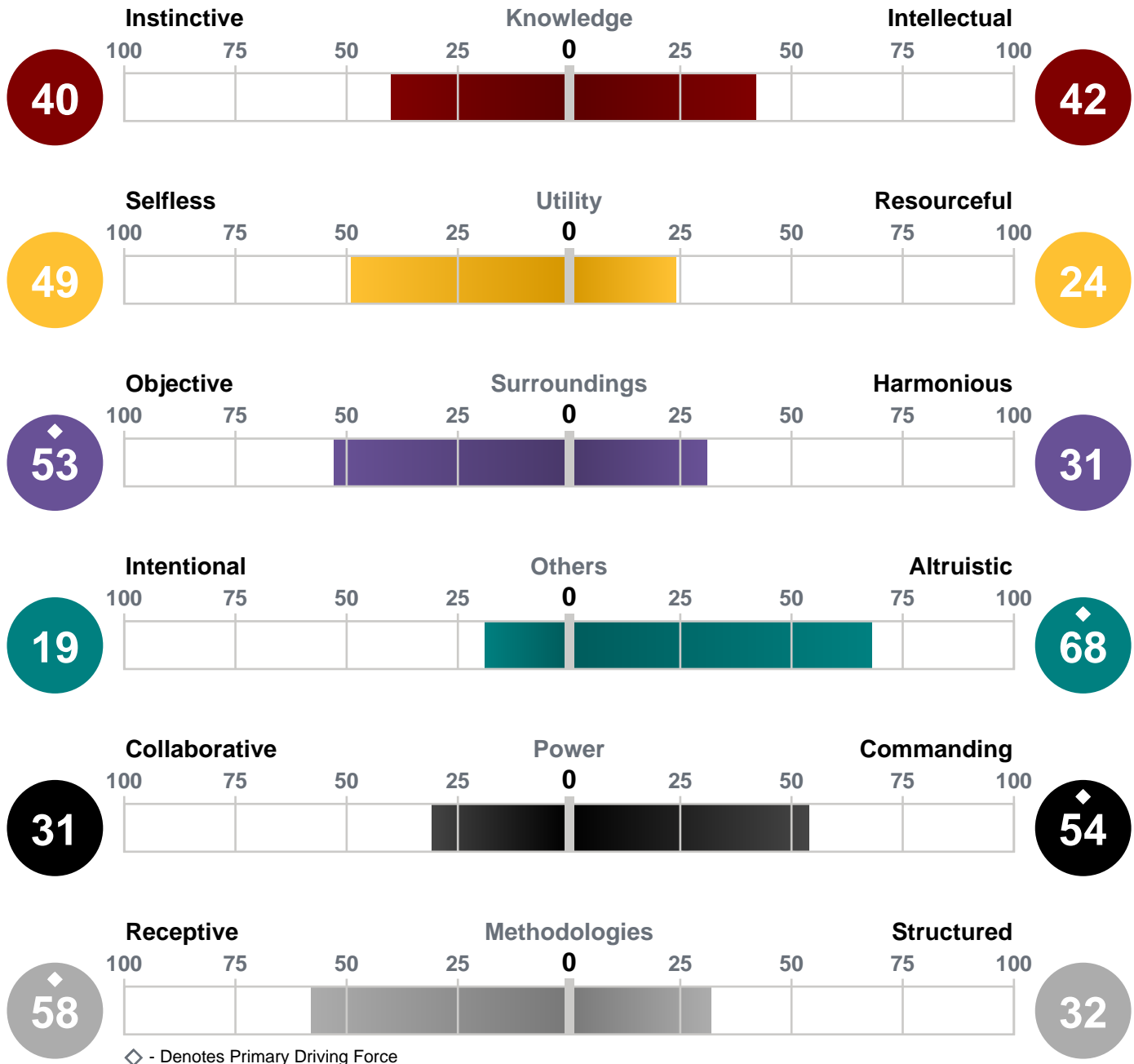
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



## MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.*

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

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

## 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.*

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

## 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.*

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- adiel may desire fine things for his spouse or family members.
- At times adiel will look for the beauty in all things.

