

Margaret Castillo
10-13-2016



TABLE OF CONTENTS

MORE THAN A SCORE

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

THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

STYLE: YOUR STYLE

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

Margaret is usually steady, easygoing and relaxed. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. Relationships with others are warm, personal and lasting. Margaret can be discreet and sociable as called for by the situation. She likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Margaret can be motivated through teamwork. She likes to know she is a valued team member. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being.

Margaret prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. Making plans and following those plans is important to her. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She may tend to fight for her beliefs or those things she feels passionate about. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is persistent and persevering in her approach to achieving goals. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process.

Margaret usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She will be open with those she trusts; however, reaching the required trust level may take time. She 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 likes a friendly, open style of communication. Margaret is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good at reconciling factions--is calming and adds stability.
- People-oriented.
- Builds good relationships.
- Turns confrontation into positives.
- Will gather data for decision making.
- Adaptable.
- Service-oriented.
- Dependable team player.

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.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Hold a grudge if her personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not take action against those who challenge or break the rules or guidelines.
- Not let others know where she stands on an issue.
- Take criticism of her work as a personal affront.

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 a friendly environment.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Use scheduled timetable when implementing new action.
- Give her time to ask questions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Take time to be sure that she is in agreement and understands what you said.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Be sincere and use a tone of voice that shows sincerity.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Keep conversation at discussion level.

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 testimonies from unreliable sources.
- Be abrupt and rapid.
- Rush her in the decision-making process.
- Offer assurance and guarantees you can't fulfill.
- Manipulate or push her into agreeing because she probably won't fight back.
- Be haphazard.
- Talk in a loud voice or use confrontation.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Debate about facts and figures.
- Talk to her when you're extremely angry.
- Give your presentation in random order.
- Push too hard, or be unrealistic with deadlines.

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.

- Steady, consistent and balanced member of the team.
- Accommodating team member that brings balance to the organization.
- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of her natural talents.
- Will convey optimism for new ideas.
- Expresses and strives for a balanced team.
- Great at generating excitement in others and getting people on board.
- Demonstrates a will and desire to help others in 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.

- Difficulty dealing with diverse situations involving objective views.
- If environment is shaken, she struggles to speak up to realign it.
- Can take a long time in addressing sensitive issues that could help others.
- May have difficulty correcting others as she wants to help but not offend.
- Situational listener to other's perspective on the experience.
- Has difficulty looking at situations objectively.
- Has trouble making difficult decisions that affect others.
- Does not always listen to those she is helping.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Democratic supervisor with whom she can associate.
- The need to be liked and to feel a part of a harmonious team.
- A fun and creative working environment.
- An opportunity to help others without being in the limelight.
- An environment where understanding and appreciating others is rewarded.

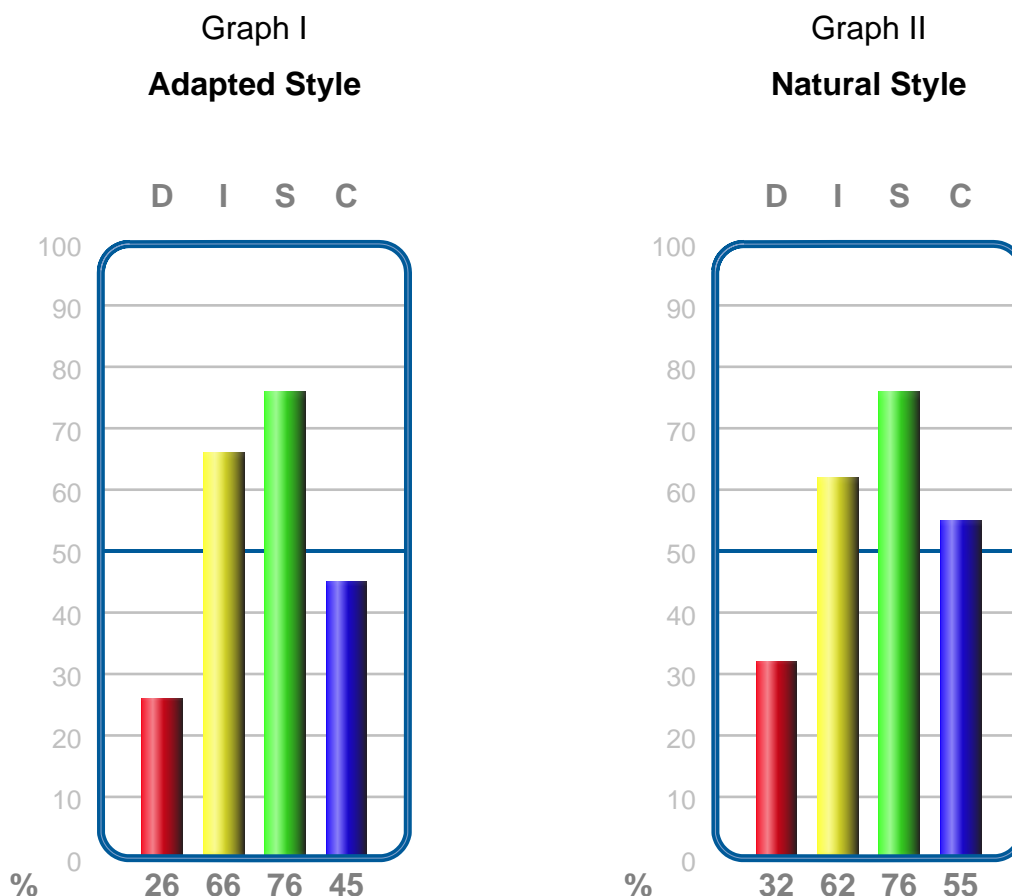
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Recognition for loyalty and long service.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- The experience of the people and the surroundings to be happy and balanced.
- To develop methodical and fair ways to help others.
- Support others in the organization's quest to make a difference.

