

**marcos ortega**  
10-12-2016



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### MORE THAN A SCORE

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

### THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

## STYLE: YOUR STYLE

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

marcos can be motivated through teamwork. He likes to know he is a valued team member. He is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. He does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. marcos requires many good reasons, as well as the benefits involved, before agreeing to making changes. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. Patience, control and deliberateness characterize his usual behavior. He tends to build a close relationship with a relatively small group of associates. When the time is right, marcos can stand up aggressively for what he believes. marcos' flexibility will allow him to fit into almost any environment.

marcos finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. He is persistent and persevering in his approach to achieving goals. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Making plans and following those plans is important to him.

marcos likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He likes a friendly, open style of communication. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. marcos will be open with those he trusts; however, reaching the required trust level may take time. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.
- Service-oriented.
- Respect for authority and organizational structure.
- Will gather data for decision making.
- Flexible.
- People-oriented.
- Concerned about quality.

## 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.*

- Be dependent on others for decisions, even if he knows he is right.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.
- Hold a grudge if his personal beliefs are attacked.
- Not take action against those who challenge or break the rules or guidelines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.

## STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

*This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Give him time to ask questions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide solid, tangible, practical evidence.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide a friendly environment.
- Be prepared.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Define clearly (preferably in writing) individual contributions.
- Use scheduled timetable when implementing new action.
- Support your communications with correct facts and data.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.

## 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.*

- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Give your presentation in random order.
- Debate about facts and figures.
- Use testimonies from unreliable sources.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Patronize or demean him by using subtlety or incentive.
- Be haphazard.
- Make promises you cannot deliver.
- Rush him in the decision-making process.

## 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.*

- Accommodating and pleasing others is one of his natural talents.
- Strong supporter, therefore, always willing to help.
- When stability is established, he can become entrepreneurial.
- Supports a leader and a cause.
- Great at generating excitement in others and getting people on board.
- Always willing to offer his time and perspective.
- Tends to be futuristic and entrepreneurial in attaining results.
- Brings enthusiasm to practical situations.

## STYLE: SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- May have difficulty correcting others as he wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- Could miss out on opportunities by not acting swiftly.
- Has trouble making difficult decisions that affect others.
- High trust and a desire to help could lead to being taken advantage of.
- Efficiency is diminished with small talk.
- May not recognize increased risk associated with bigger rewards.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- A manager that brings people and excitement into the act of doing business.
- Where protection of the organization's bottom-line is rewarded and valued.
- An environment where interacting with others in an effort to help each person is rewarded.
- Ability to achieve results through the interaction with and helping of others.

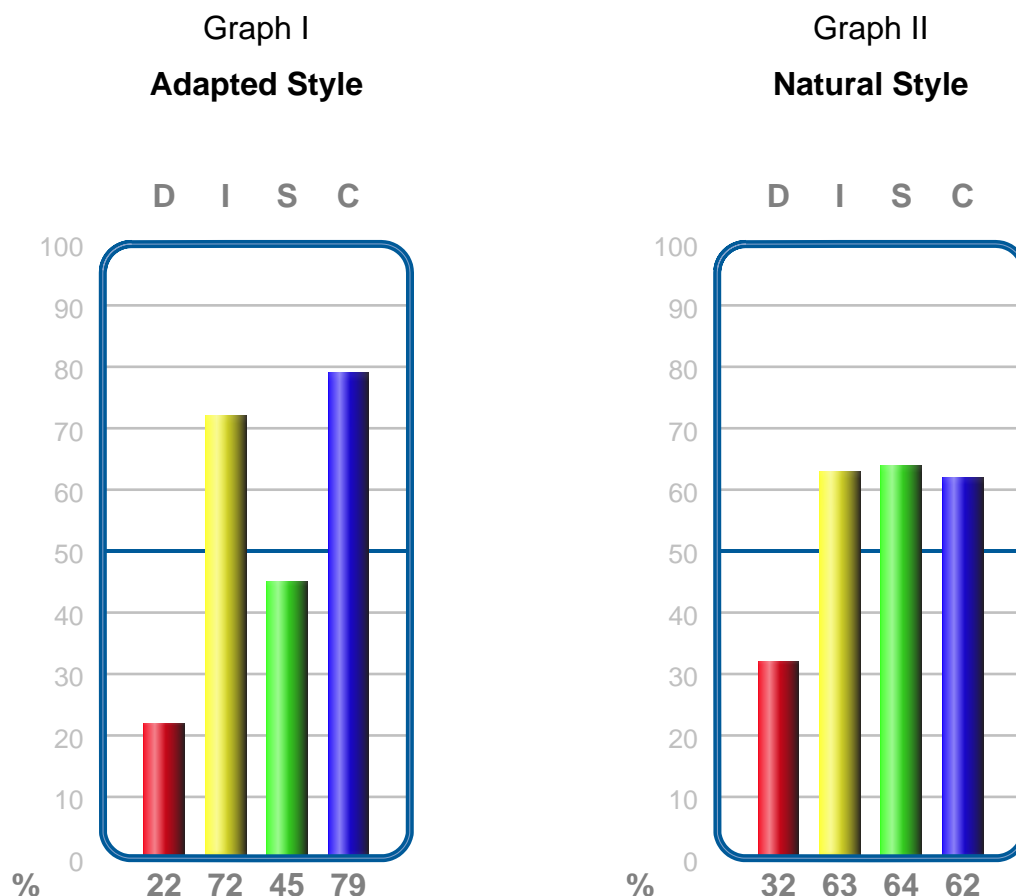
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Freedom to talk and participate on the team.
- To be the spokesperson for team and organizational accomplishments.
- Time to prove the process for achieving return on investment.
- To be a part of the team that contributes to causes and helping others.
- An opportunity to express how he can improve society.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

