

Natalie Perez
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.

Natalie doesn't appreciate a dirty or messy work station, since she equates dirt and disorganization with lower quality work. She likes to work behind the scene and be seen as someone who is organized and has her life in order. She prides herself on being incisive. She wants to get things done by proceeding with the facts that are at hand. She is alert and sensitive to her errors and mistakes. She constantly seeks to avoid errors in her work. Natalie may have a low trust level of others. Her aggressiveness is tempered by her sensitivity to quality work. This is a positive strength of Natalie's, and others appreciate this tendency. She may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly. She keeps her equipment in good working order and likes others who also use the equipment to share the same concern. Natalie has a need to achieve in an environment in which the quality is controlled. She can become frustrated when put in a situation that is nothing more than a rambling discussion. Some people see her as being fussy and meticulous. She takes much pride in precise and accurate work, but others may not always understand her attention to details.

Natalie uses data and facts to support the big decisions, because it makes her feel more confident that her decisions are correct. She usually judges others by the quality of their work. She may find it difficult to recognize others' strengths, if their work does not meet her high standards. She gets frustrated when well-established rules are not observed by others. She prefers to have everyone adhere to the same rules and regulations. She feels tension when forced to make major decisions quickly. Natalie, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; she wants to be absolutely certain her decision is correct. Because she knows that she can rely on the "tried and true," Natalie places high value on tradition and traditional things. She takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She places an emphasis on the cognitive process and logic when making decisions.

Natalie likes to ask questions to clarify the communications. She gathers data in order to be certain she is correct in her work, communications or decision making. She can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. She wants others to ask for her advice, rather than initiate the conversation. She prefers to be certain her advice is correct. She is usually soft-spoken, but her demeanor may be deceptive to those who work with her. She may possess strong and unwavering convictions that are not always apparent to others. Natalie has a low trust level with strangers. This becomes apparent when she asks specific and perhaps blunt questions. She does not like to work for a manager who uses a confrontational management style. She tends to withdraw and not express herself, and may become unproductive if she feels threatened. Whenever possible, Natalie avoids face-to-face conflict. People may often see Natalie as formal and reserved. She may be assessing the situation before "leaving her mark."



STYLE: YOUR STYLE

down" and may do so only when she feels comfortable with the circumstances.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can make decisions without getting emotionally involved.
- Accurate and intuitive.
- Conscientious and steady.
- Maintains standards.
- Objective--"The anchor of reality."
- Objective and realistic.
- Comprehensive in problem solving.

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.

- Tell ideas as opposed to sell ideas.
- Be self-deprecating--doesn't project self-confidence.
- Be suspicious and pessimistic of any new project. Wants more support than is necessary.
- Be overly intense for the situation.
- Fail to tell others where she stands on an issue.
- Get bogged down in details and use details to protect her position.
- Be defensive when threatened and use the errors and mistakes of others to defend her position.

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

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

- Make an organized presentation of your position, if you disagree.
- Be prepared with the facts and figures.
- Have the facts in logical order.
- Provide details in writing.
- Keep at least three feet away from her.
- Give her time to be thorough, when appropriate.
- Show her a sincere demeanor by careful attention to her point of view.
- Support her principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Use an unemotional approach.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.
- Make an organized contribution to her efforts, present specifics and do what you say you can do.

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.

- Use gimmicks or clever, quick manipulations.
- Make statements you cannot prove.
- Make conflicting statements.
- Threaten, cajole, wheedle, coax or whimper.
- Say "trust me"--you must prove it.
- Make statements about the quality of her work unless you can prove it.
- Be vague about what's expected of either of you; don't fail to follow through.
- Touch her body when talking to her.
- Pretend to be an expert, if you are not.
- Use inappropriate buzz words.
- Use testimonies of unreliable sources; don't be haphazard.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Asks many questions to find the correct answers.
- Her desire to learn more allows processes to become more effective.
- Expectations are clear, tangible and have a bottom-line focus.
- Offers an objective perspective on how the goal can be obtained within the established framework.
- Good listener when being presented with accurate facts and figures.
- Great at retrieving information for decision makers she trusts.
- Supports a leader and a cause.
- Wants to do her part to keep things efficient and consistent.

