

michelle barcena
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.

michelle wins through hard work and persistence. She likes to stay with one task until it is completed. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. When the time is right, michelle can stand up aggressively for what she believes. Once michelle has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. michelle can be motivated through teamwork. She likes to know she is a valued team member. She may have difficulty sharing her feelings if it may disturb the relationship. She prefers to help and support others rather than compete against them. She is often seen as practical and objective. michelle 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.

michelle is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. Making plans and following those plans is important to her. When faced with a tough decision, she will seek information and analyze it thoroughly. When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. 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." She tries to use balanced judgment. She is the person who brings stability to the entire team.

michelle tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. Most people see her as being a considerate and modest person. She probably won't try to steal the spotlight from others. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. michelle likes having others initiate the conversation. She can then assess the situation and respond accordingly. She may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. She is more motivated by logic than emotion. To her, logic represents tangible research. 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

- Can make decisions without getting emotionally involved.
- Dependable team player.
- Service-oriented.
- Patient and empathetic.
- Suspicious of people with shallow ideas.
- Works for a leader and a cause.
- Builds good relationships.
- Good at reconciling factions--is calming and adds stability.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Need help in prioritizing new assignments.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not let others know where she stands on an issue.
- Dislike change if she feels the change is unwarranted.

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.
- Use an unemotional approach.
- Listen to her.
- Give her time to analyze the data before making a decision.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Use expert testimonials.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep at least three feet away from her.
- Be patient and persistent.
- Provide details in writing.
- Respect her quiet demeanor.

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 disorganized.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Offer assurance and guarantees you can't fulfill.
- Overuse gestures.
- Touch her body when talking to her.
- Say "trust me"--provide her with the answers to her questions.
- Manipulate or push her into agreeing because she probably won't fight back.
- Be vague; don't offer opinions and probabilities.
- Patronize or demean her by using subtlety or incentive.
- Leave things open to interpretation.
- Be abrupt and rapid.
- Be redundant.
- Overuse emotion.

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.

- Delivers her knowledge and wisdom objectively.
- Methodical and reliable researcher.
- Willing to be the support system behind the cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- 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.
- Will care for others while holding people accountable.
- Brings organization for those striving for the same cause.

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.

- Resents change without logical facts and reasoning behind the change.
- Will have difficulty in establishing priorities in learning new matters.
- Sees change for change's sake as negative for herself and others.
- May not always stand up for oneself or others.
- Wants a consistent process but constantly looking to make sure it is correct.
- Never enough facts to prove the new theory.
- Sets unwanted rules for others, but does so for their own good.
- May micromanage friends or family and in turn, unintentionally alienate others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where she can use her intuitive thinking skills.
- An environment dictated by logic rather than emotion.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment where being prepared for meetings is rewarded.
- An opportunity to help others without being in the limelight.
- Provide functional and useful ways to help others achieve and win.