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

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

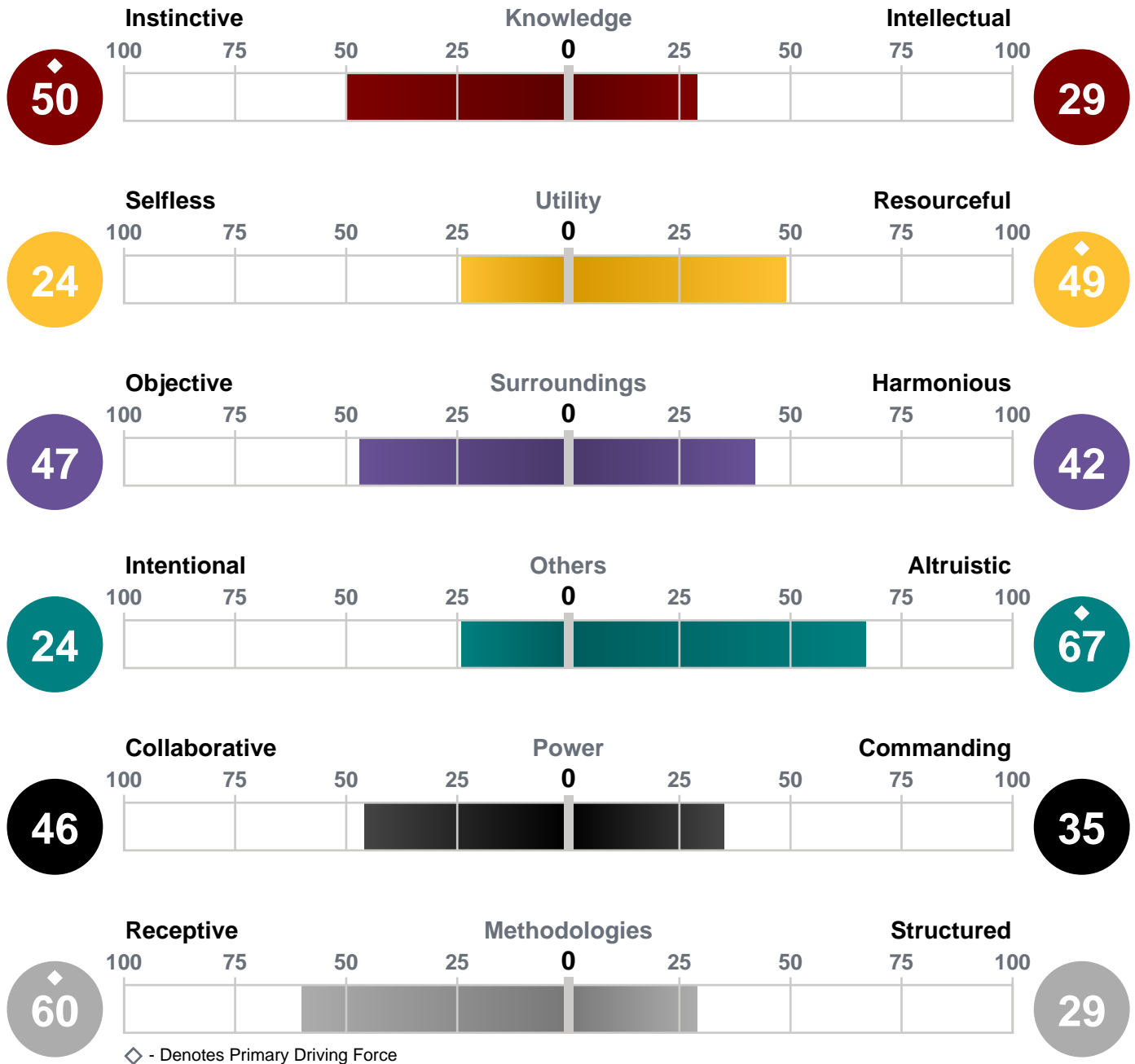
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

