

**Audrey Marrero**  
10-11-2016



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## MORE THAN A SCORE

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

## THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

## STYLE: YOUR STYLE

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

Audrey likes to set her own pace. When others try to rush her, she feels threatened and may balk. She tends to build a close relationship with a relatively small group of associates. She is good at concentrating in order to listen and learn. She is not easily distracted by peripheral activity. She prefers to help and support others rather than compete against them. Audrey can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She wins through hard work and persistence. She likes to stay with one task until it is completed. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. Once Audrey has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. Audrey has great abilities to concentrate on details. This concentration may be intense. She tends to be incisive and analytical.

Audrey may tend to fight for her beliefs or those things she feels passionate about. Once she makes a decision, she can be organized in carrying it out. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She needs to gather data and facts in a logical fashion. Audrey tries to use balanced judgment. She is the person who brings stability to the entire team. She is persistent and persevering in her approach to achieving goals. Making plans and following those plans is important to her. She may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures.

Audrey may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. Sometimes she will withdraw from a verbal battle. If she feels strongly about an issue, she may retreat to gather her resources and then return to take a stand! Audrey likes to know what is expected of her 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. She can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. She tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Consistent and steady.
- Will gather data for decision making.
- People-oriented.
- Flexible.
- Good listener.
- Good at reconciling factions--is calming and adds stability.
- Service-oriented.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

*Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.*

- Dislike change if she feels the change is unwarranted.
- Hold a grudge if her personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be too conservative--bides time and avoids much that is new.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be defensive when risk is involved--move towards maintaining status quo.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Underestimate her 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.*

- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Provide a friendly environment.
- Use scheduled timetable when implementing new action.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Keep conversation at discussion level.
- Give her time to ask questions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Limit your use of gestures.
- Present your case softly, nonthreateningly with a sincere tone of voice.

## 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.*

- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Overuse emotions.
- Talk in a loud voice or use confrontation.
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.
- Give your presentation in random order.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Be vague; don't offer opinions and probabilities.
- Make promises you cannot deliver.
- Overuse gestures.
- Debate about facts and figures.

## 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.*

- Desire for continuous learning is one of her greatest strengths.
- Methodical and reliable researcher.
- Will maintain consistency for the team that supports the legacy.
- Acts as the eyes and ears for a leader.
- Wants to know everything about the process, which leads to high standards and results.
- Asks many questions to find the correct answers.
- Will catch the mistakes of others and try to correct them through the system.
- Asks detailed questions that protect the tradition of the organization.

## 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 have difficulty sharing subjective information.
- Will have difficulty in establishing priorities in learning new matters.
- Can come off passive/aggressive especially when beliefs are challenged.
- May struggle with change even when it complements her way of living.
- Wants a consistent process but constantly looking to make sure it is correct.
- Can be defensive when hard facts are questioned.
- Can obsess over unimportant details when in conflict with her system of beliefs.
- May struggle communicating big picture issues by over-focusing on details and the set system.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Prefers technical work, specializing in one area.
- A credible manager that provides enough information.
- An environment where being prepared for meetings is rewarded.
- An environment that does not advocate change for the sake of change.
- A forum to be heard when she expresses errors in the system.

