

**andres sanchez**  
10-13-2016



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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.*

andres needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He tends to be incisive and analytical. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. andres tends to build a close relationship with a relatively small group of associates. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He is often seen as practical and objective. andres can be motivated through teamwork. He likes to know he is a valued team member. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion.

andres may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. 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. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He needs to gather data and facts in a logical fashion. andres tends to make decisions based on past experiences. He prefers the "tried and true." Making plans and following those plans is important to him. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. Once he makes a decision, he can be organized in carrying it out.

andres usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He 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 is more motivated by logic than emotion. To him, logic represents tangible research. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. andres remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Patient and empathetic.
- Suspicious of people with shallow ideas.
- Works for a leader and a cause.
- Always looking for the logical solutions.
- Dependable team player.
- Good listener.
- Can make decisions without getting emotionally involved.
- Consistent and steady.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Dislike change if he feels the change is unwarranted.
- Need help in prioritizing new assignments.
- Hold a grudge if his personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not take action against those who challenge or break the rules or guidelines.
- Take criticism of his work as a personal affront.
- 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.*

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Be patient and persistent.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Use the proper buzz words that are appropriate to his expertise.
- Be prepared with the facts and figures.
- Listen to him.
- Look for hurt feelings or personal reasons if you disagree.
- 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.*

- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Say "trust me"--provide him with the answers to his questions.
- Be abrupt and rapid.
- Offer assurance and guarantees you can't fulfill.
- Leave things open to interpretation.
- Overuse emotion.
- Be disorganized.
- Manipulate or push him into agreeing because he probably won't fight back.
- Touch his body when talking to him.
- Patronize or demean him by using subtlety or incentive.

## 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.*

- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.
- Patient with and willing to listen to the feelings of others.
- Accommodating team member that brings balance to the organization.
- Will care for others while holding people accountable.
- Helps others achieve great results through a detailed process.
- Gives clear specific instructions to maintain balance.
- Builds something of form and beauty that structurally will last forever.

## 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 not always stand up for oneself or others.
- Sees change for change's sake as negative for himself and others.
- Dislikes unwarranted change in his environment because of the disruption of balance.
- Has difficulty in establishing priorities regarding his feelings.
- Sets unwanted rules for others, but does so for their own good.
- Wants to help others but also has a desire to police the happenings of the organization.
- Feels a better job could be done if more focus was on the experience of the project.
- While highly in tune to the vibe of a situation, he can come across as absolute.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where he can use his intuitive thinking skills.
- Assignments that can be followed through to completion.
- An environment where detail orientation and processes create organizational symmetry.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- Able to showcase his unique ability to bring people up to speed through caring for others and detail orientation.
- An environment where understanding and appreciating others is rewarded.

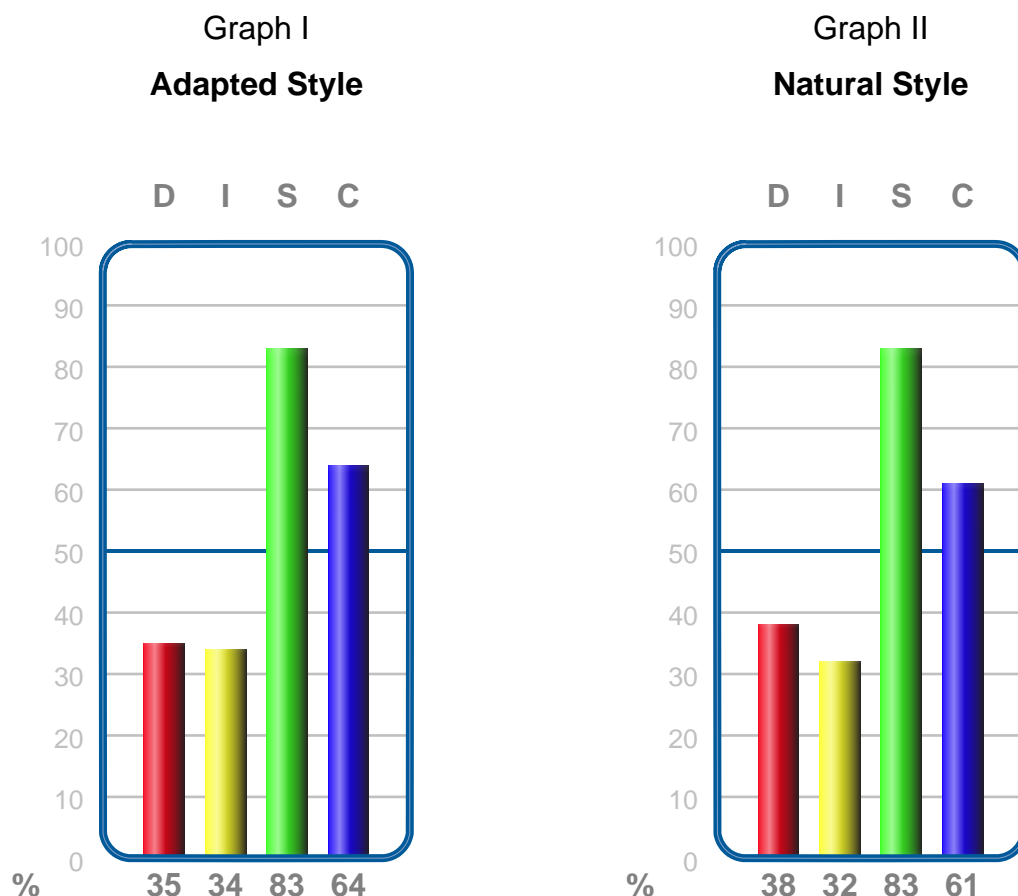
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Operating procedures in writing.
- Instructions so he can do the job right the first time.
- Complete and precise systems and procedures that create a harmonious workplace.
- Management to understand that he will focus on keeping up morale and the balance of the organization.
- The facts and data to be sure all assistance is accurate and compliant with external standards in order to protect the organization.
- Support others in the organization's quest to make a difference.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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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:

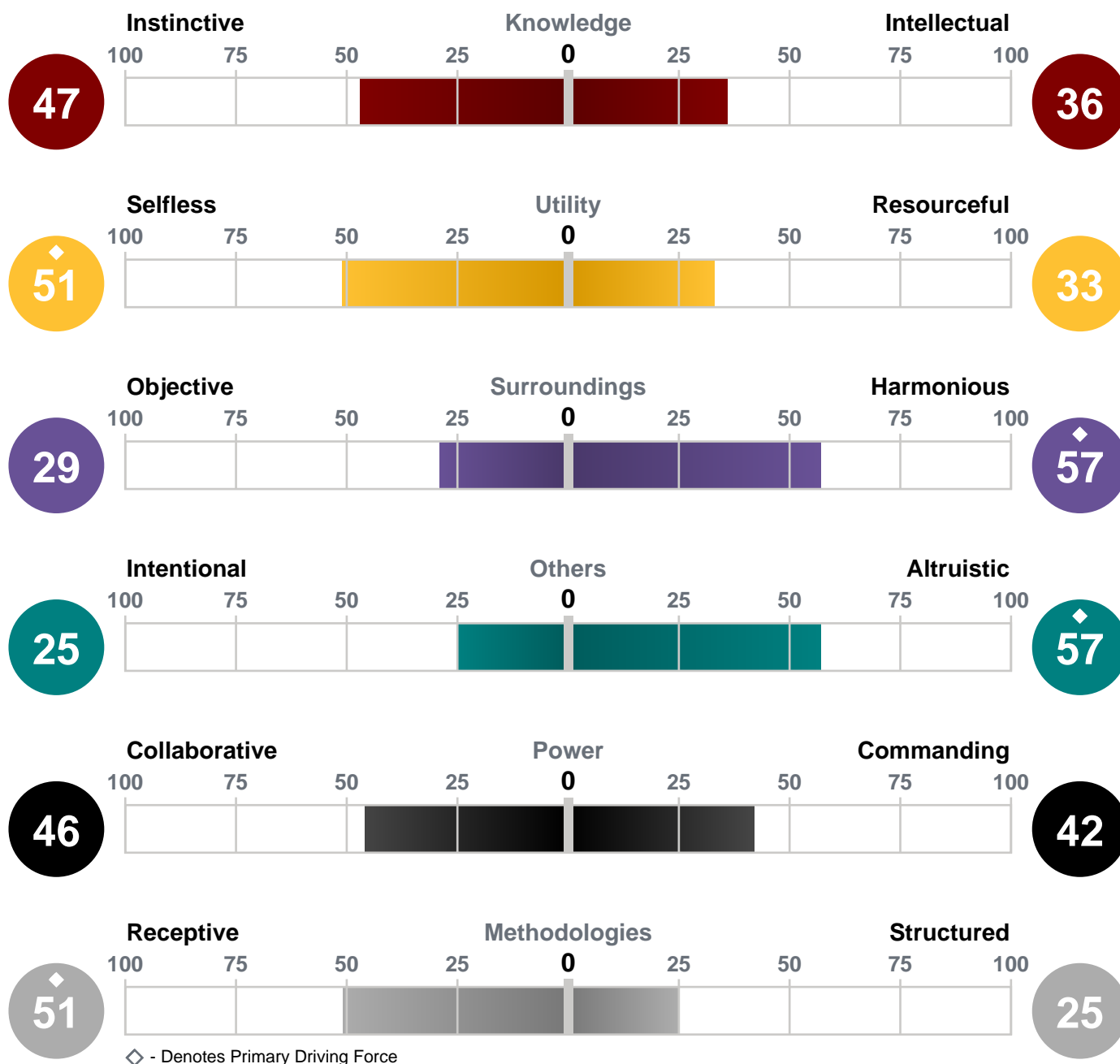
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