## 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.*

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

## 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.*

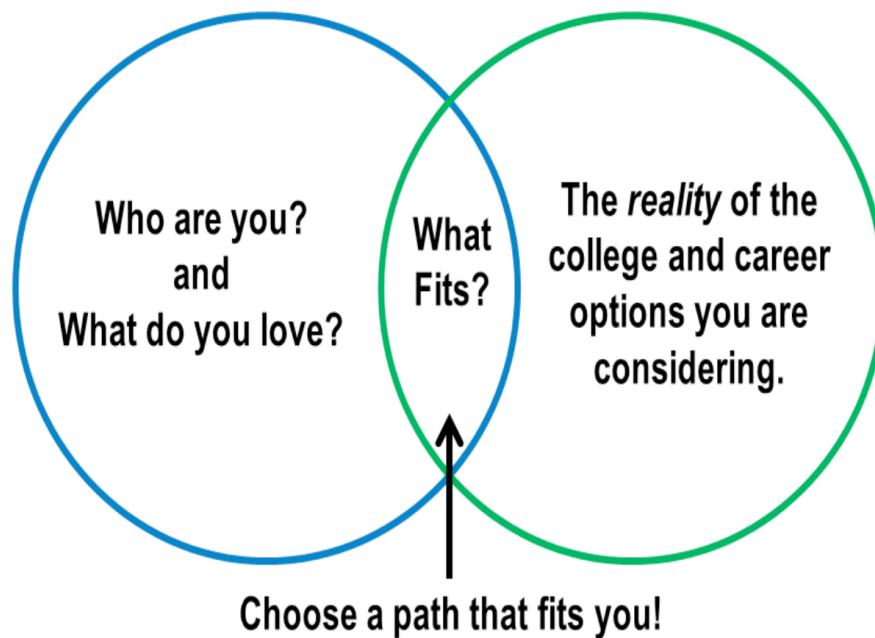
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- Traditions will not place limits or boundaries on adiel.
- He will work within a broadly defined set of beliefs.
- In many cases, adiel will want to set his own rules which will allow his own intuition to guide and direct his actions.
- adiel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- adiel's passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate adiel 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](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  
 Biology  
 Botany  
 Chemistry  
 Criminology, Forensics  
 Economics  
 Geography  
 Geology, Earth Sciences  
 Information Technology  
 Interior Design  
 Mathematics, Applied Math  
 Microbiology  
 Music Composition  
 Neuroscience  
 Paleontology  
 Photography and Studio Art  
 Physics, Applied Physics  
 Quantitative Analysis  
 Statistics  
 Web Design, Web Administration

### Business

Facilities Planning and Management  
 Logistics, Transport Management  
 Supply Chain Management

### Career and Technical

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



## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Engineering

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

### Environmental, Agriculture and Food

Agriculture and Farming  
Animal Sciences  
Culinary Science  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Biotechnology  
Computer Programming  
Diagnostic, Scanning Technician  
Environment, Conservation and Sustainability  
Genetics, Reproductive Technology and Research  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Renewable Energy

### Health Sciences

Clinical Research  
Hospital and Health Administration  
Pre-Medicine

### Other Career Paths

Apparel Fashion

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Police and Fire Services

## 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
29-2056	4+	Veterinary Technician
29-1131	4+	Veterinarian
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
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
19-1042	4+	Medical Scientist, except Epidemiologist
17-2161	4+	Nuclear Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3021	4	News Analyst
27-1024	4	Graphic Designer
25-2021	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
13-2053	4	Insurance Underwriter
13-1031	4	Claims Adjuster, Examiner, & Investigator
49-3011	2-4	Aircraft Mechanic
43-1011	2-4	Office and Administrative Support
33-9021	2-4	Private Detective & Investigator
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
51-9061	2	Inspector and Tester
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
23-2011	2	Paralegal & Legal Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

13-1051	2	Cost Estimator
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
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
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

## STUDY TIPS

- Force yourself to ask your classmates questions.
- Ask yourself questions - either from the class material or ones you make-up.
- Think positively about each class.
- Listen for ideas and think how they may apply to your future.
- Plan your study week on Sunday.
- Don't listen so critically that you miss the intended ideas.
- Study alone.
- Break your habit of studying alone and study or share new insights with friends.
- Listen and think positively about the concepts you are studying.
- Participate in class discussions.
- Set challenging goals.