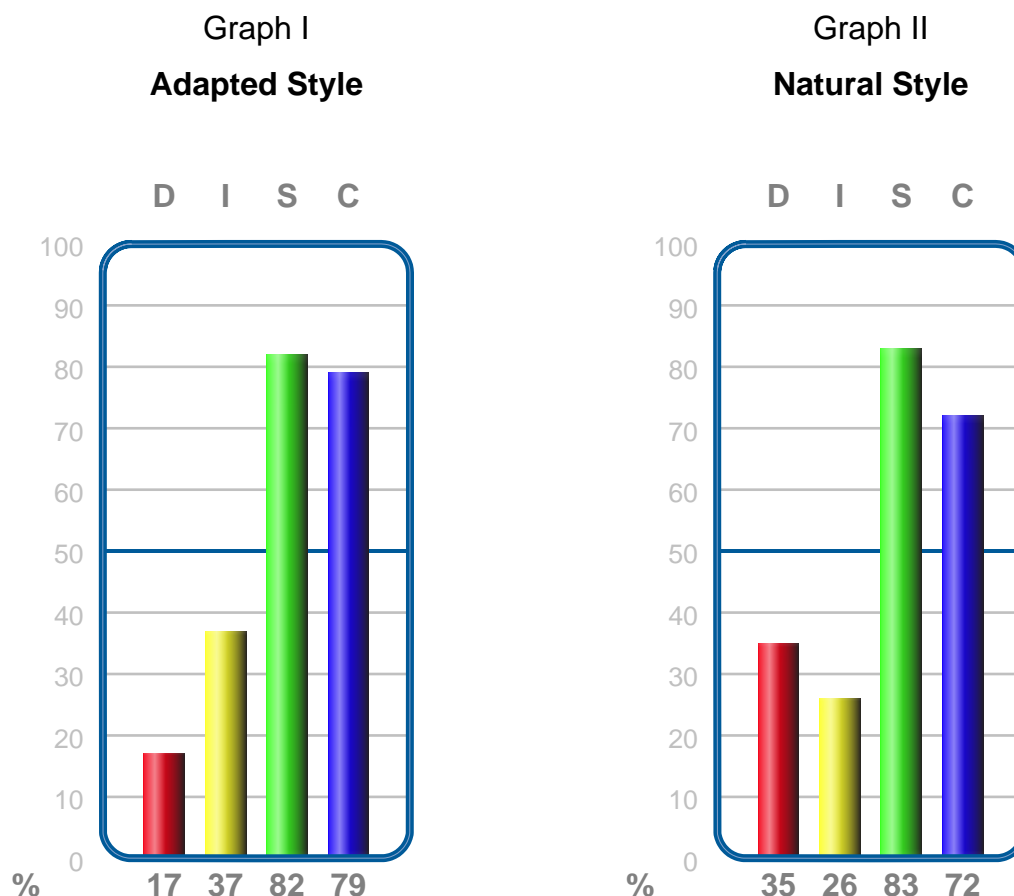
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Operating procedures in writing.
- To be recognized for her continuance of quality work.
- Time to gather data and facts in order to work through challenges and conflicts.
- Background and detailed information on process and procedures in order to ensure they are correct.
- To develop methodical and fair ways to help others.
- Accountability for the desired humanitarian outcomes.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