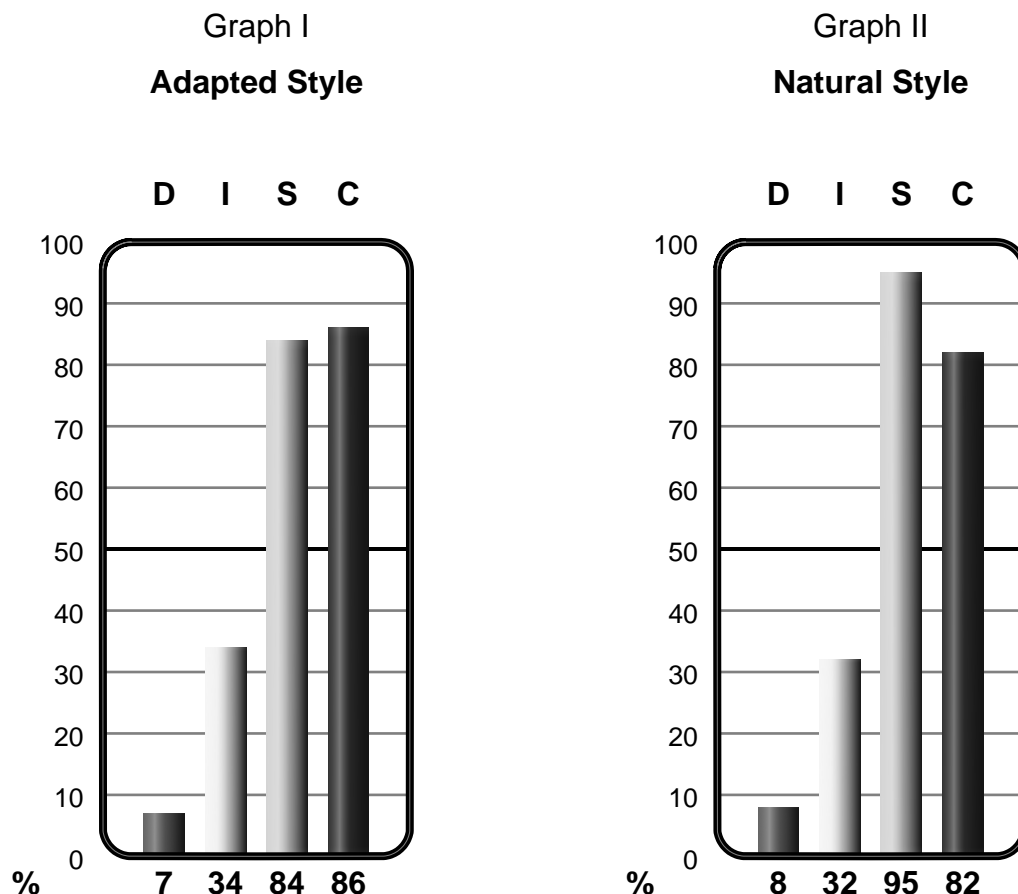
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Proof that the idea has been tested and has worked for others.
- Time to perform up to her high standards.
- To be seen as the keeper of information.
- Background and detailed information on process and procedures in order to ensure they are correct.
- Appreciation for her patient and steady following of the system and organization.
- A manager that is compliant to the company belief system and one that appreciates this quality in her.

