

**stephanie torres**  
10-11-2016



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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.*

stephanie looks to people for support and inner-satisfaction as a way to reach her personal goals. She tends to be incisive and analytical. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She is often seen as practical and objective. stephanie can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She likes to start and finish activities. Others who work with her know they can depend on her. She can be discreet and sociable as called for by the situation. She likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. stephanie wins through hard work and persistence. She likes to stay with one task until it is completed. She requires many good reasons, as well as the benefits involved, before agreeing to making changes.

stephanie may tend to fight for her beliefs or those things she feels passionate about. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She needs to gather data and facts in a logical fashion. She tends to make decisions based on past experiences. She prefers the "tried and true." Making plans and following those plans is important to her. She adheres to company policy and doesn't break the rules just for the sake of breaking them. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." When faced with a tough decision, she will seek information and analyze it thoroughly.

stephanie usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time. Sometimes she will withdraw from a verbal battle. If she feels strongly about an issue, she may retreat to gather her resources and then return to take a stand! stephanie likes to know what is expected of her 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. She likes having others initiate the conversation. She can then assess the situation and respond accordingly. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. She is more motivated by logic than emotion. To her, logic represents tangible research.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Good listener.
- Dependable team player.
- Respect for authority and organizational structure.
- Will gather data for decision making.
- Patient and empathetic.
- Service-oriented.

## 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.*

- Be dependent on others for decisions, even if she knows she is right.
- Need help in prioritizing new assignments.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.
- Not take action against those who challenge or break the rules or guidelines.
- Underestimate her abilities.
- Take criticism of her work as a personal affront.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not let others know where she stands on an issue.

## 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.*

- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Define clearly (preferably in writing) individual contributions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use scheduled timetable when implementing new action.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give her time to ask questions.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide a friendly environment.
- Take time to be sure that she is in agreement and understands what you said.
- Provide solid, tangible, practical evidence.
- Limit your use of gestures.

## 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.*

- Manipulate or push her into agreeing because she probably won't fight back.
- Push too hard, or be unrealistic with deadlines.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be domineering or demanding; don't threaten with position power.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Rush her in the decision-making process.
- Talk in a loud voice or use confrontation.
- Be abrupt and rapid.
- Debate about facts and figures.
- Overuse gestures.
- Use testimonies from unreliable sources.

## 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.*

- Will be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Delivers her knowledge and wisdom objectively.
- Desire for continuous learning is one of her greatest strengths.
- Will care for others while holding people accountable.
- Could be a judge with a heart.
- Wants to know everything about the process, which leads to high standards and results.
- Asks many questions to find the correct answers.

## 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.*

- Struggles with putting her foot down, as she doesn't want to hurt others.
- Sees change for change's sake as negative for herself and others.
- Resents change without logical facts and reasoning behind the change.
- May have difficulty sharing subjective information.
- Sets unwanted rules for others, but does so for their own good.
- Wants to help others but sometimes gets upset when others don't follow rules.
- Wants a consistent process but constantly looking to make sure it is correct.
- Can be defensive when hard facts are questioned.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Familiar work environment with a predictable pattern.
- Assignments that can be followed through to completion.
- A credible manager that provides enough information.
- An environment where being prepared for meetings is rewarded.
- Able to showcase her unique ability to bring people up to speed through caring for others and detail orientation.
- An opportunity to help others without being in the limelight.