STYLE: SOME POTENTIAL CHALLENGES

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

- Can be defensive when hard facts are questioned.
- Never enough facts to prove the new theory.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Calculates every variable, which may not be the best use of her time.
- May withhold sharing of knowledge to meet her security needs.
- Struggles in adapting to new situations without preparation.
- Could miss out on opportunities by not acting swiftly.
- May overlook opportunity for added efficiency out of fear of change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- Familiar work environment with a predictable pattern.
- Time necessary to gather enough information in order to move forward.
- An environment where being prepared for meetings is rewarded.
- The need for consistent, reliable and stable contributions to the bottom-line.
- Ability to be direct and to-the-point with the appropriate return on investment data.

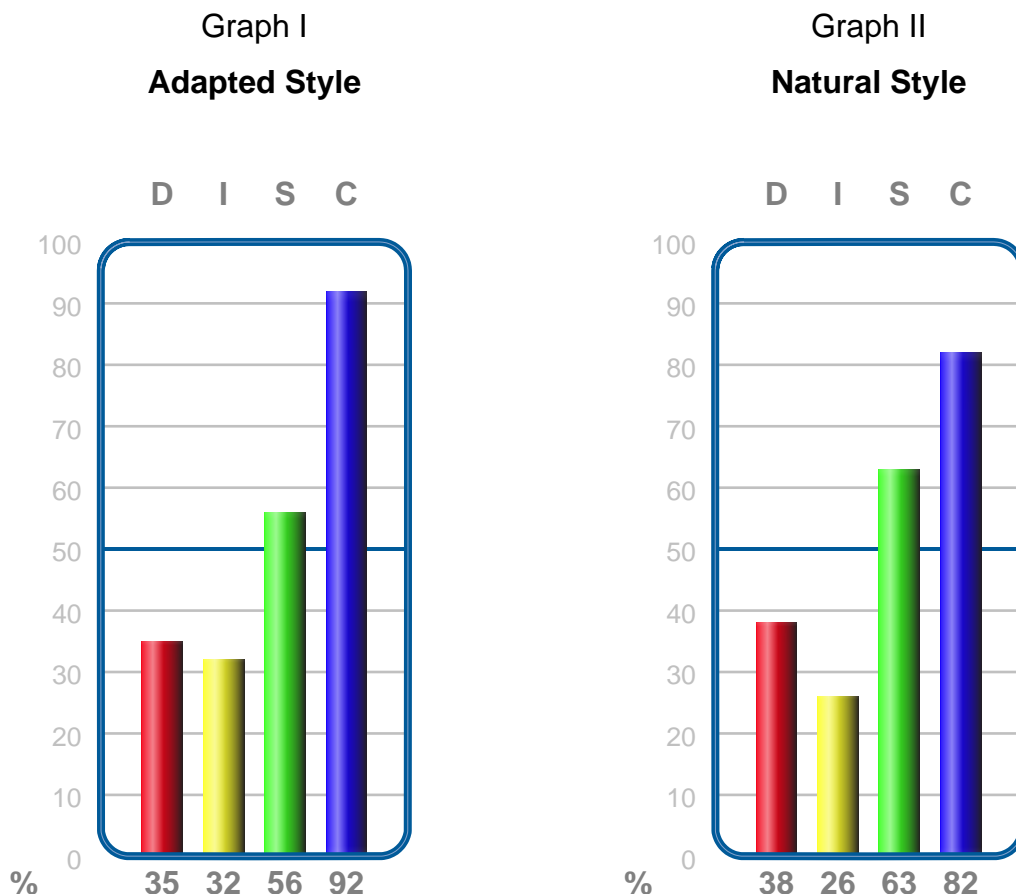
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Reassurance she is doing the job right.
- High quality work standards.
- To have the right information to support others so she can feel secure with how the job is being done.
- Information on how to do things right, for fear of making a mistake.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Policies to follow that have previous evidence of achieving outcomes in which she is being held accountable for.