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

## 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.*

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

## 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.*

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- At times andres can be very competitive.
- andres can be assertive in meeting his needs.
- 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.

## 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 "traditionalists" 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.*

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

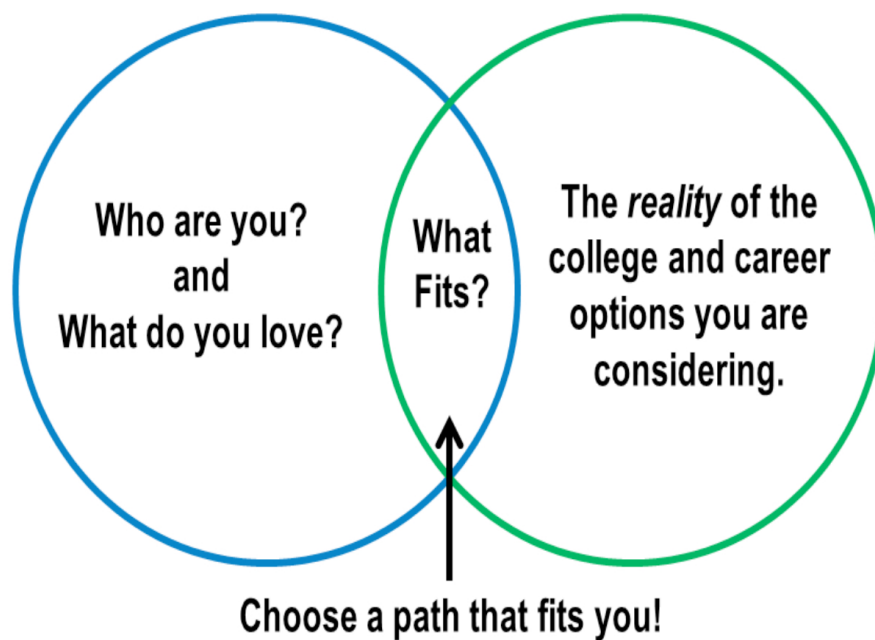
- andres will accept his financial situation and not strive to change it.
- There is not a tremendous need for andres to have great sums of money.
- andres will use his money to satisfy his true motivation.
- andres will not use money as a scorecard to impress others.
- Overemphasizing the value of money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

Architecture  
Composition, Writing  
Education Counselor  
Ethnic, Cultural and Gender Studies  
Humanities  
Information Technology  
Interior Design  
Journalism  
Library Science  
Music Composition  
Music Performance  
Photography and Studio Art  
Sociology  
Urban Studies  
Web Design, Web Administration

### Business

Human Resources, Organizational Development

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Chef, Food Preparation  
Dental Assistance  
Drafting  
Electrician  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Speech and Language Pathology  
Welding

### Engineering

Civil Engineering

### Environmental, Agriculture and Food

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Agriculture and Farming  
Animal Sciences  
Culinary Science  
Landscape Architecture  
Plants and Horticulture

### Evolving Opportunities

Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Diagnostic, Scanning Technician  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Social Work  
Videography

### Health Sciences

Chiropractic Assistance  
Clinical Research  
Hospital and Health Administration  
Human Development and Family Services  
Nursing  
Pharmaceutical  
Pre-Dental  
Pre-Ophthalmology  
Psychology

### Other Career Paths

Child Care, Family Services  
Fitness and Exercise Science  
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
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
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2021	4+	Atmospheric & Space Scientist
19-1042	4+	Medical Scientist, except Epidemiologist

## NEXT STEPS: POSSIBLE CAREER IDEAS

19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2151	4+	Mining & Geological Engineer
17-2111	4+	Health & Safety Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-9121	4+	Natural Science Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3031	4	Surveying & Mapping Technician
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-1041	4	Computer Support Specialist
47-2031	3-4	Carpenter
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator