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.



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.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

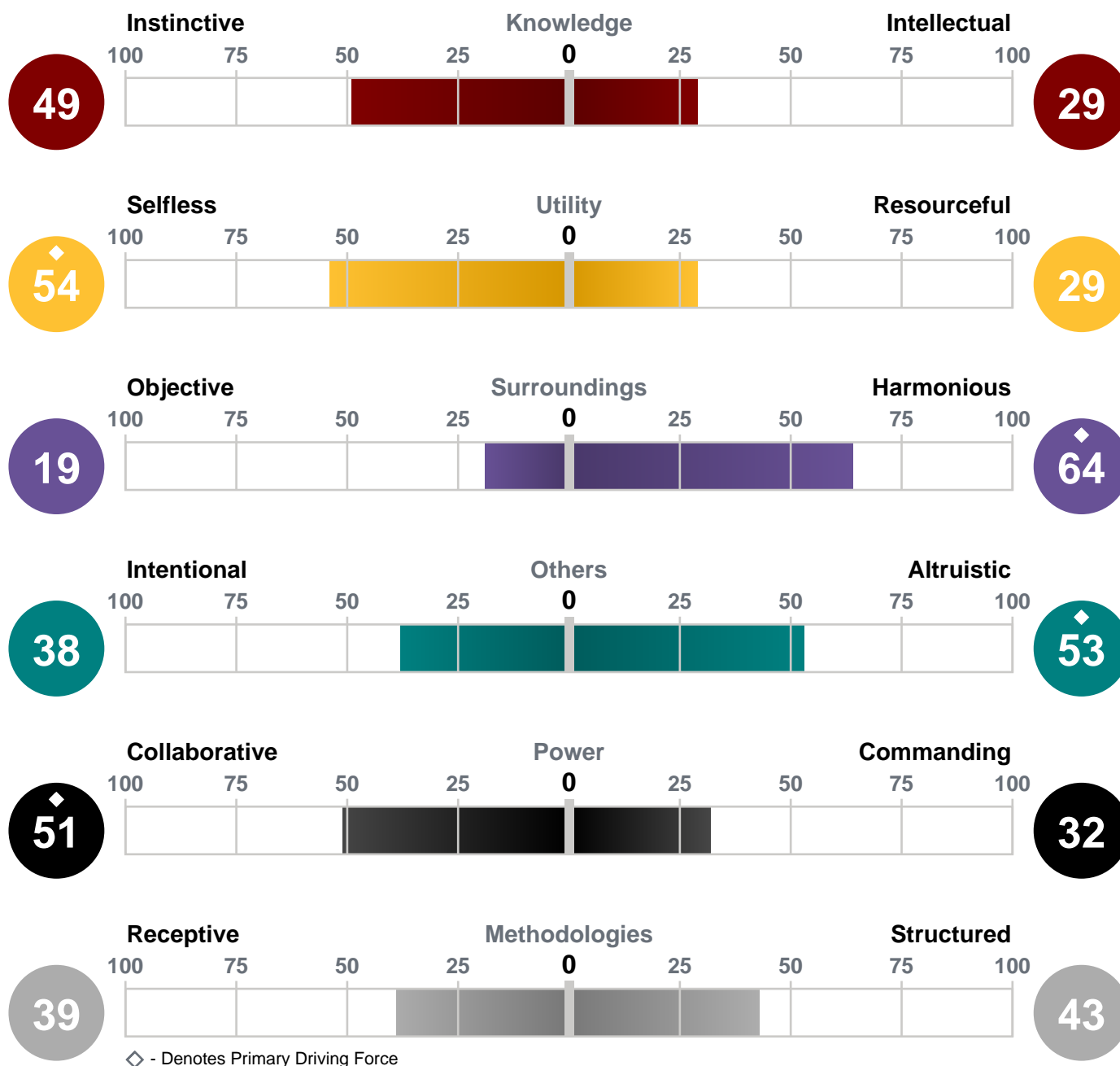
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE 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.

