

gabriel gutierrez
10-11-2016



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.

gabriel likes a consistent pace in his life, not too fast and not too slow. Patience, control and deliberateness characterize his usual behavior. At times, gabriel would like to slow the world down and cut out some of the activities people want him involved in. He looks to people for support and inner-satisfaction as a way to reach his personal goals. gabriel sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. He prefers to help and support others rather than compete against them. gabriel dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He may not project a sense of urgency like some people with different behavioral styles.

gabriel is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He is persistent and persevering in his approach to achieving goals. gabriel adheres to company policy and doesn't break the rules just for the sake of breaking them. When faced with a tough decision, he will seek information and analyze it thoroughly. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He tries to use balanced judgment. He is the person who brings stability to the entire team.

gabriel is more motivated by logic than emotion. To him, logic represents tangible research. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. gabriel likes having others initiate the conversation. He can then assess the situation and respond accordingly. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. 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 can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Presents the facts without emotion.
- Works for a leader and a cause.
- Objective and realistic.
- Can make decisions without getting emotionally involved.
- Always looking for the logical solutions.
- Good listener.
- Patient and empathetic.

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.

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Need help in prioritizing new assignments.
- Be dependent on others for decisions, even if he knows he is right.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of his work as a personal affront.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.

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.
- Provide details in writing.
- Give pros and cons on ideas.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Keep at least three feet away from him.
- Give him time to analyze the data before making a decision.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Be patient and persistent.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.

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.

- Rush headlong into business or the agenda.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Touch his body when talking to him.
- Patronize or demean him by using subtlety or incentive.
- Overuse emotion.
- Be disorganized.
- Be domineering or demanding; don't threaten with position power.
- Be redundant.
- Pretend to be an expert, if you are not.
- Manipulate or push him into agreeing because he probably won't fight back.
- Make statements you cannot prove.
- Overuse gestures.
- Be vague; don't offer opinions and probabilities.

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.

- Leads by example and in a quiet and methodical way.
- Will take a firm stance when his position or status is questioned.
- Great at retrieving information for decision makers he trusts.
- Will keep sensitive information under lock and key.
- Holds others to high standards.
- Gives clear instruction to what he needs to accomplish goals.
- Asks many questions to find the correct answers.
- His desire to learn more allows processes to become more effective.

STYLE: SOME POTENTIAL CHALLENGES

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

- Forgives but has a hard time forgetting.
- Can come across as stubborn and unwilling to change.
- Struggles in adapting to new situations without preparation.
- May not pursue knowledge if it jeopardizes his security.
- May set unreachable standards for himself and others.
- Nothing is good enough, unless it's the best.
- Can be defensive when hard facts are questioned.
- Never enough facts to prove the new theory.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where he can use his intuitive thinking skills.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- The ability to return to the table with more information in order to present the case.
- An environment where being prepared for meetings is rewarded.
- Forum to challenge change for the sake of change.
- Desires to be seen as the gatekeeper of information and sensitive materials.