## NEXT STEPS: POSSIBLE CAREER IDEAS

49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

## STUDY TIPS

- Quiz yourself and others about ideas you are learning.
- Don't listen so critically that you miss the intended ideas.
- Try new ways of learning.
- Listen for ideas and think how they may apply to your future.
- Meditate and think positive thoughts before taking an exam.
- Think positively about each class.
- Study in groups of two or more.
- Plan your study week on Sunday.
- Put words you have trouble spelling on your mirror so you see them daily.
- Break your habit of studying alone and study or share new insights with friends.
- Plan a block of time for studying - take 10-minute breaks every hour.

## Strengths

Wants to methodically solve people-related problems that benefit the greater good.

Strong supporter, therefore, always willing to help.

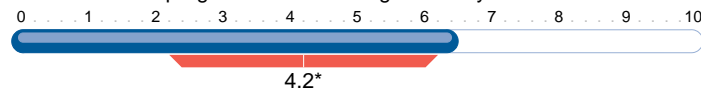
Patient with and willing to listen to the feelings of others.

Accommodating team member that brings balance to the organization.

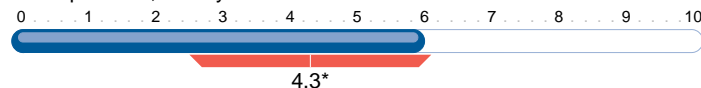
Will care for others while holding people accountable.

## Motivators

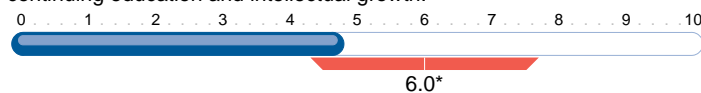
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



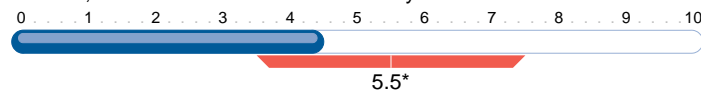
**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



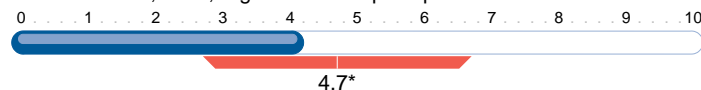
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



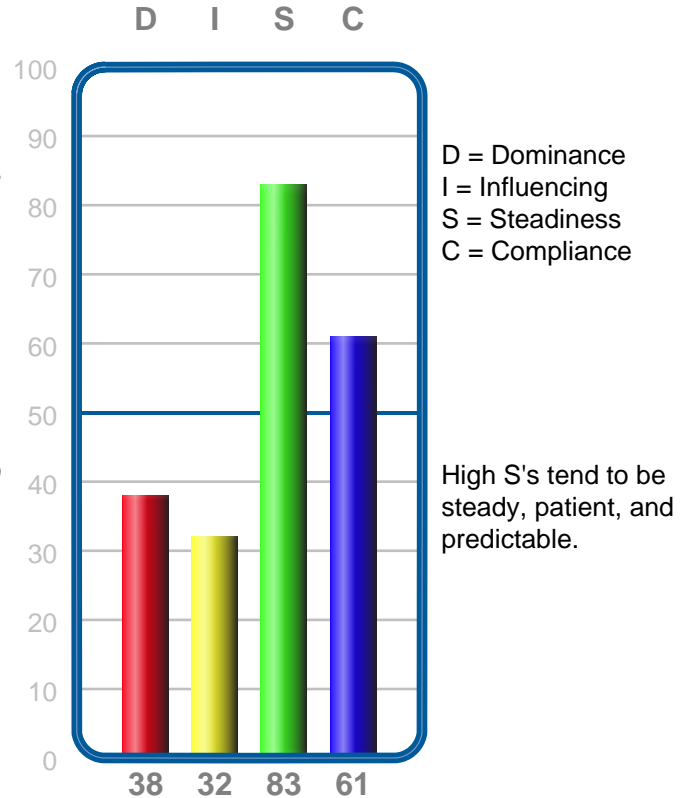
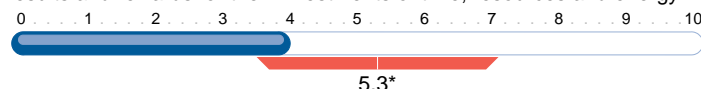
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

Builds good relationships.

Service-oriented.

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

People-oriented.

Always looking for the logical solutions.

Presents the facts without emotion.