

Alexandra Garcia
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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.

Alexandra prefers doing the job right the first time, rather than taking shortcuts that may lessen the quality of work. She sees it as the efficient way of task completion. She is good at work that requires attention to detail and accuracy. Once Alexandra has started a project, she dislikes interruptions. She is task-oriented; however, she can still maintain good working relationships with others as long as they share her concern for excellence. Alexandra may have a low trust level of others. She keeps her equipment in good working order and likes others who also use the equipment to share the same concern. She can be characterized by her creativity and attention to quality and detail. Her aggressiveness is tempered by her sensitivity to quality work. This is a positive strength of Alexandra's, and others appreciate this tendency. Alexandra may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly. She can overanalyze a problem which tends to slow down the decision-making process.

Alexandra is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She is skilled at observing and collecting data on different subjects. If she has a real passion for a given subject, she will read and listen to all the available information on the subject. She uses data and facts to support the big decisions, because it makes her feel more confident that her decisions are correct. Because she knows that she can rely on the "tried and true," Alexandra places high value on tradition and traditional things. Alexandra usually judges others by the quality of their work. She may find it difficult to recognize others' strengths, if their work does not meet her high standards. She tends to become bogged down in details. She may accumulate so much data that the details overwhelm her. She takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She has an acute awareness of social, economic and political implications of her decisions.

Alexandra is intuitive and is able to ask good questions in order to get the critical, complete information she seeks. 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 enjoys analyzing the motives of others. This allows her to develop her intuitive skills. She is usually soft-spoken, but her demeanor may be deceptive to those who work with her. She may possess strong and unwavering convictions that are not always apparent to others. Alexandra does not seek confrontation, but if she is confronted, she will present her case with enough supportive data that she will probably win. She has a low trust level with strangers. This becomes apparent when she asks specific and perhaps blunt questions. Because Alexandra wants to be certain she is performing her work assignments correctly, she enjoys working for a manager who explains what is expected of her. People who show up early or late for appointments may upset her, since her work plans are disrupted. Alexandra makes an agenda and sticks to it.



STYLE: YOUR STYLE

others not change it.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always concerned about quality work.
- Defines, clarifies, gets information, criticizes and tests.
- Comprehensive in problem solving.
- Accurate and intuitive.
- Objective and realistic.
- Maintains standards.
- Objective--"The anchor of reality."
- Conscientious and steady.
- Always looking for logical solutions.

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.

- Yield her position to avoid controversy.
- Fail to tell others where she stands on an issue.
- Prefer not to verbalize feelings unless in a cooperative and noncompetitive environment.
- Appear somewhat aloof and cool to the emotional appeal of others.
- Be bound by procedures and methods--especially if she has been rewarded for following these procedures.
- Get bogged down in details and use details to protect her position.
- Be critical of any approach that is not regarded as purely logical or factual (to her standards).
- Hesitate to act without precedent.
- Be defensive when threatened and use the errors and mistakes of others to defend her position.

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.

- Respect her quiet demeanor.
- Give her time to verify reliability of your actions; be accurate, realistic.
- Make an organized contribution to her efforts, present specifics and do what you say you can do.
- Keep at least three feet away from her.
- Use expert testimonials.
- Provide solid, tangible, practical evidence.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.
- Give her time to analyze the data before making a decision.
- Use the proper buzz words that are appropriate to her expertise.
- Be prepared with the facts and figures.
- Have the facts in logical order.

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.

- Say "trust me"--you must prove it.
- Overuse gestures.
- Pretend to be an expert, if you are not.
- Make statements you cannot prove.
- Use gimmicks or clever, quick manipulations.
- Be redundant.
- Overuse emotion.
- Dillydally, or waste time.
- Use testimonies of unreliable sources; don't be haphazard.
- Rush the decision-making process.
- Use high speed, intense inputs.
- Use inappropriate buzz words.

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.