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:

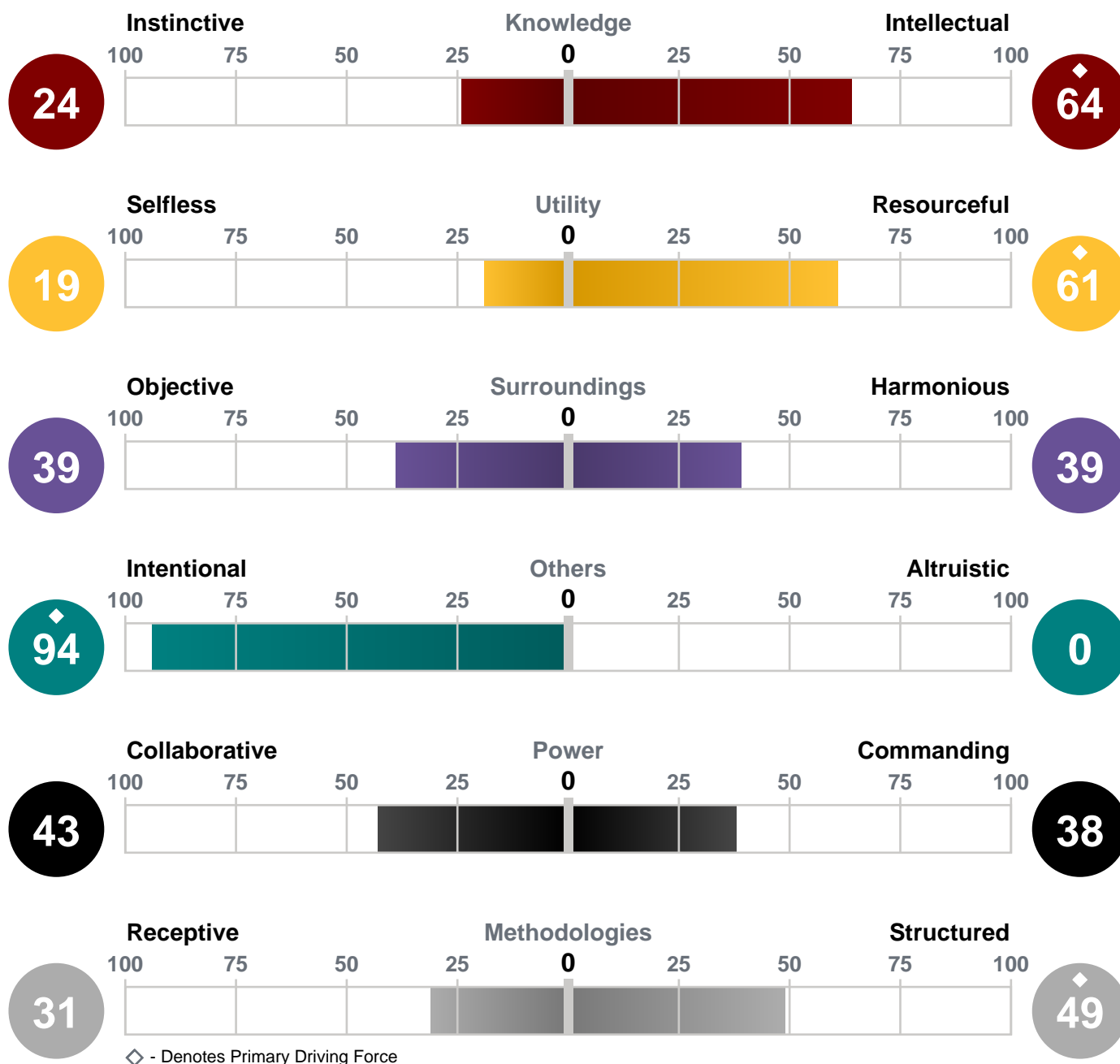
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Natalie is good at achieving goals.
- She evaluates things for their utility and economic return.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.
- Natalie tends to give freely of time and resources, but will want and expect a return on her investment.
- She may use wealth as a yardstick to measure her work effort.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- She will work long and hard to satisfy her needs.