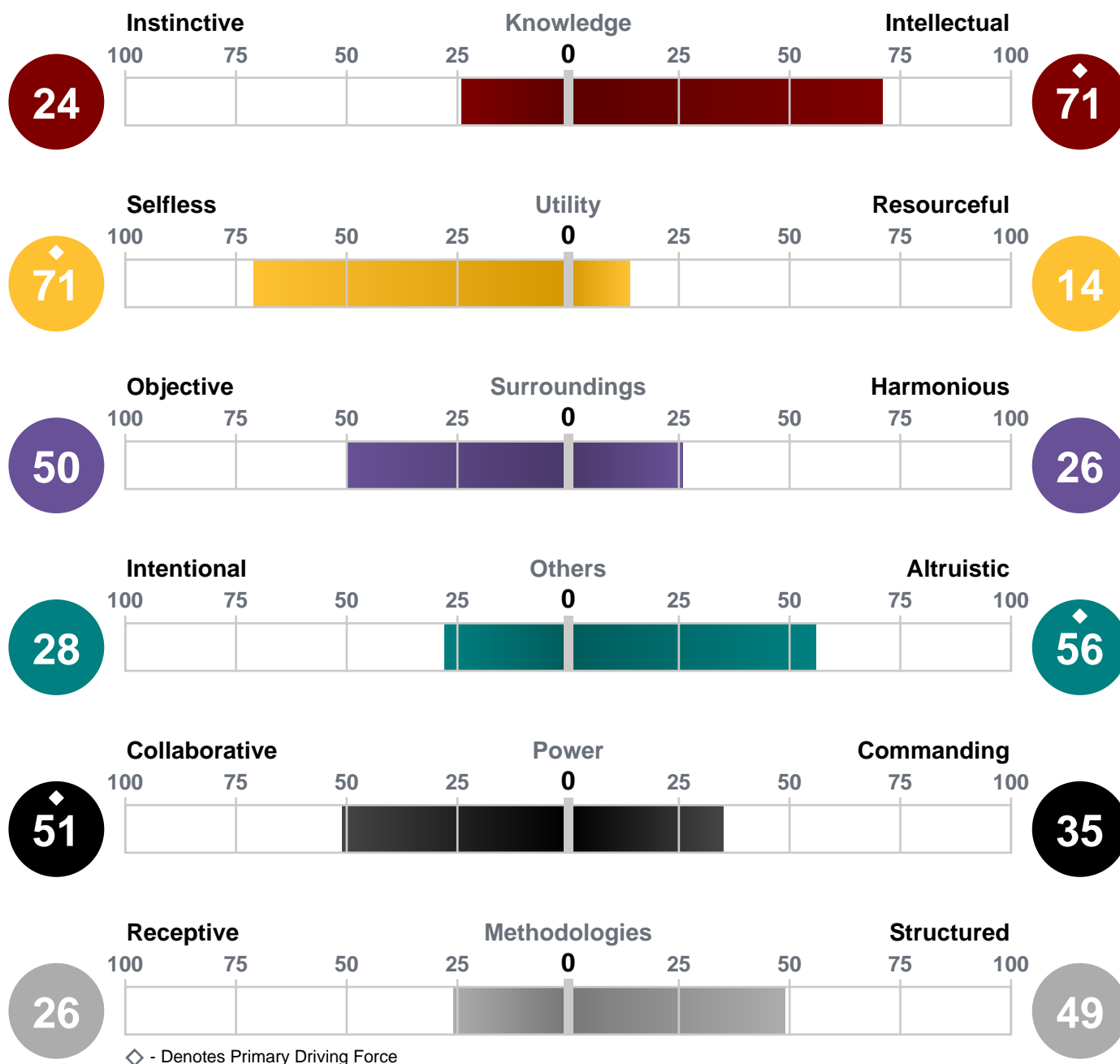
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- michelle may desire fine things for her spouse or family members.
- At times michelle will look for the beauty in all things.

MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

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

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.

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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Anthropology
Archaeology
Art History
Biochemistry, Biophysics
Biology
Botany
Chemistry
Ecology
Economics
Geography
Geology, Earth Sciences
History
Microbiology
Music Composition
Neuroscience
Paleontology
Philosophy, Religious Studies
Photography and Studio Art
Theology
Web Design, Web Administration

Career and Technical

Drafting
Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Chemical Engineering
Civil Engineering
Mechanical Engineering

Environmental, Agriculture and Food

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

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

Health Sciences

Clinical Research

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
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
23-1011	4+	Lawyer
21-2011	4+	Clergy
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
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

NEXT STEPS: POSSIBLE CAREER IDEAS

19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
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
27-3043	4	Writer & Author
27-3021	4	News Analyst
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor

NEXT STEPS: POSSIBLE CAREER IDEAS

17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
15-1021	4	Computer Programmer
13-2053	4	Insurance Underwriter
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-2111	HS	Electrician
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4121	HS	Library Assistant, clerical
43-4081	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
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

- Think positively about each class.
- Try new ways of learning.
- Study and review notes just before class starts.
- Quiz yourself and others about ideas you are learning.
- Don't listen so critically that you miss the intended ideas.
- Meditate and think positive thoughts before taking an exam.
- Listen for ideas and think how they may apply to your future.
- 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.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study in groups of two or more.

Strengths

Delivers her knowledge and wisdom objectively.

Methodical and reliable researcher.

Willing to be the support system behind the cause.