- Asks many questions to find the correct answers.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Will care for others while holding people accountable.
- Anticipates challenges within the process in order to help people succeed.
- Good listener when being presented with accurate facts and figures.
- Great at retrieving information for decision makers she trusts.
- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.

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.

- Can be defensive when hard facts are questioned.
- May be seen as a procrastinator due to her desire for all information and fear of making a mistake.
- Sets unwanted rules for others, but does so for their own good.
- A desire to help is preceded with a tendency to over correct.
- May withhold sharing of knowledge to meet her security needs.
- Struggles in adapting to new situations without preparation.
- May not always stand up for oneself or others.
- Struggles with delivering a tough message, even if it's to the person's benefit.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- An environment where she can use her intuitive thinking skills.
- A forum to demonstrate the ability to gather facts and information.
- The ability to return to the table with more information in order to present the case.
- Work on a team that has common interests and desires.
- Provide functional and useful ways to help others achieve and win.

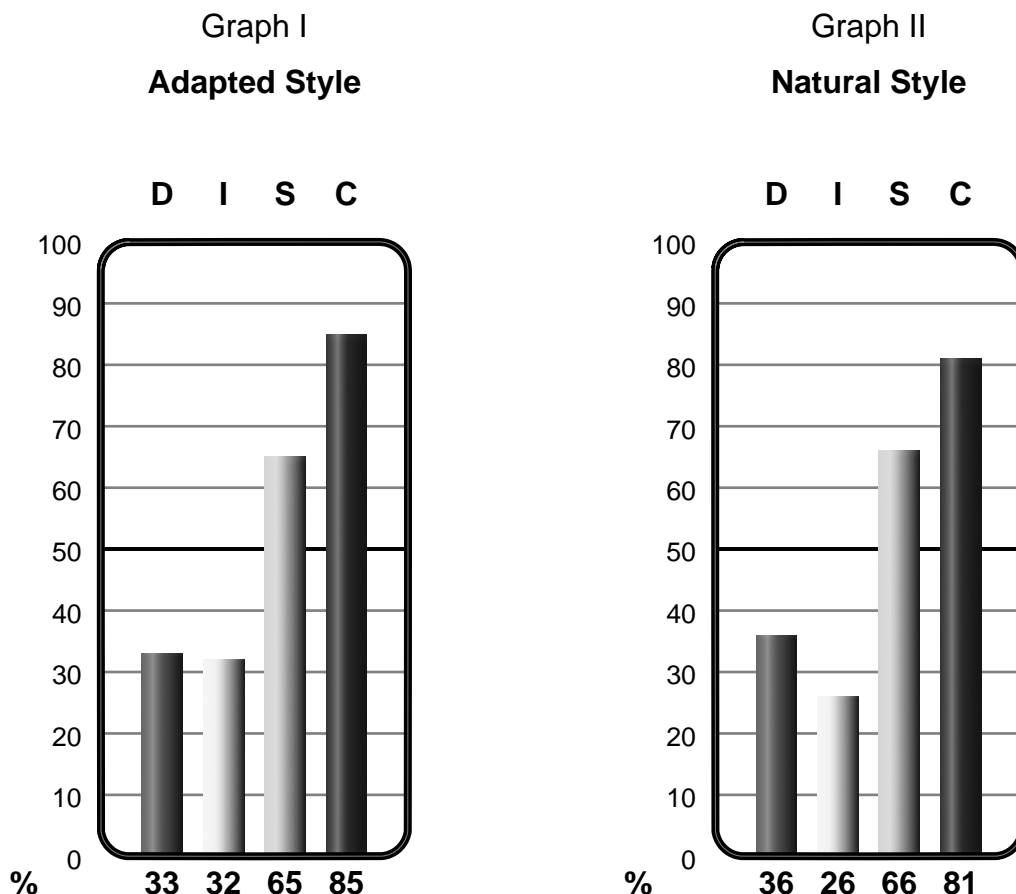
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Limited exposure to new procedures.
- Time to adjust to change.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- Access to all necessary information and instruction manuals in order to do things right.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Accountability for the desired humanitarian outcomes.