## 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:

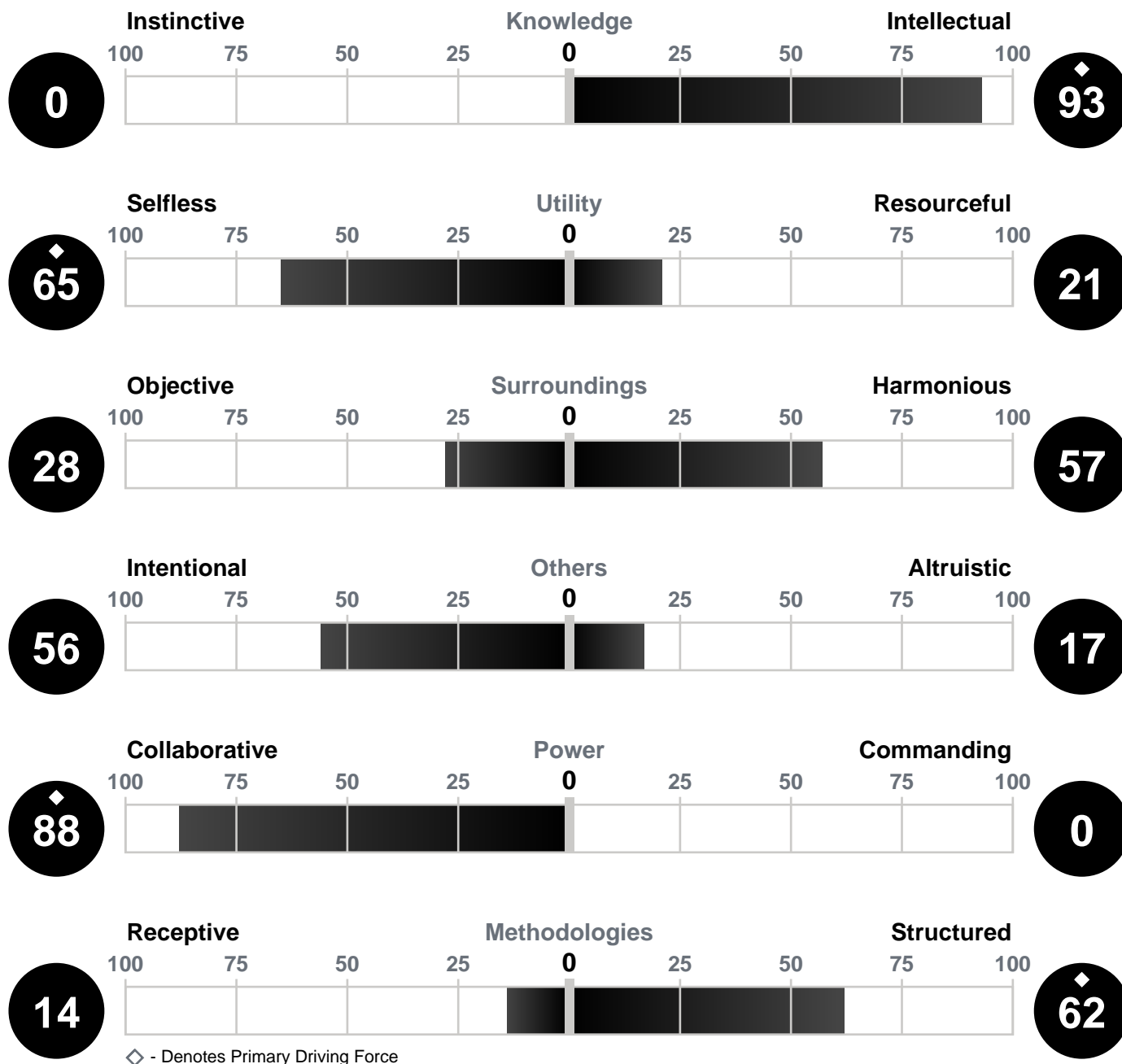
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Many may see her as an intellectual.
- She may have difficulty putting down a good book.
- Audrey will use her knowledge to sell others on her ideas and beliefs.
- She has a keen interest in formulating theories and asking questions to assist in problem solving.
- Audrey will be comfortable in any position that requires knowledge to excel.
- Audrey never walked by a bookstore or library she didn't want to visit.
- Understanding social problems and their ramifications is one of her strengths.
- Audrey will seek the "truth," yet "truth" is relative and will be defined by her own standards.
- Audrey will spend time and money helping people who have committed their lives to educating themselves and others.
- The process is not as important to her as the results.

## 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 "traditional" 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.*

- Audrey likes unity and order in her life.
- She will evaluate others based on her rules for living.
- Audrey lets her conscience be her guide.
- She believes strongly in her opinions.
- Following proven procedures is more important than quick fixes.

## 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 her.
- At times Audrey will look for the beauty in all things.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- Audrey may desire fine things for her spouse or family members.

## 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.*

- Audrey's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Audrey will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

## 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.*

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

## 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.*

- Being in total control of a situation is not a primary motivating factor.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Audrey will be less concerned about her ego than others may be.
- As long as Audrey's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- Audrey feels that struggles should be the burden of the team, not just the individuals.
- She will not attempt to overpower others' points of view or change their thinking.
- Audrey'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

Archaeology  
Art History  
Botany  
English  
Geography  
Geology, Earth Sciences  
Interior Design  
Language Study  
Literature Studies, Classics  
Microbiology  
Paleontology  
Philosophy, Religious Studies  
Theology

### Career and Technical

Drafting

### Engineering

Aerospace Engineering  
Civil Engineering  
Environmental Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Natural Sciences

### Evolving Opportunities

Biotechnology  
Health Technology  
Medical Ethics

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Clinical Research



## NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O\*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-1051	4+	Pharmacist
29-1021	4+	Dentist
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-2011	4+	Clergy
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1022	4+	Microbiologist
17-2171	4+	Petroleum Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst

## NEXT STEPS: POSSIBLE CAREER IDEAS

11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-2034	4	Radiologic Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2011	4	Actuary
15-1041	4	Computer Support Specialist
15-1031	4	Computer Software Engineer, Applications
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
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
23-2091	2-4	Court Reporter
19-4092	2-4	Forensic Science Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-6051	2	Transportation Inspector
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
31-9094	2	Medical Transcriptionist