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- Natalie may desire fine things for her spouse or family members.
- At times Natalie will look for the beauty in all things.
- 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.

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.

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

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.

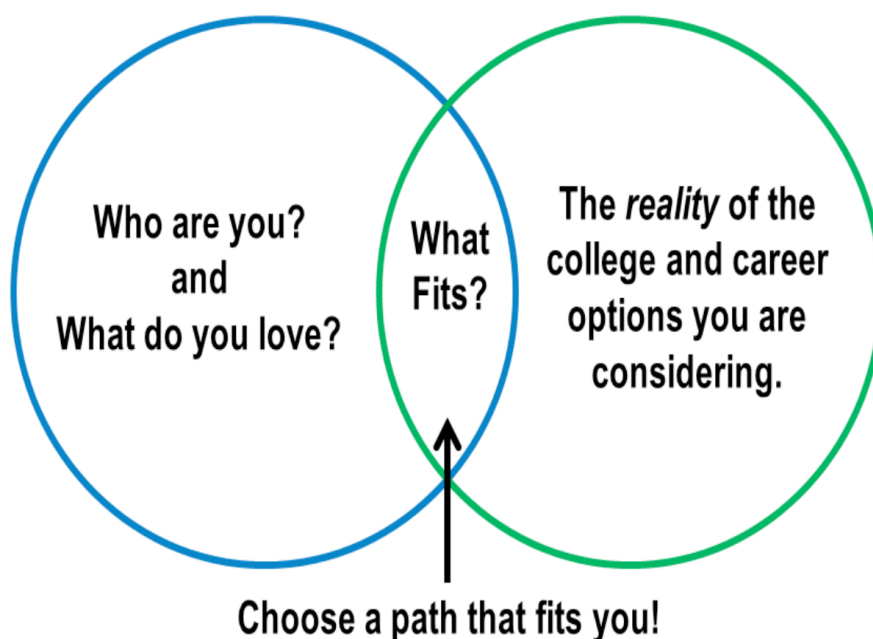
- Natalie will be torn if helping others proves to be detrimental to her.
- Natalie is willing to help others if they are working as hard as possible to achieve their goals.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Natalie's passion in life will be found in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

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

Architecture
 Audio Engineering
 Criminology, Forensics
 Geography
 Information Technology
 Interior Design
 Linguistics
 Mathematics, Applied Math
 Microbiology
 Music Composition
 Music Performance
 Neuroscience
 Photography and Studio Art
 Physics, Applied Physics
 Quantitative Analysis
 Statistics
 Web Design, Web Administration

Career and Technical

Biomedical Equipment Technician
 Building Inspector
 Carpentry
 Chef, Food Preparation
 Drafting
 Electrician
 Plumbing
 Vehicle Maintenance and Repair
 Welding

Engineering

Aerospace Engineering
 Chemical Engineering
 Civil Engineering
 Computer Engineering
 Electrical Engineering
 Materials Engineering
 Mechanical Engineering
 Nuclear Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Agriculture and Farming
Culinary Science
Forestry, Natural Resources
Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Diagnostic, Scanning Technician
Ecommerce
Graphic Design
Videography

Health Sciences

Clinical Research
Pharmaceutical

Other Career Paths

Data Entry and Processing
Military Service

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
53-2021	4+	Air Traffic Controller
29-2056	4+	Veterinary Technician
29-1131	4+	Veterinarian
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1051	4+	Pharmacist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
19-1022	4+	Microbiologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect

NEXT STEPS: POSSIBLE CAREER IDEAS

17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3061	4+	Purchasing Manager
11-3011	4+	Administrative Services Manager
43-3061	4	Procurement Clerk
29-2034	4	Radiologic Technician
29-2033	4	Nuclear Medicine Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
25-2021	4	Teacher, Elementary
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
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
13-2072	4	Loan Officer
13-2053	4	Insurance Underwriter
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Est

NEXT STEPS: POSSIBLE CAREER IDEAS

13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
33-9021	2-4	Private Detective & Investigator
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
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
13-1051	2	Cost Estimator
11-3051	2	Industrial Production Manager
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
47-2111	HS	Electrician
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Asks many questions to find the correct answers.