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:

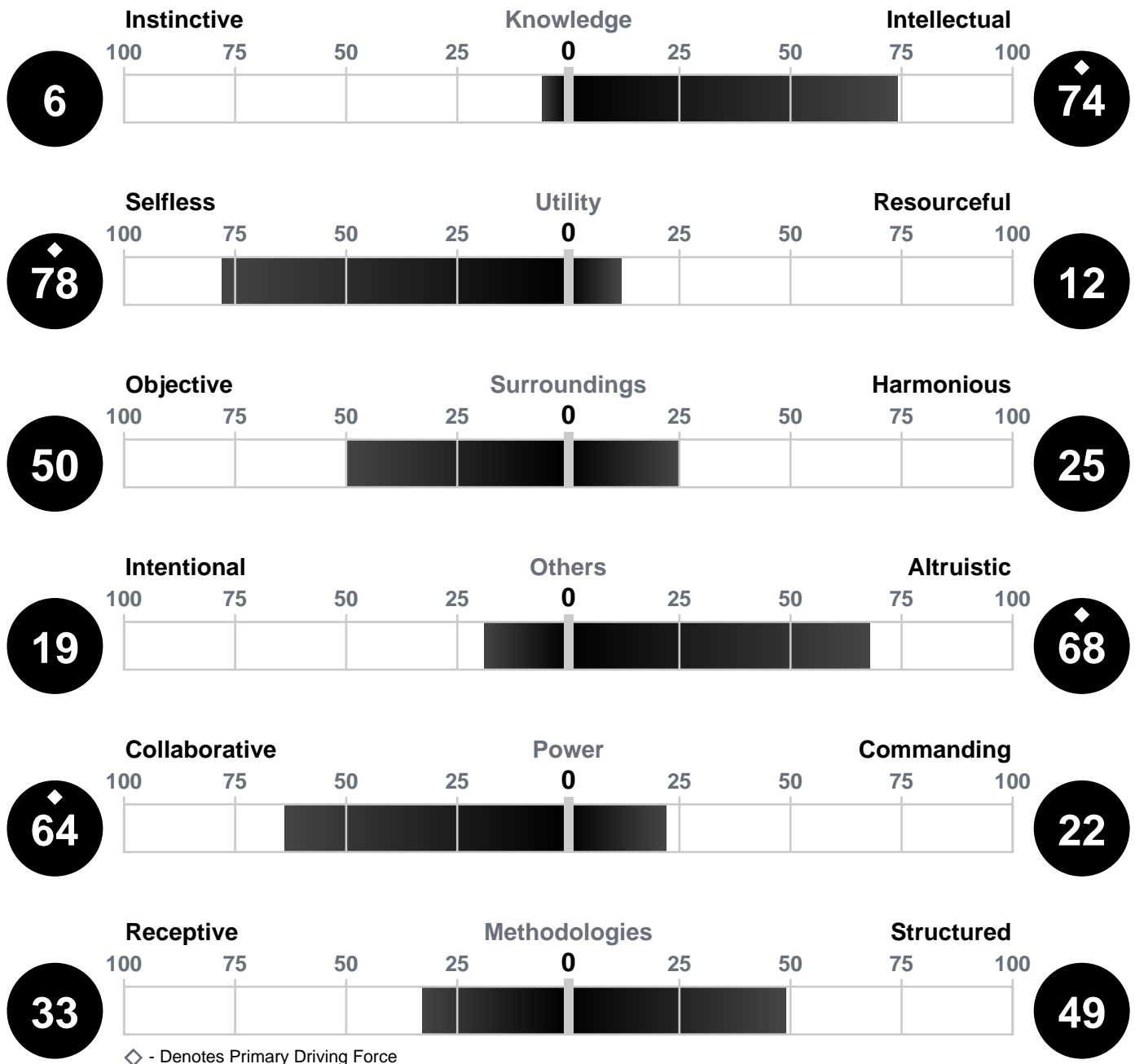
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

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 her concerns.
- She is generous with her time, talent and resources for those in need.
- Alexandra is patient and sensitive to others.
- Saying "no" is difficult when others need her time or talent.
- She believes charities should be supported.
- Alexandra will be generous with time, research and information on social problems.
- She will have a keen interest in improving society.