## DRIVING FORCES GRAPH

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



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

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

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

## 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.*

- He will work long and hard to satisfy his needs.
- He may use wealth as a yardstick to measure his work effort.
- marcos is good at achieving goals.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He evaluates things for their utility and economic return.
- marcos tends to give freely of time and resources, but will want and expect a return on his investment.

## 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.*

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

## 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.*

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

## 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.*

- Unpleasant surroundings will not stifle his creativity.
- marcos is not necessarily worried about form and beauty in his environment.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- He wants to take a practical approach to events.
- Intellectually, marcos can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- marcos' passion in life will be found in one or two of the other motivators discussed in this report.

## 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.*

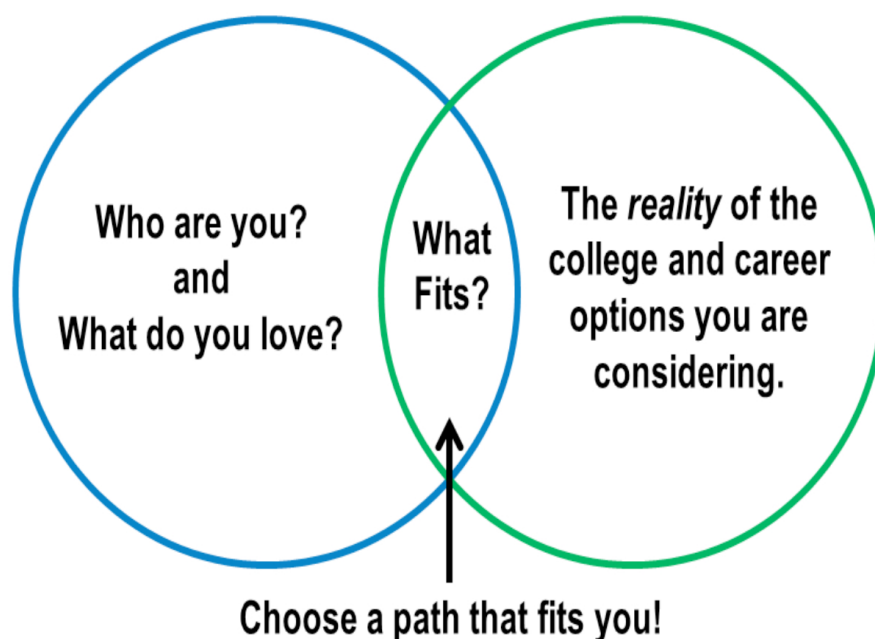
- Traditions will not place limits or boundaries on marcos.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- In many cases, marcos will want to set his own rules which will allow his own intuition to guide and direct his actions.
- marcos' passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate marcos because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will work within a broadly defined set of beliefs.
- marcos can be creative in interpreting other systems or traditions and selective in applying those traditions.

## NEXT STEPS: CHOOSE A PATH

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

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

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



### COMING SOON...

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

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

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

### Arts and Sciences

Audio Engineering  
Composition, Writing  
Criminology, Forensics  
Film and Television Production  
Information Technology  
Interior Design  
International Studies and Relations  
Library Science  
Photography and Studio Art  
Political Science  
Web Design, Web Administration

### Business

General Management  
Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Building Inspector  
Carpentry  
Chef, Food Preparation  
Dental Assistance  
Drafting  
Electrician  
Emergency Medical Technician  
Health Aide, Medical Assistance  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Vehicle Maintenance and Repair  
Welding

### Engineering

Civil Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Environmental, Agriculture and Food

Agriculture and Farming  
Culinary Science  
Landscape Architecture  
Plants and Horticulture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Environment, Conservation and Sustainability  
Medical Ethics  
Multimedia, Digital Communications  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Hospital and Health Administration  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Pharmaceutical  
Pre-Dental  
Pre-Ophthalmology  
Psychology



## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Other Career Paths

Apparel Fashion  
Camp Operations  
Child Care, Family Services  
Fitness and Exercise Science  
Military Service  
Personal Care Technician  
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
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
29-1041	4+	Optometrist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
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
19-2012	4+	Physicist
17-2131	4+	Materials Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3012	4	Electrical & Electronic Drafter
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
25-2011	2+	Teacher, Preschool
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
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)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-4051	HS	Highway Maintenance Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
43-3011	HS	Bill and Accounts Collector
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
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Accommodating and pleasing others is one of his natural talents.

