

jesus navarro
10-14-2016



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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.

jesus looks to people for support and inner-satisfaction as a way to reach his personal goals. When challenged, he becomes more objective. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He wins through hard work and persistence. He likes to stay with one task until it is completed. jesus does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. He is good at concentrating in order to listen and learn. He is not easily distracted by peripheral activity. He has great abilities to concentrate on details. This concentration may be intense. He is often seen as practical and objective. jesus likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible.

jesus tries to use balanced judgment. He is the person who brings stability to the entire team. When faced with a tough decision, he will seek information and analyze it thoroughly. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. Once he makes a decision, he can be organized in carrying it out. jesus may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." 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 uses logic to assist him in decision making. This tendency is helpful to others in his group.

jesus is more motivated by logic than emotion. To him, logic represents tangible research. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. 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. jesus 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. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Patient and empathetic.
- Conscientious and steady.
- Accurate and intuitive.
- Good at reconciling factions--is calming and adds stability.
- Objective--"The anchor of reality."
- Dependable team player.
- Maintains standards.
- Good listener.

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.
- Be too conservative--bides time and avoids much that is new.
- Hold a grudge if his personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Avoid accountability by overstating the complexity of the situation.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Need help in prioritizing new assignments.

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.

- Follow through, if you agree.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Make an organized presentation of your position, if you disagree.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Define clearly (preferably in writing) individual contributions.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Look for hurt feelings or personal reasons if you disagree.

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.

- Dillydally, or waste time.
- Manipulate or push him into agreeing because he probably won't fight back.
- Say "trust me"--you must prove it.
- Be vague about what's expected of either of you; don't fail to follow through.
- Rush the decision-making process.
- Use gimmicks or clever, quick manipulations.
- Be abrupt and rapid.
- Rush headlong into business or the agenda.
- Push too hard, or be unrealistic with deadlines.
- Threaten, cajole, wheedle, coax or whimper.
- Make conflicting statements.

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.
- Methodically follows a strategy to achieve.
- Wants to methodically solve people-related problems that benefit the greater good.
- Will be persistent about moving toward the greater cause.
- Holds others to high standards.
- Likes to do it right the first time and wants recognition for this.
- Could be a judge with a heart.
- 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.

- Forgives but has a hard time forgetting.
- A fear of change prevents him from advancing.
- Sees change for change's sake as negative for himself and others.
- May always place blame on himself.
- May set unreachable standards for himself and others.
- Can confuse his desire for authority or power with his want for enforcing rules.
- Wants to help others but sometimes gets upset when others don't follow rules.
- 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 he can use his intuitive thinking skills.
- Familiar work environment with a predictable pattern.
- The opportunity to be objective and diligent in his quest to help others.
- Provide functional and useful ways to help others achieve and win.
- Forum to challenge change for the sake of change.
- Recognition and rewards for consistency, steadiness and being methodical.