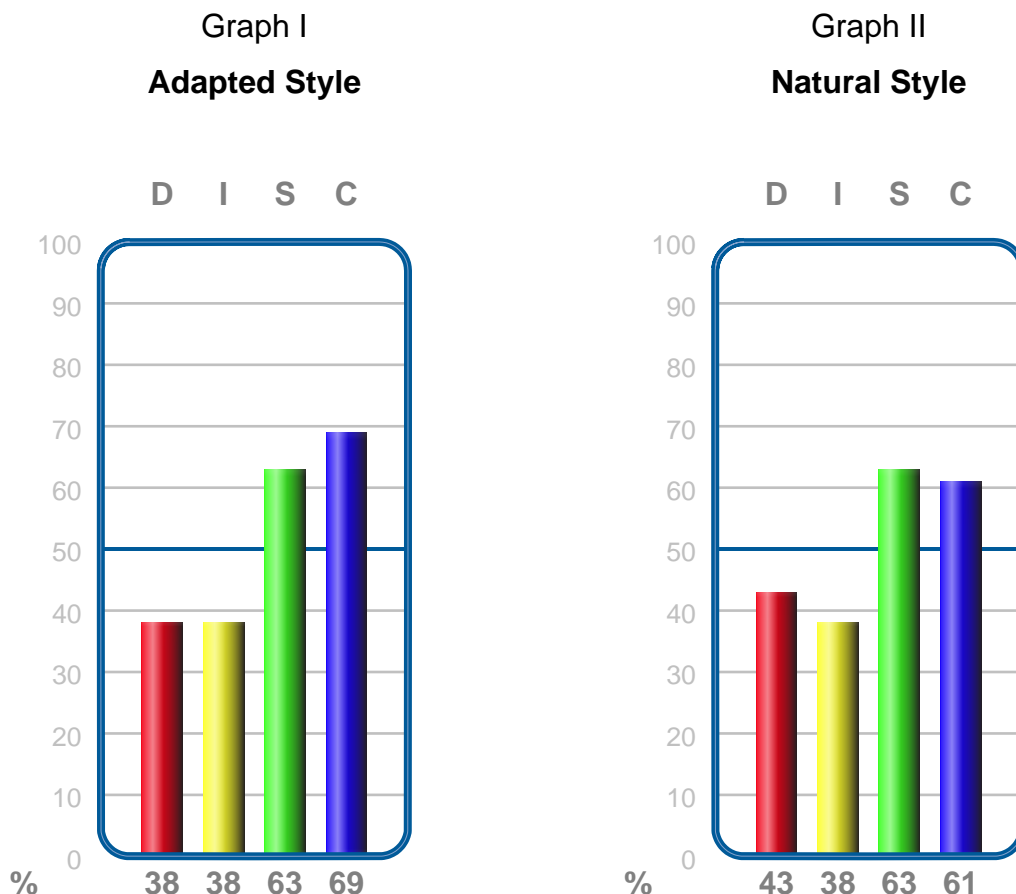
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Specific questions--not general or open-ended.
- Activities he can start and finish.
- Access to all necessary information and instruction manuals in order to do things right.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- Private recognition for loyalty and service.
- The power to protect those he trusts or is loyal to.

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:

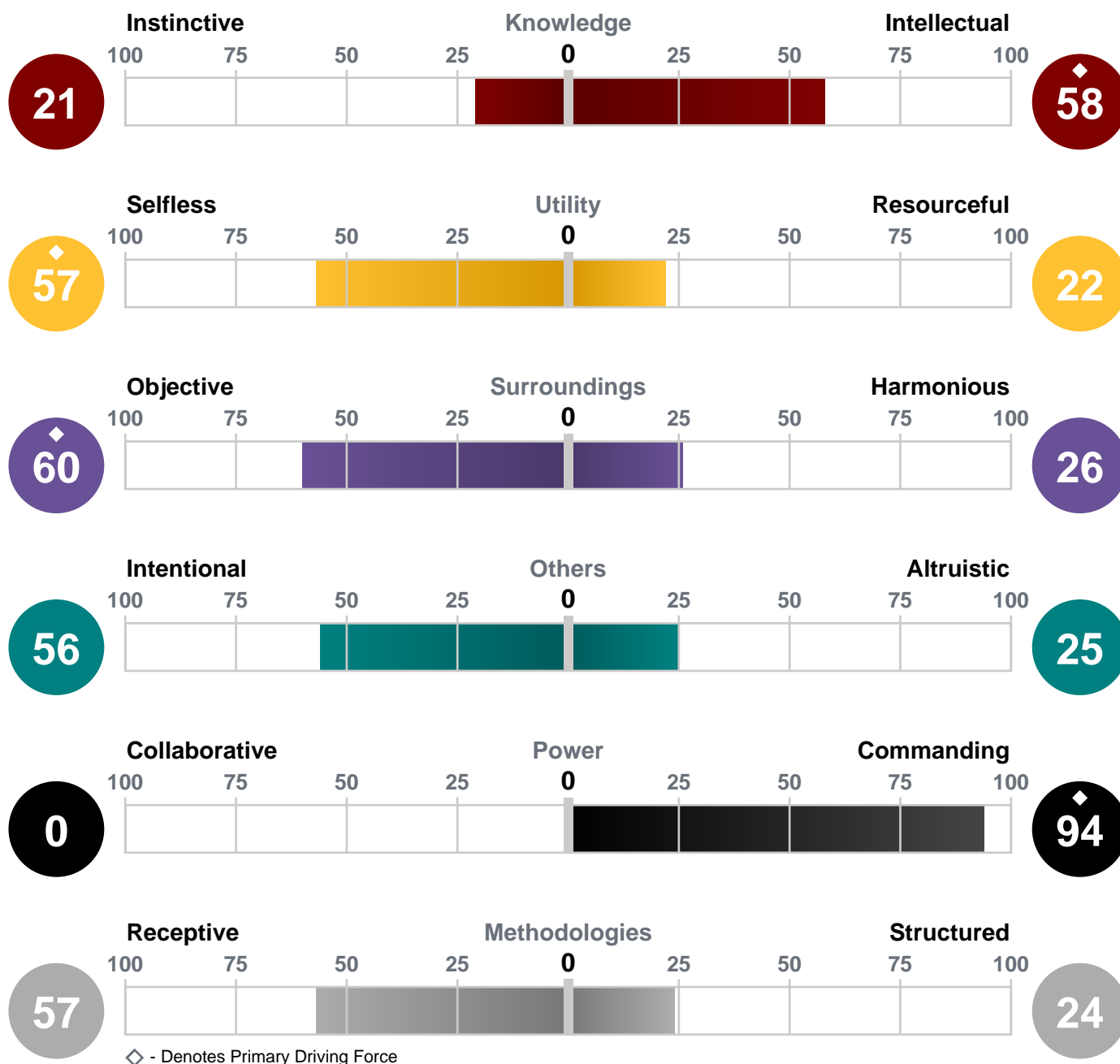
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 enjoys public recognition for his contributions made for the betterment of those in need.
- gabriel may go to extremes to win or control the situation.
- He will work long and hard to achieve positions that will allow him to interject his philosophies.
- Controlling the situation is important to him, but he also wants to have the financial wherewithal to sustain that control.
- He wants to not only control his own destiny, but the destiny of others.
- Control of the situation is the primary concern for him. The limelight is not a requirement as long as credit is given where credit is due.
- gabriel believes he deserves the very best that life has to offer.
- When gabriel feels strongly about a situation, he may apply the "end justifies the means" concept.
- At times, he believes all is fair in love and war.
- gabriel believes you have to do what works for you.

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.

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

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.

- gabriel will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- gabriel will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- gabriel can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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.

- gabriel's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- gabriel will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

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.

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

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.

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

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

Audio Engineering
Biochemistry, Biophysics
Biology
Chemistry
Computer Science
Criminology, Forensics
Economics
Film and Television Production
Information Technology
Legal Assistance, Paralegal Studies
Library Science
Mathematics, Applied Math
Microbiology
Neuroscience
Physics, Applied Physics
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Accounting
Facilities Planning and Management
Human Resources, Organizational Development
Logistics, Transport Management
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Dental Assistance
Electrician
Massage Therapy
Plumbing
Vehicle Maintenance and Repair
Welding

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

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

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media

Health Sciences

Clinical Research
Hospital and Health Administration
Optometry
Pre-Dental
Pre-Medicine
Pre-Ophthalmology

Other Career Paths

Police and Fire Services
Publishing
Technology Management, Information Systems

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
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
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2061	4+	Computer Hardware Engineer
17-2041	4+	Chemical Engineer
17-1012	4+	Landscape Architect
15-1051	4+	Computer Systems Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9021	4+	Construction Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector

NEXT STEPS: POSSIBLE CAREER IDEAS

43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Leads by example and in a quiet and methodical way.