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.

- Alexandra at times will evaluate others based on her rules for living.
- Alexandra lets her conscience be her guide.
- Alexandra 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 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.
- 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.
- Alexandra may desire fine things for her spouse or family members.
- At times Alexandra will look for the beauty in all 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.

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

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.

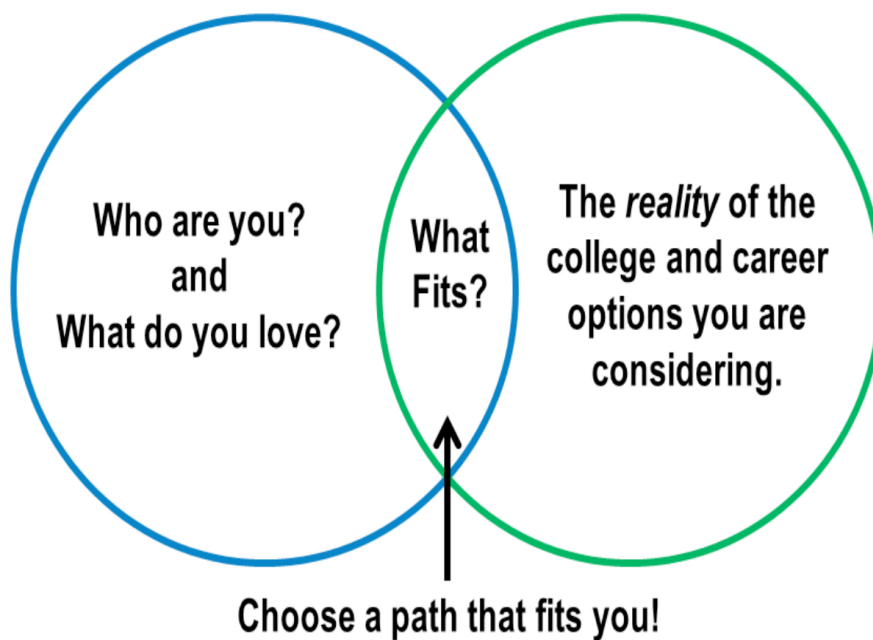
- Alexandra will not be swayed or motivated by what she feels are excessive material goals.
- There is not a tremendous need for Alexandra to have great sums of money.
- Money and material possessions are not a high priority for Alexandra.
- Financial security is not a necessity, but a long-term goal.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

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

Anthropology
Archaeology
Astronomy
Biochemistry, Biophysics
Biology
Botany
Chemistry
Ecology
English
Geography
Geology, Earth Sciences
History
Language Study
Linguistics
Microbiology
Neuroscience
Paleontology
Philosophy, Religious Studies
Theology

Career and Technical

Speech and Language Pathology

Engineering

Bio Engineering
Chemical Engineering
Civil Engineering

Environmental, Agriculture and Food

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

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environment, Conservation and Sustainability
Medical Ethics
Nutrition and Diet Science
Renewable Energy

Health Sciences

Clinical Research

Other Career Paths

Military Service

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
29-1131	4+	Veterinarian
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
29-1021	4+	Dentist
29-1011	4+	Chiropractor
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
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
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
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist

NEXT STEPS: POSSIBLE CAREER IDEAS

19-1022	4+	Microbiologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3061	4+	Purchasing Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
43-3061	4	Procurement Clerk
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3021	4	News Analyst
27-1024	4	Graphic Designer
25-2021	4	Teacher, Elementary
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor

NEXT STEPS: POSSIBLE CAREER IDEAS

17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
15-1021	4	Computer Programmer
13-2053	4	Insurance Underwriter
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
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
31-2022	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
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

11-3051	2	Industrial Production Manager
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-2111	HS	Electrician
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4121	HS	Library Assistant, clerical
43-4011	HS	Brokerage Clerk
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Asks many questions to find the correct answers.

