

isabel quintero
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.

isabel is usually steady, easygoing and relaxed. When the time is right, isabel can stand up aggressively for what she believes. She has great abilities to concentrate on details. This concentration may be intense. At times she can be quite skeptical. Others may misinterpret this strength as a negative one, but she is only seeking needed data. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. She likes to start and finish activities. Others who work with her know they can depend on her. At times, isabel would like to slow the world down and cut out some of the activities people want her involved in. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. isabel tends to be incisive and analytical. She likes to develop a routine in both her personal and professional life and will function best when this routine is maintained.

isabel is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She tends to make decisions based on past experiences. She prefers the "tried and true." Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." isabel is persistent and persevering in her approach to achieving goals. 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 needs to gather data and facts in a logical fashion. She may want to think over major decisions before acting. She must be convinced that actions will produce the desired result.

isabel usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. 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! She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. Most people see her as being a considerate and modest person. She probably won't try to steal the spotlight from others. She is more motivated by logic than emotion. To her, logic represents tangible research. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. She remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good listener.
- Turns confrontation into positives.
- Dependable team player.
- People-oriented.
- Good at reconciling factions--is calming and adds stability.
- Consistent and steady.
- Works for a leader and a cause.
- Will gather data for decision making.

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.

- Hold a grudge if her personal beliefs are attacked.
- Be dependent on others for decisions, even if she knows she is right.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Dislike change if she feels the change is unwarranted.
- Be defensive when risk is involved--move towards maintaining status quo.
- Underestimate her abilities.
- Not take action against those who challenge or break the rules or guidelines.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- 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.

- Define clearly (preferably in writing) individual contributions.
- Provide a friendly environment.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Use scheduled timetable when implementing new action.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep conversation at discussion level.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Give her time to ask questions.
- Limit your use of gestures.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Provide solid, tangible, practical evidence.
- Look for hurt feelings or personal reasons if you disagree.
- Take your time and be persistent.

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.

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Offer assurance and guarantees you can't fulfill.
- Be vague; don't offer opinions and probabilities.
- Be haphazard.
- Talk in a loud voice or use confrontation.
- Make promises you cannot deliver.
- Rush her in the decision-making process.
- Rush headlong into business or the agenda.
- Be domineering or demanding; don't threaten with position power.
- Overuse emotions.
- Use testimonies from unreliable sources.
- Overuse gestures.
- Manipulate or push her into agreeing because she probably won't fight back.

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.
- Great at retrieving information for decision makers she trusts.
- Good listener when being presented with accurate facts and figures.
- Brings a good mixture of procedure orientation and creativity.
- Lets her work demonstrate her uniqueness, rather than talking about herself.
- Wants to know everything about the process, which leads to high standards and results.
- Her desire to learn more allows processes to become more effective.

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.
- Has difficulty in establishing priorities regarding her feelings.
- Struggles in adapting to new situations without preparation.
- May withhold sharing of knowledge to meet her security needs.
- Her process may not always translate to beauty or creativity.
- May feel her view is the only way and not see the subjectivity in her viewpoint.
- Wants a consistent process but constantly looking to make sure it is correct.
- Never enough facts to prove the new theory.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Close relationship with a small group of associates.
- The ability to return to the table with more information in order to present the case.
- Information to support the reasons for change.
- An environment where detail orientation and processes create organizational symmetry.
- An environment where attention to detail in the creative process is rewarded.