## NEXT STEPS: POSSIBLE CAREER IDEAS

31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2071	2	Medical Records Technician
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
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
55-3016	HS	Infantry
47-2111	HS	Electrician
43-5111	HS	Weights and Measure Checker
43-4121	HS	Library Assistant, clerical
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
39-3011	HS	Gaming Dealer
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
13-2082	HS	Tax Preparer

## STUDY TIPS

- Try new ways of learning.
- Study in groups of two or more.
- Set goals which challenge your abilities.
- Put words you have trouble spelling on your mirror so you see them daily.
- Ask questions about things for which you are unsure.
- Set realistic goals.
- Study and review notes just before class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Meditate and think positive thoughts before taking an exam.
- Don't let others intrude upon your study time.
- Quiz yourself and others about ideas you are learning.

## Strengths

Desire for continuous learning is one of her greatest strengths.

Methodical and reliable researcher.

Will maintain consistency for the team that supports the legacy.

Acts as the eyes and ears for a leader.

Wants to know everything about the process, which leads to high standards and results.

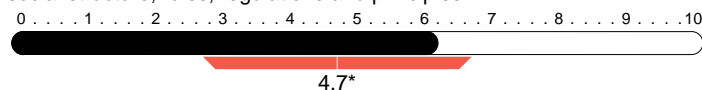
Will catch the mistakes of others and try to correct them through the system.

## Motivators

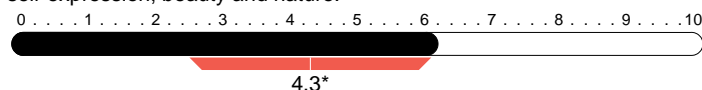
**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



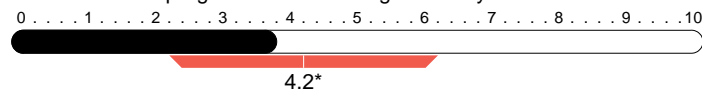
**2. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



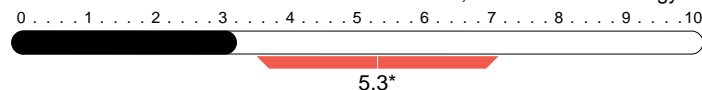
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



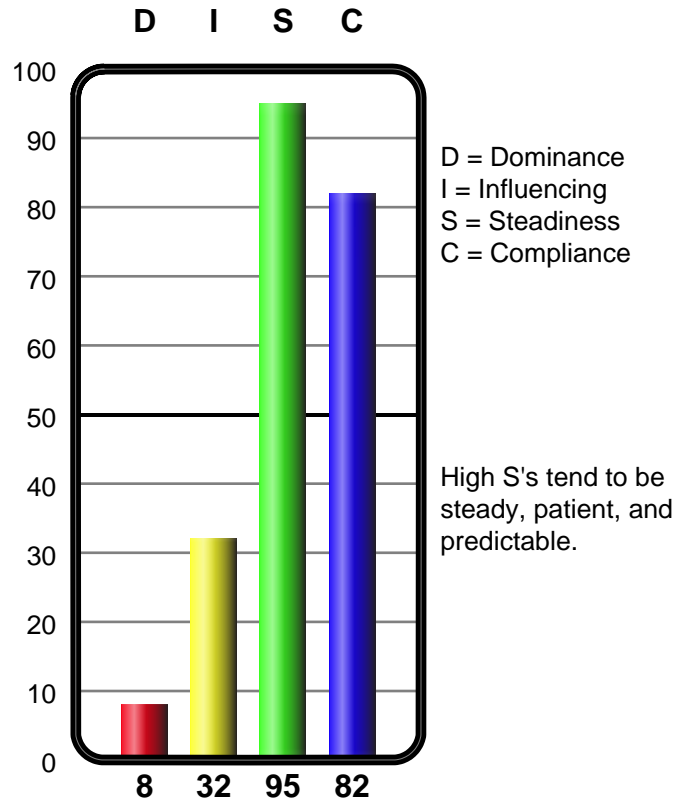
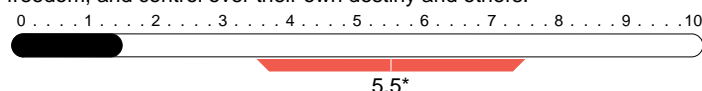
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



## Value to a Team

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

Flexible.

Consistent and steady.

Service-oriented.

Dependable team player.

Concerned about quality.