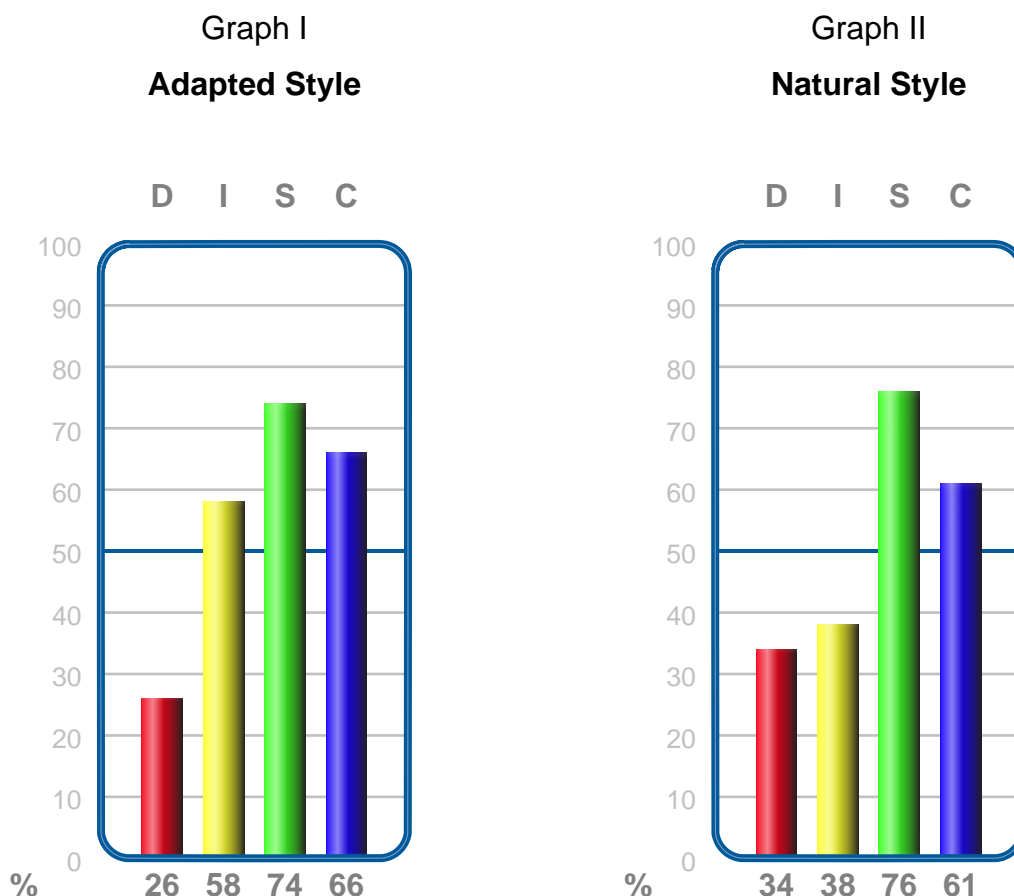
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- High quality work standards.
- A manager who follows the company policies.
- To be seen as the keeper of information.
- Information on how to do things right, for fear of making a mistake.
- The facts and data to be sure all assistance is accurate and compliant with external standards in order to protect the organization.
- To develop methodical and fair ways to help others.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