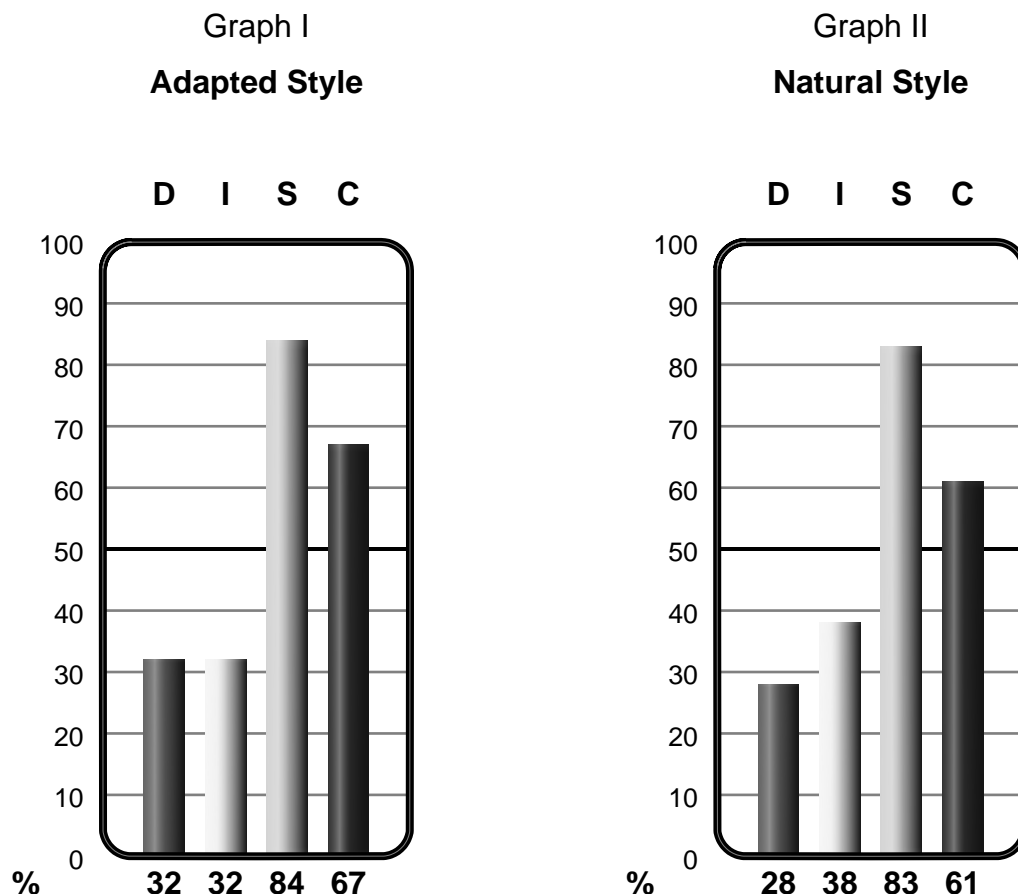
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Safety and security of the situation.
- To be part of a quality-oriented work group.
- Access to all necessary information and instruction manuals in order to do things right.
- An opportunity to methodically layout research and work through the information-gathering process.
- Complete and precise systems and procedures that create a harmonious workplace.
- The opportunity to put systems and processes in place to support the balance and workings of the organization.

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:

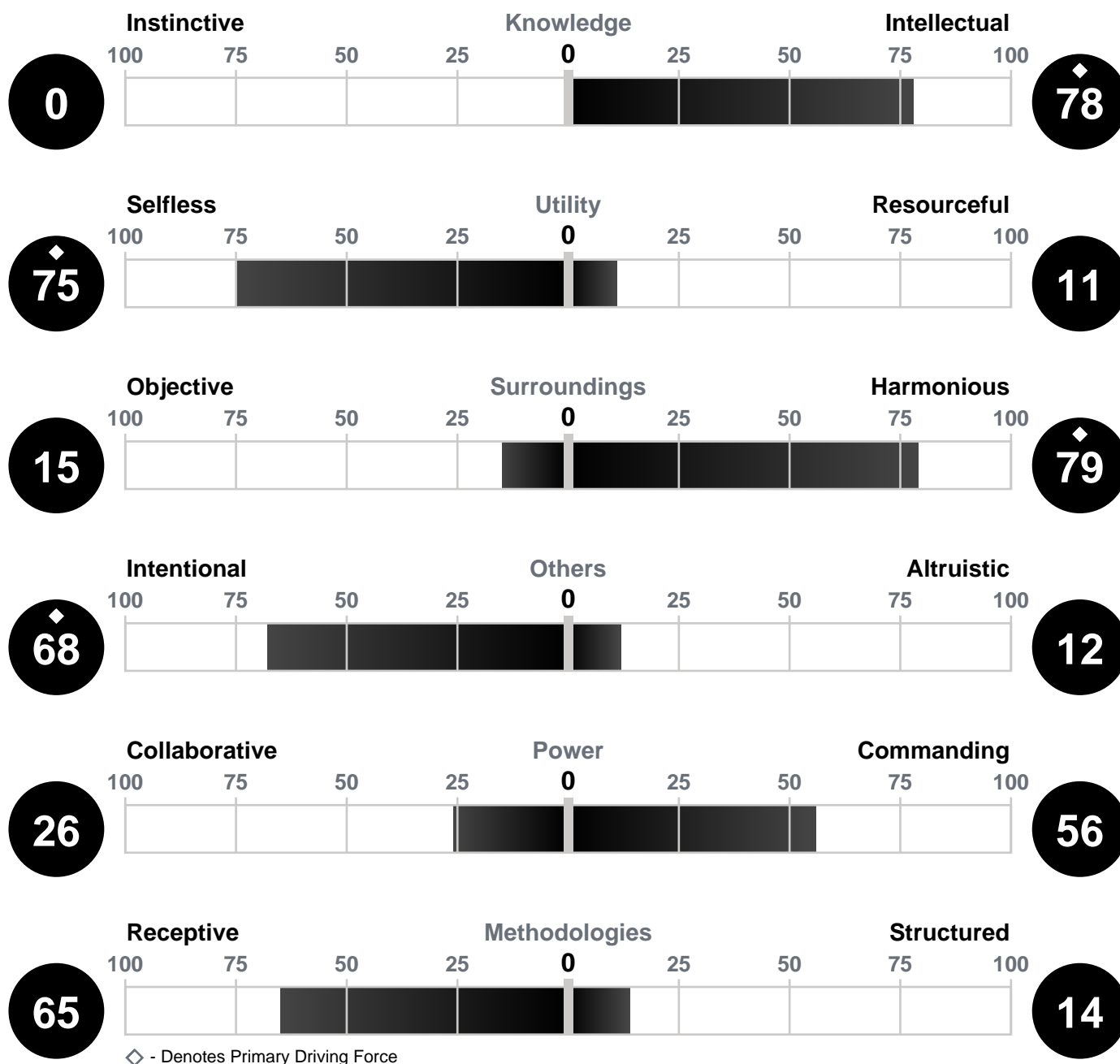
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She is in tune with her inner feelings and likes surroundings that compliment these feelings.
- She will enjoy the more traditional form of beauty as compared to the abstract.
- isabel seeks self-realization and fulfillment.
- Looking good and feeling good is one of her goals.
- isabel is interested in studying and appreciating the totality of a situation.
- isabel will have a strong interest in preserving our natural resources and will probably practice conservation.
- Being recognized for creativity is the highest form of achievement for her.
- Creativity is only limited by external, not internal boundaries.

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.

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

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 isabel can be very competitive.
- isabel can be assertive in meeting her needs.

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- isabel lets her conscience be her guide.
- isabel needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- isabel at times will evaluate others based on her rules for living.
- 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 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.

- isabel is willing to help others if they are working as hard as possible to achieve their goals.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- isabel will be torn if helping others proves to be detrimental to her.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- isabel's passion in life will be found in one or two of the other dimensions discussed in this report.

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.

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

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

Archaeology
Architecture
Art History
Astronomy
Audio Engineering
Biochemistry, Biophysics
Biology
Botany
Chemistry
Composition, Writing
Creative Writing
Ecology
English
Geography
Geology, Earth Sciences
History
Interior Design
Language Study
Linguistics
Literature Studies, Classics
Mathematics, Applied Math
Microbiology
Music Composition
Music Performance
Neuroscience
Paleontology
Photography and Studio Art
Quantitative Analysis
Statistics
Web Design, Web Administration

Career and Technical

Carpentry

Engineering

Chemical Engineering
Environmental Engineering
Nuclear Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

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

Evolving Opportunities

Computer Graphics, Animation
Graphic Design
Nutrition and Diet Science
Videography

Health Sciences

Clinical Research

Other Career Paths

Publishing

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
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
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
17-2171	4+	Petroleum Engineer
17-2141	4+	Mechanical Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

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
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
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
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-3021	4	News Analyst
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
17-3031	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
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1031	4	Computer Software Engineer, Applications
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Est

NEXT STEPS: POSSIBLE CAREER IDEAS

13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
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
17-3025	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
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
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
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
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
51-3011	HS	Baker
47-2131	HS	Insulation Worker

NEXT STEPS: POSSIBLE CAREER IDEAS

47-2121	HS	Glazier
47-2111	HS	Electrician
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
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Set realistic goals.
- Study or review notes before each class starts.
- Try new ways of learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Identify the time of day you feel best and try to fit studying into these hours.
- Don't let others intrude upon your study time.
- Ask questions about things for which you are unsure.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Quiz yourself and others about ideas you are learning.
- Set goals which challenge your abilities.