Her desire to learn more allows processes to become more effective.

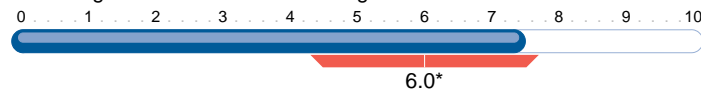
Expectations are clear, tangible and have a bottom-line focus.

Offers an objective perspective on how the goal can be obtained within the established framework.

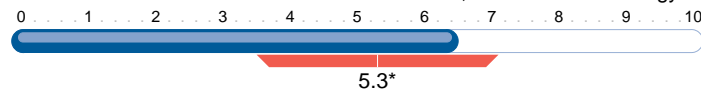
Good listener when being presented with accurate facts and figures.

Motivators

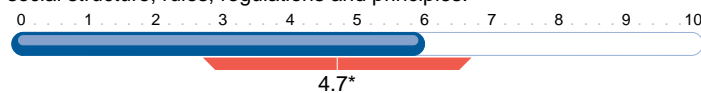
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



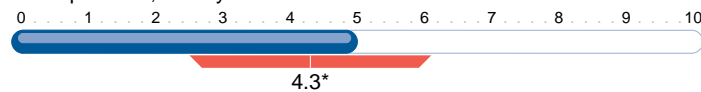
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



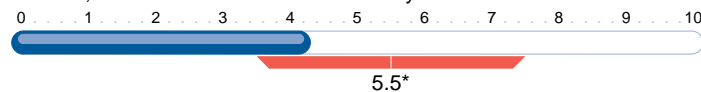
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



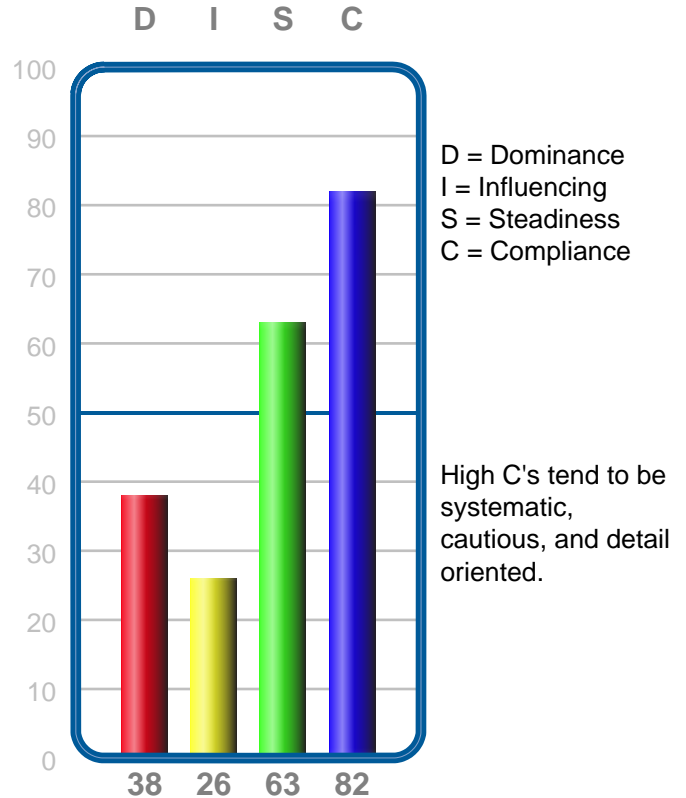
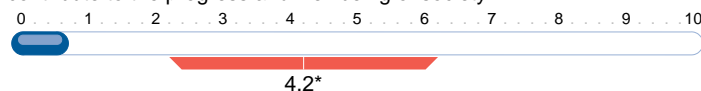
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Always concerned about quality work.

Always looking for logical solutions.

Presents the facts without emotion.

Objective and realistic.

Conscientious and steady.

Defines, clarifies, gets information, criticizes and tests.