*Famous high S's are Michelle Obama and Gandhi.*

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

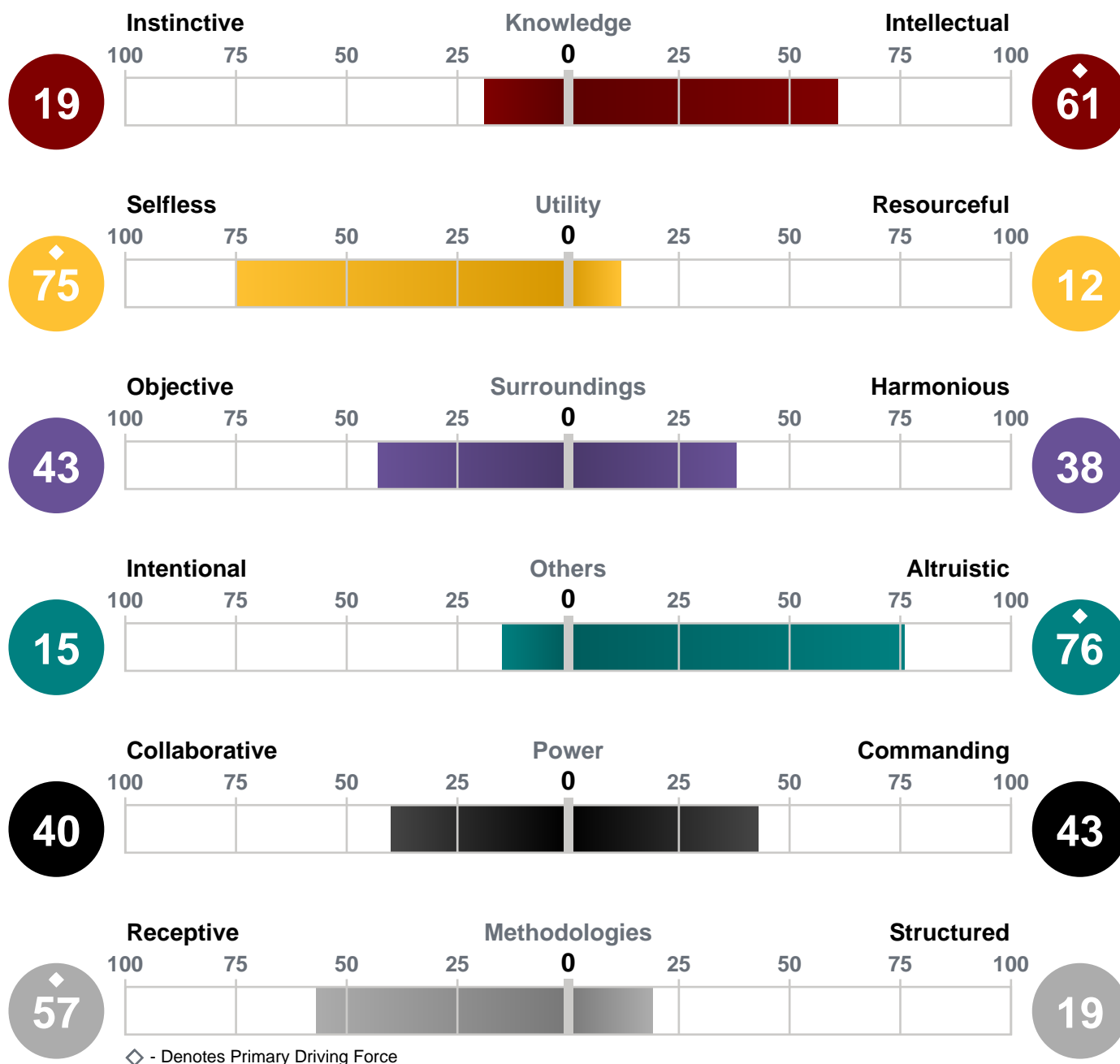
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

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



## MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- Saying "no" is difficult when others need her time or talent.
- She believes charities should be supported.
- stephanie is patient and sensitive to others.
- Helping the homeless may be one of her concerns.
- She is generous with her time, talent and resources for those in need.
- stephanie 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.*

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

## 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.*

- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- At times stephanie can be very competitive.
- stephanie can be assertive in meeting her needs.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.

## 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.*

- 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.
- 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.
- At times stephanie will look for the beauty in all things.
- stephanie may desire fine things for her spouse or family members.

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

## 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.*

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

## NEXT STEPS: CHOOSE A PATH

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

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

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



### COMING SOON...

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

**Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .**

## NEXT STEPS: POSSIBLE DEGREE MATCHES

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

### Arts and Sciences

Anthropology  
 Archaeology  
 Art History  
 Astronomy  
 Audio Engineering  
 Biochemistry, Biophysics  
 Biology  
 Botany  
 Chemistry  
 Ecology  
 Education Counselor  
 English  
 Ethnic, Cultural and Gender Studies  
 Geography  
 Geology, Earth Sciences  
 History  
 Humanities  
 Interior Design  
 Journalism  
 Language Study  
 Library Science  
 Linguistics  
 Mathematics, Applied Math  
 Microbiology  
 Music Composition  
 Neuroscience  
 Paleontology  
 Philosophy, Religious Studies  
 Photography and Studio Art  
 Physics, Applied Physics  
 Quantitative Analysis  
 Sociology  
 Statistics  
 Theology  
 Urban Studies  
 Web Design, Web Administration

### Career and Technical

Biomedical Equipment Technician  
 Emergency Medical Technician

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Massage Therapy  
Rehabilitation Therapy  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Chemical Engineering

### Environmental, Agriculture and Food

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

### Evolving Opportunities

Environment, Conservation and Sustainability  
Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Social Work

### Health Sciences

Clinical Research  
Hospital and Health Administration  
Human Development and Family Services  
Nursing  
Pre-Medicine  
Psychology



## 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
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
23-1011	4+	Lawyer
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist

## NEXT STEPS: POSSIBLE CAREER IDEAS

19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
13-2031	4+	Budget Analyst
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-3021	4	News Analyst
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3031	4	Surveying & Mapping Technician
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
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
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	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
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-2111	HS	Electrician
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4151	HS	Order Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Try new ways of learning.
- Study and review notes just before class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Quiz yourself and others about ideas you are learning.
- Set realistic goals.
- Don't let others intrude upon your study time.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.
- Study in groups of two or more.