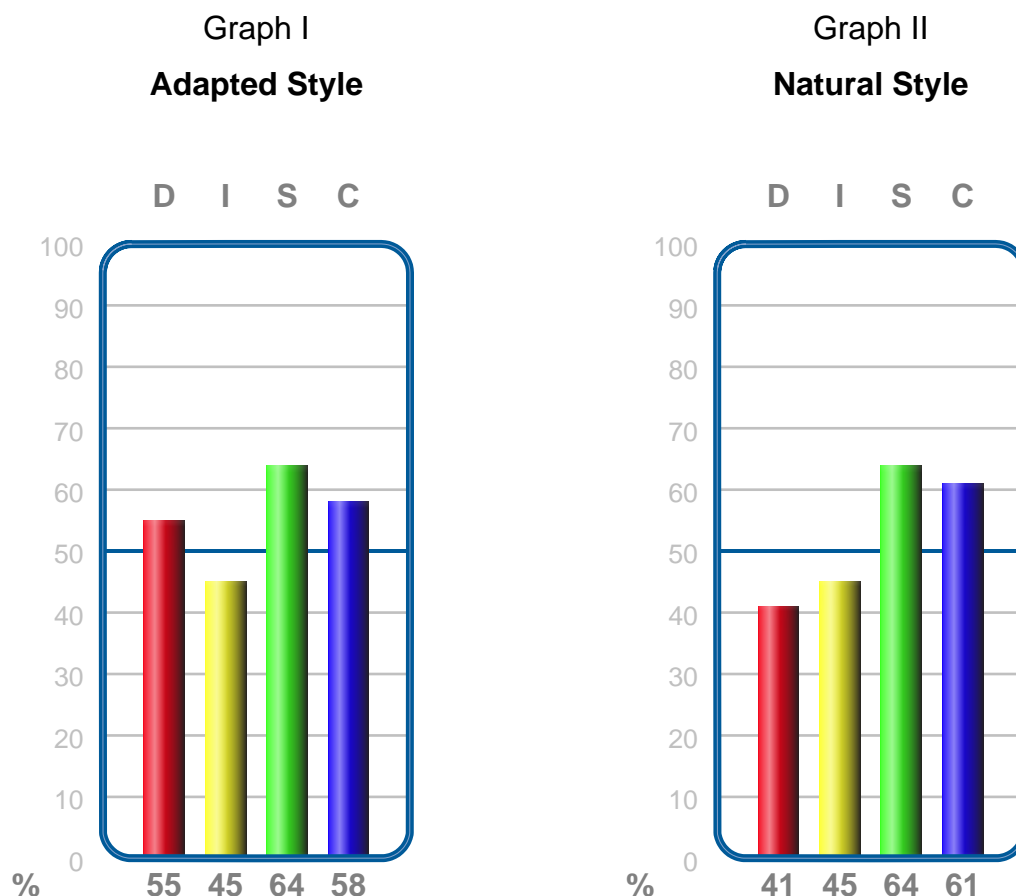
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Operating procedures in writing.
- High quality work standards.
- To be assured that the organization is willing to help others and will maintain the rules and procedures for making sure the assistance is given.
- Accountability for the desired humanitarian outcomes.
- Private recognition for loyalty and service.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.

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:

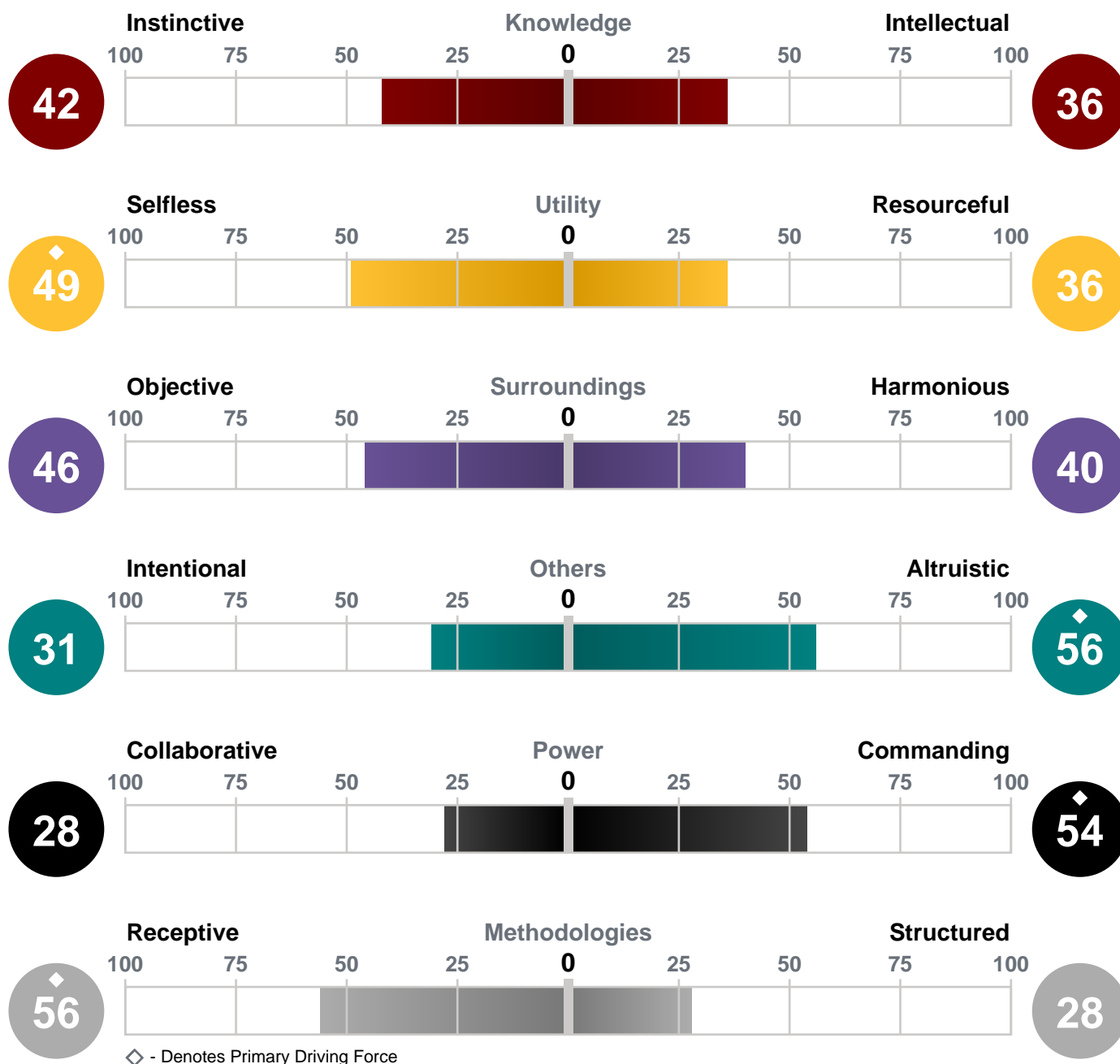
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- jesus likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- jesus has the desire to assert himself and to be recognized for his accomplishments.
- He wants to control his own destiny and display his independence.
- jesus believes "when the going gets tough, the tough get going."
- If necessary, jesus will be assertive in meeting his own needs.
- Maintaining individuality is strived for in relationships.
- jesus takes responsibility for his actions.
- He believes "if at first you don't succeed try, try again."
- People who are determined and competitive are liked by jesus.

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

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.

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

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.

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

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

Biochemistry, Biophysics
Biology
Chemistry
Criminology, Forensics
Economics
Information Technology
Interior Design
Library Science
Microbiology
Music Composition
Neuroscience
Photography and Studio Art
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Chef, Food Preparation
Drafting
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Fish, Game and Wildlife
Forestry, Natural Resources
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Environment, Conservation and Sustainability
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Clinical Research
Counseling
Exercise Science
Hospital and Health Administration
Kinesiology
Nursing
Pre-Medicine

Other Career Paths

Apparel Fashion
Military Service
Police and Fire Services

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-1042	4+	Medical Scientist, except Epidemiologist
17-2161	4+	Nuclear Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-9021	4+	Construction Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
33-3012	4	Correctional Officer
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
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
15-1041	4	Computer Support Specialist
13-2072	4	Loan Officer
49-3011	2-4	Aircraft Mechanic
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4011	2	Construction and Building Inspector
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
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)
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Quiz yourself and others about ideas you are learning.
- Set challenging goals.
- Ask yourself questions - either from the class material or ones you make-up.
- Put words you have trouble spelling on your mirror so you see them daily.
- Force yourself to ask your classmates questions.
- Study alone.
- Set realistic goals.
- Participate in class discussions.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Think positively about your ability to pass every class with high marks.