Strong supporter, therefore, always willing to help.

When stability is established, he can become entrepreneurial.

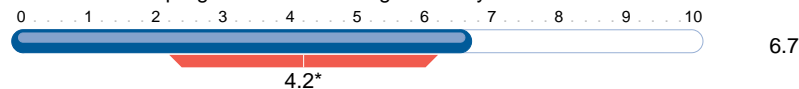
Supports a leader and a cause.

Great at generating excitement in others and getting people on board.

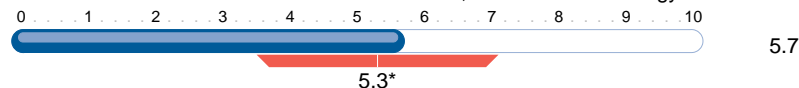
Tends to be futuristic and entrepreneurial in attaining results.

## Motivators

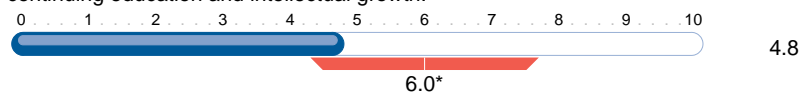
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



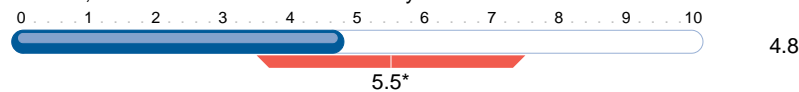
**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



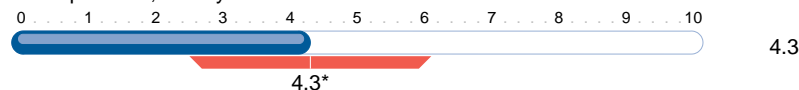
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



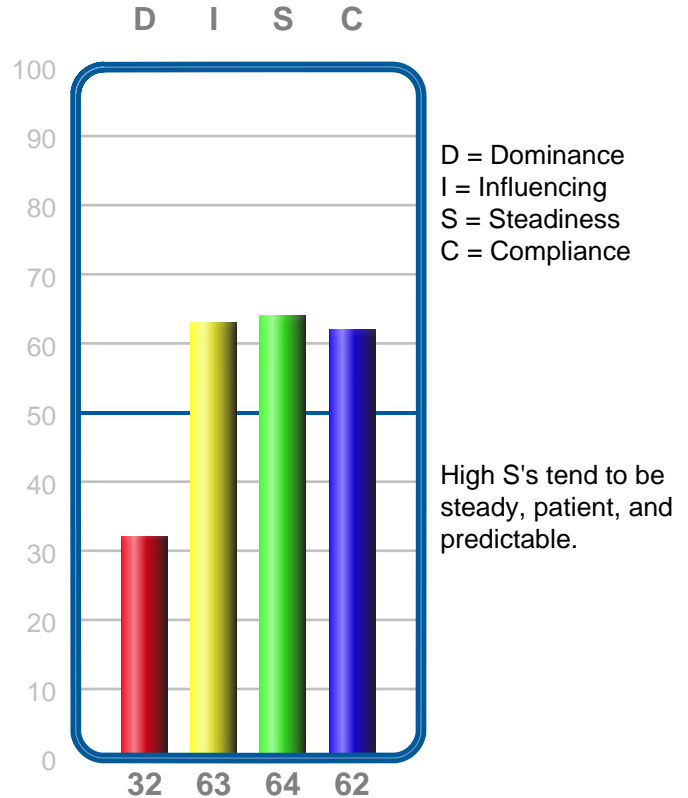
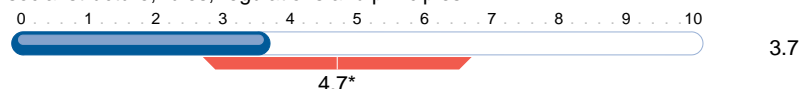
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

Works for a leader and a cause.

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

People-oriented.

Concerned about quality.

Dependable team player.

Respect for authority and organizational structure.