## Strengths

Will be persistent about moving toward the greater cause.

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

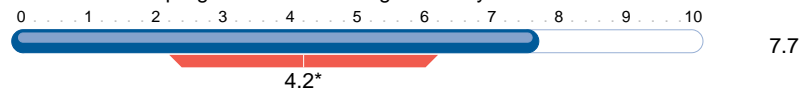
Delivers her knowledge and wisdom objectively.

Desire for continuous learning is one of her greatest strengths.

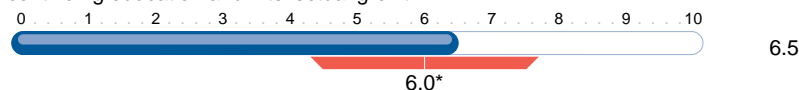
Will care for others while holding people accountable.

## Motivators

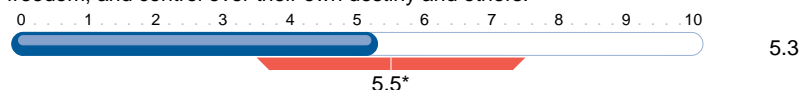
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



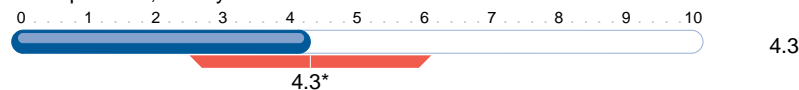
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



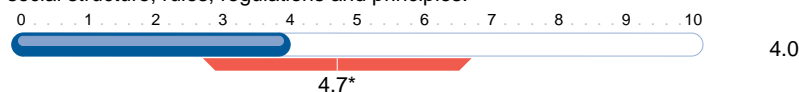
**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



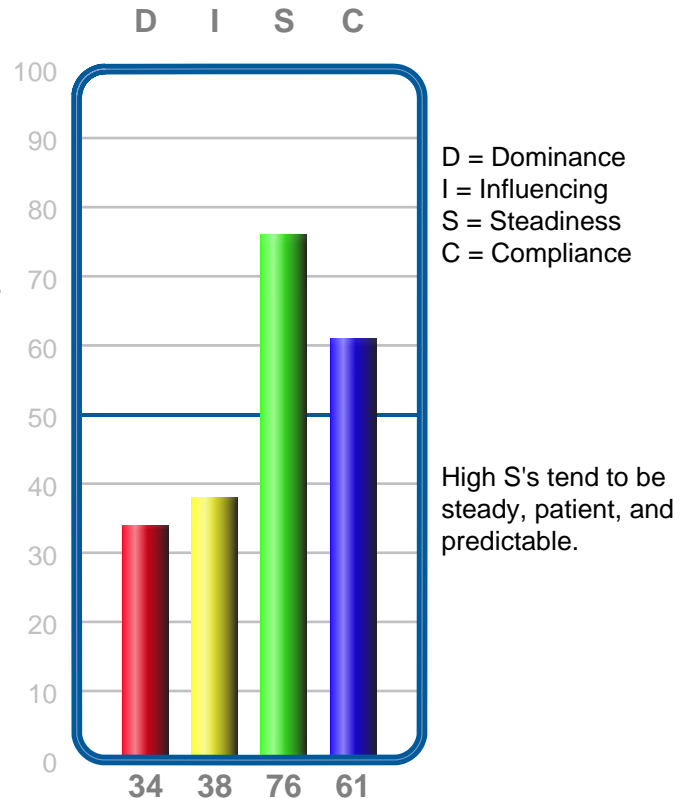
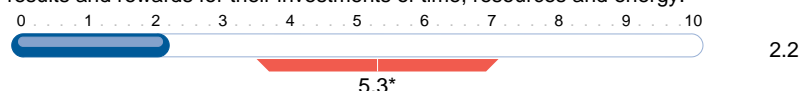
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



## Value to a Team

Turns confrontation into positives.

Respect for authority and organizational structure.

Flexible.

Patient and empathetic.

Service-oriented.

Will gather data for decision making.