- Decorating her surroundings so they are visually pleasing is enjoyable for Margaret.
- Form and harmony provide her with an experience to remember.
- Dressing for success comes naturally to Margaret. She enjoys the latest designer clothes when she has the funds to purchase them.
- Margaret looks for and appreciates the beauty in things.
- Margaret uses her aesthetic talent to impress others.

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.

- Margaret is patient and sensitive to others.
- She will have a keen interest in improving society.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- She is generous with her time, talent and resources for those in need.

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.

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

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.

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

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.

- Margaret will not seek knowledge based on curiosity or just for the sake of knowledge.
- Margaret will use an instinctual approach to problem solving.
- Margaret can be turned off by people who talk about things in detail if she has no interest in the subject.
- Margaret will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- For Margaret, personal experiences are a key factor in decision making.
- She will attempt to take the practical approach and not over-analyze the process.
- When required, Margaret will seek knowledge to better understand a particular situation.
- Margaret will only read books that relate to her chosen field or special interests.

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.

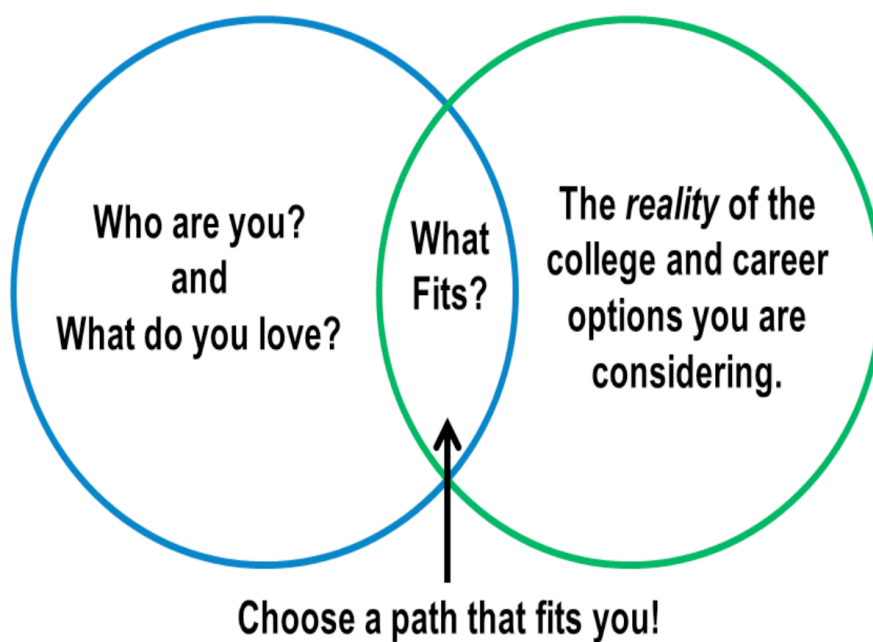
- Margaret will accept her financial situation and not strive to change it.
- There is not a tremendous need for Margaret to have great sums of money.
- Overemphasizing the value of money will bore Margaret and turn her off.
- Money and material possessions are not a high priority for Margaret.
- She is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Margaret will seek a comfort level in her standard of living and try to maintain that level.
- Margaret 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.
- Margaret will use her money to satisfy her true motivation.
- Margaret will not use money as a scorecard to impress others.