Defines and clarifies procedures clearly by having and providing necessary information.

Will care for others while holding people accountable.

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

Good listener when being presented with accurate facts and figures.

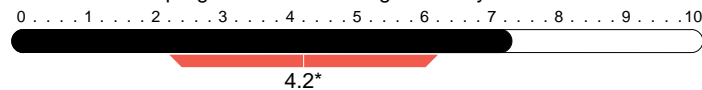
Motivators

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



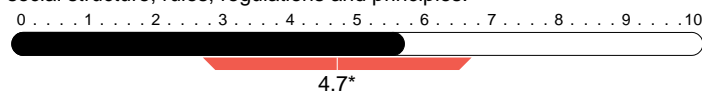
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



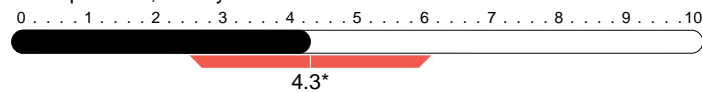
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



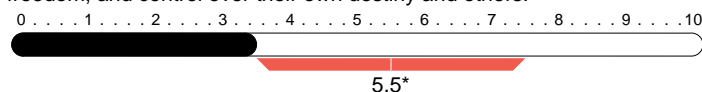
5.7

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



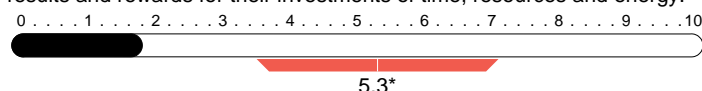
4.3

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

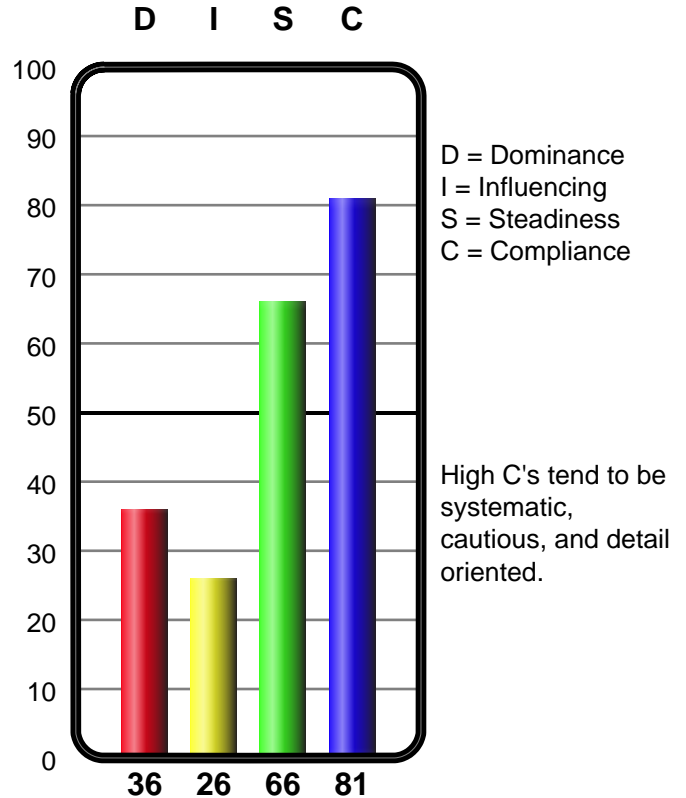


3.5

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



1.8



Value to a Team

Can make decisions without getting emotionally involved.

Proficient and skilled in her technical specialty.

Defines, clarifies, gets information, criticizes and tests.

Suspicious of people with shallow ideas.

Always concerned about quality work.

Maintains standards.