Will take a firm stance when his position or status is questioned.

Great at retrieving information for decision makers he trusts.

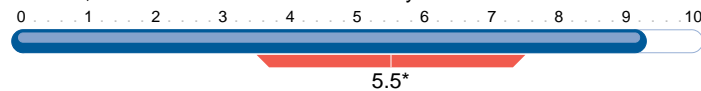
Will keep sensitive information under lock and key.

Holds others to high standards.

Asks many questions to find the correct answers.

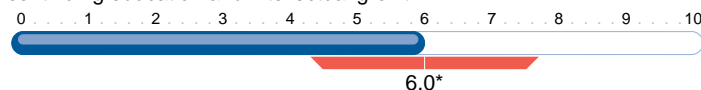
Motivators

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



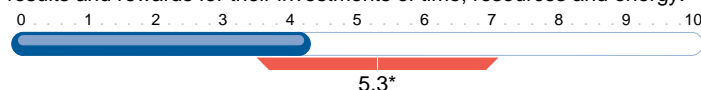
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



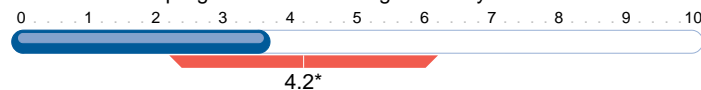
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



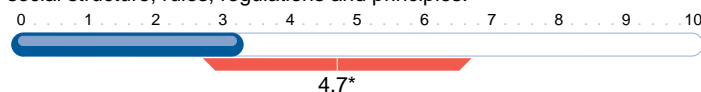
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4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



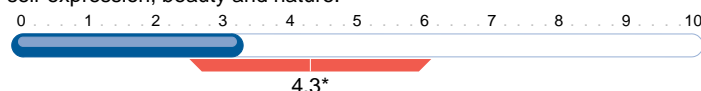
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

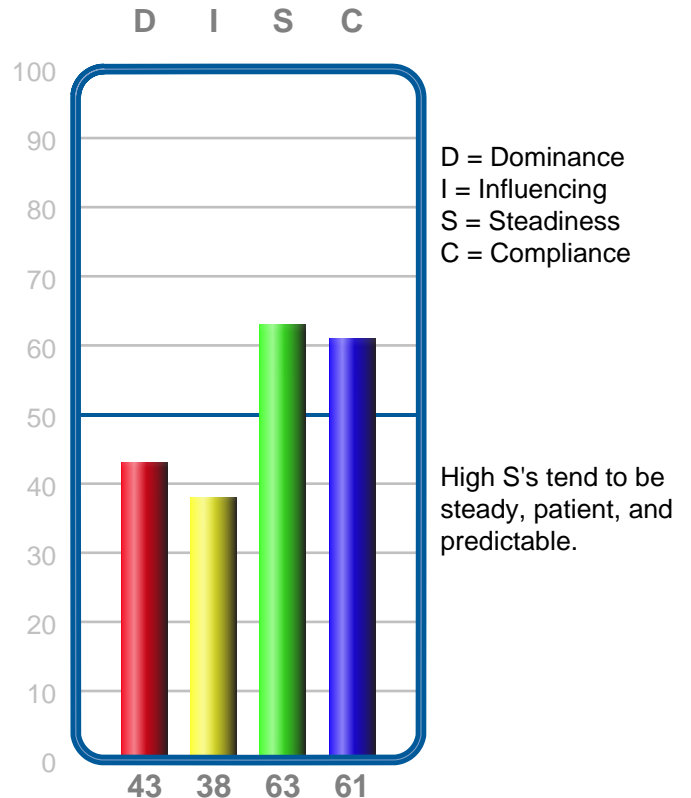


3.3

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



3.3



Value to a Team

Consistent and steady.

Good listener.

Suspicious of people with shallow ideas.

Presents the facts without emotion.

Builds good relationships.

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