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Botany
Dance
Information Technology
Library Science
Music Composition
Music Performance
Performing Arts, Theatre
Philosophy, Religious Studies
Photography and Studio Art
Theology
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Career and Technical

Carpentry
Chef, Food Preparation
Dental Assistance
Drafting
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Environment, Conservation and Sustainability
Graphic Design
Nonprofit Management
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science

Other Career Paths

Ministry

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
27-2031	4 & exp	Dancer
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-1012	4+	Landscape Architect

NEXT STEPS: POSSIBLE CAREER IDEAS

17-1011	4+	Architect, Except Landscape & Naval
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
47-2031	3-4	Carpenter
47-2141	2-4	Painter, Construction & Maintenance
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
41-2031	2	Retail Salesperson

NEXT STEPS: POSSIBLE CAREER IDEAS

39-9032	2	Recreational Worker
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
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
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
51-3011	HS	Baker
49-9042	HS	Maintenance and Repair Worker, General
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

NEXT STEPS: POSSIBLE CAREER IDEAS

STUDY TIPS

- Quiz yourself and others about ideas you are learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study in groups of two or more.
- Study or review notes before each class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Try new ways of learning.
- Set realistic goals.
- Study and review notes just before class starts.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.

Strengths

Steady, consistent and balanced member of the team.

Accommodating team member that brings balance to the organization.

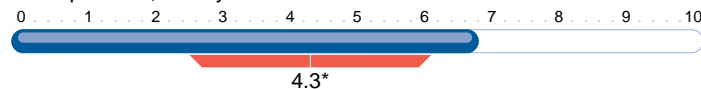
Able to be a strong listener, who can become a lifelong friend.

Accommodating and pleasing others is one of her natural talents.

Will convey optimism for new ideas.

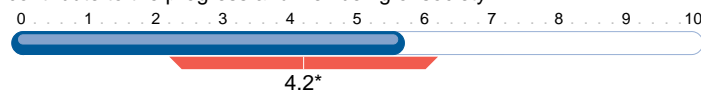
Motivators

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



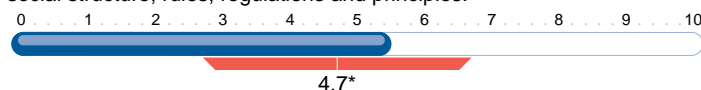
6.8

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



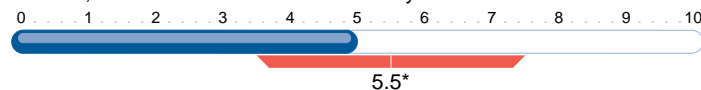
5.7

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



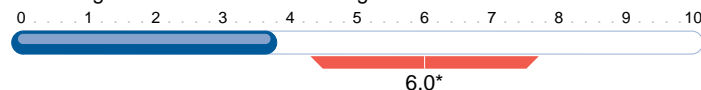
5.5

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



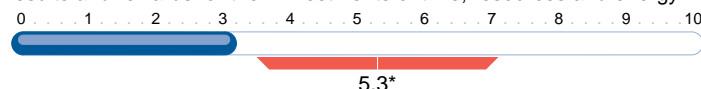
5.0

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

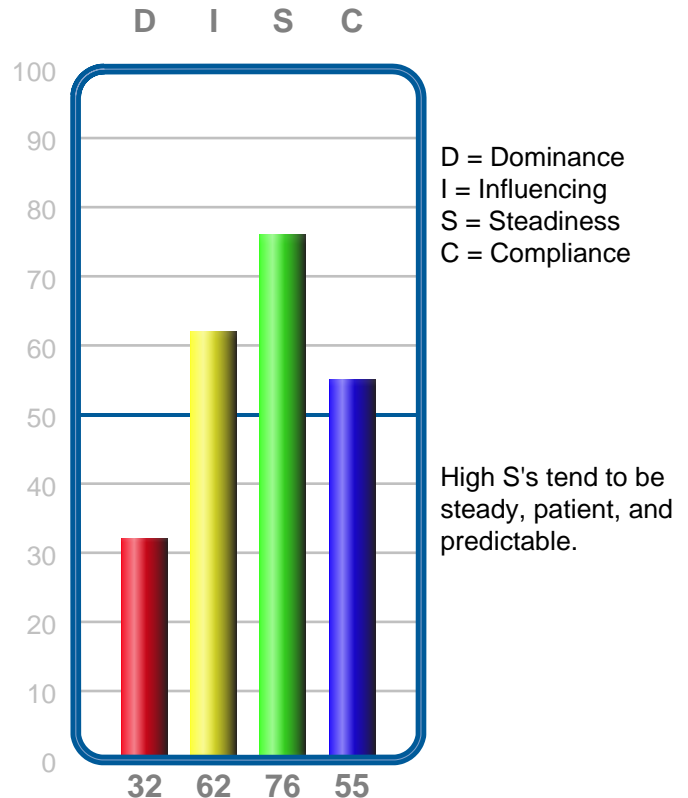


3.8

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



3.2



Value to a Team

Dependable team player.

Adaptable.

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

Builds good relationships.

Patient and empathetic.

People-oriented.