Strengths

Leads by example and in a quiet and methodical way.

Methodically follows a strategy to achieve.

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

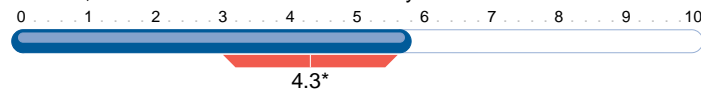
Will be persistent about moving toward the greater cause.

Holds others to high standards.

Could be a judge with a heart.

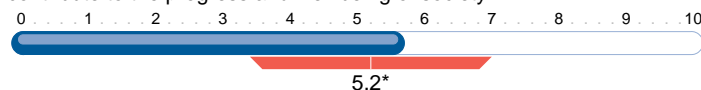
Motivators

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



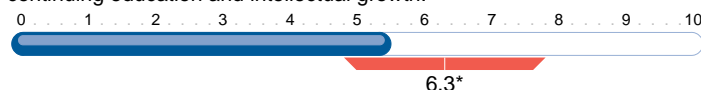
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



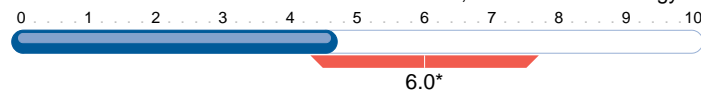
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



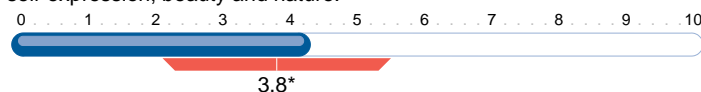
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



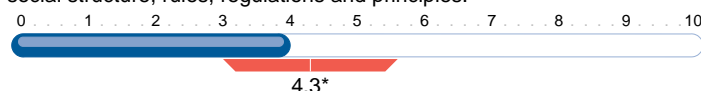
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

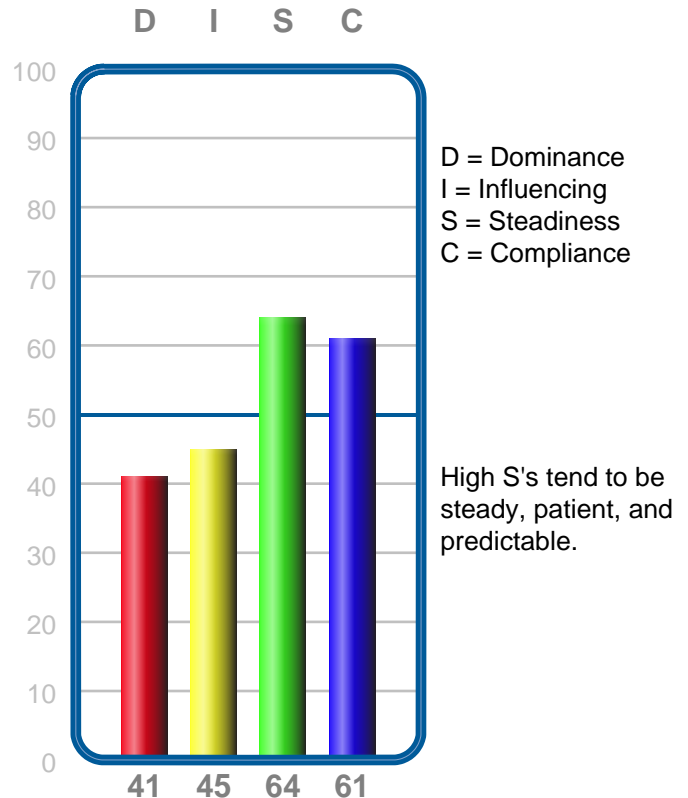


4.3

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



4.0



Value to a Team

Always looking for the logical solutions.

Always concerned about quality work.

Objective--"The anchor of reality."

Maintains standards.

Works for a leader and a cause.

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