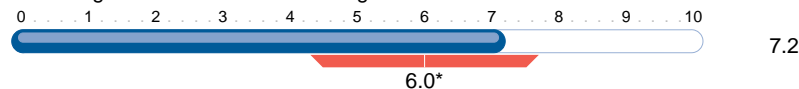
Wants to methodically solve people-related problems that benefit the greater good.

Wants to know everything about the process, which leads to high standards and results.

Will care for others while holding people accountable.

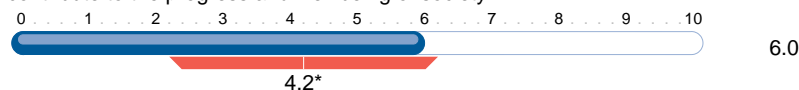
Motivators

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



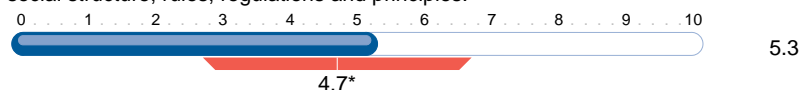
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



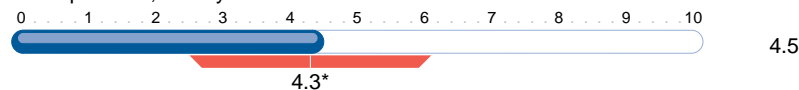
6.0

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



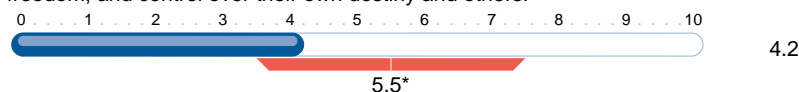
5.3

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



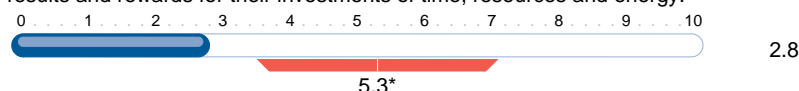
4.5

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

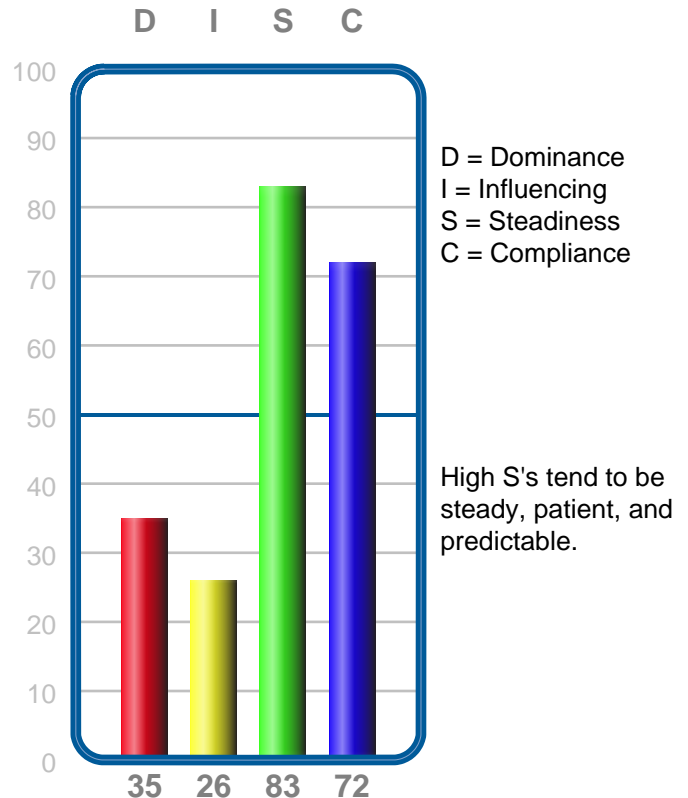


4.2

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



2.8



Value to a Team

Builds good relationships.

Can make decisions without getting emotionally involved.

Dependable team player.

Consistent and steady.

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

Always looking for the logical solutions.