Strengths

Steady, consistent and balanced member of the team.

Accommodating team member that brings balance to the organization.

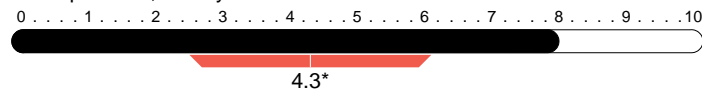
Great at retrieving information for decision makers she trusts.

Good listener when being presented with accurate facts and figures.

Brings a good mixture of procedure orientation and creativity.

Motivators

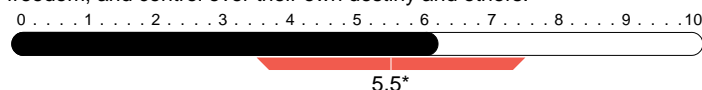
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



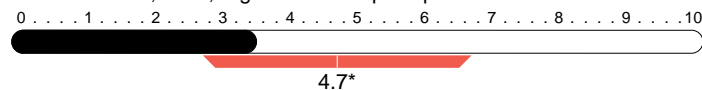
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



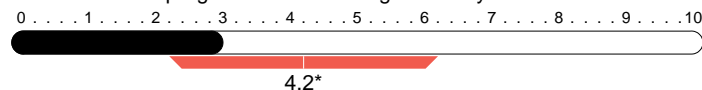
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



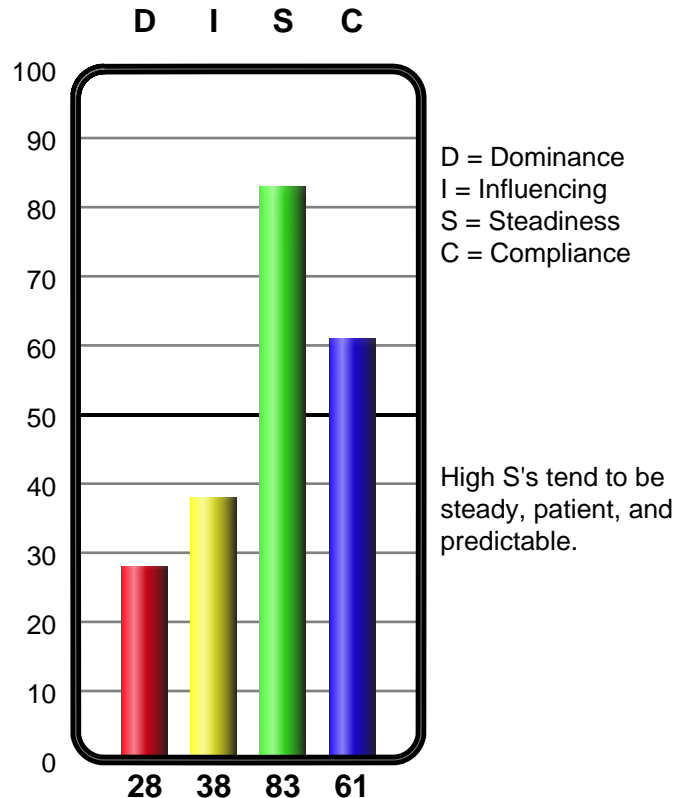
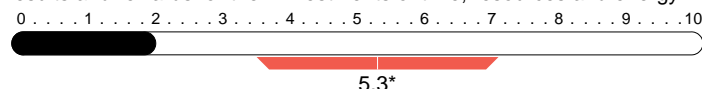
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Dependable team player.

Adaptable.

People-oriented.

Respect for authority and organizational structure.

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

Works for a leader and a cause.