## Strengths

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

Brings organization for those striving for the same cause.

Holds others to high standards.

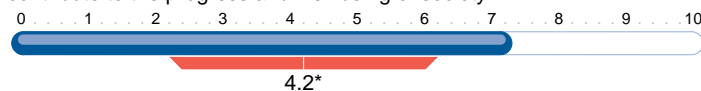
Has a calculated plan to advance or win within the organizational framework.

Strong supporter, therefore, always willing to help.

Leads by example and in a quiet and methodical way.

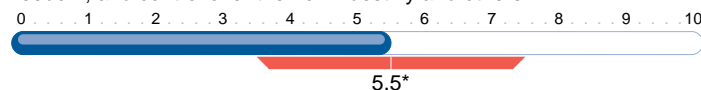
## Motivators

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



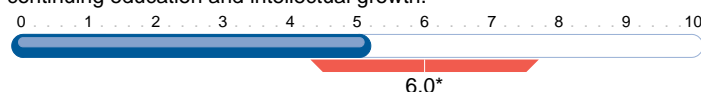
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



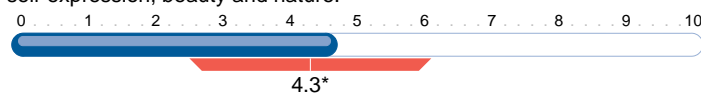
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**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



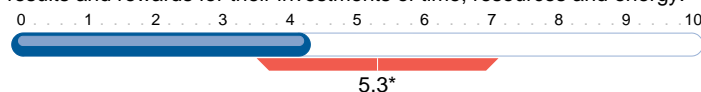
5.2

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



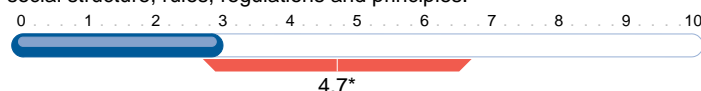
4.7

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

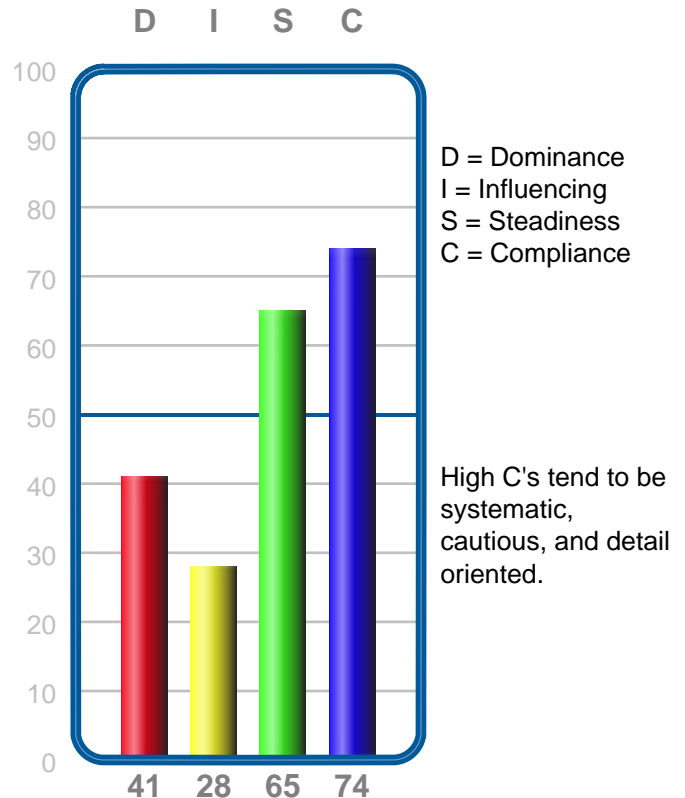


4.3

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



3.0



## Value to a Team

Always looking for logical solutions.

Presents the facts without emotion.

Can make decisions without getting emotionally involved.

Proficient and skilled in his technical specialty.

Always concerned about quality work.

Maintains standards.