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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.

bryan dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He prefers to help and support others rather than compete against them. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. Once bryan has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. At times, bryan would like to slow the world down and cut out some of the activities people want him involved in. He is usually steady, easygoing and relaxed. When challenged, he becomes more objective. He can be discreet and sociable as called for by the situation.

bryan tries to use balanced judgment. He is the person who brings stability to the entire team. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Making plans and following those plans is important to him. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. bryan is persistent and persevering in his approach to achieving goals. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result.

bryan is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He likes a friendly, open style of communication. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. 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. bryan will be open with those he trusts; however, reaching the required trust level may take time. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. 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

- Concerned about quality.
- Service-oriented.
- Will gather data for decision making.
- Turns confrontation into positives.
- Respect for authority and organizational structure.
- Works for a leader and a cause.
- Adaptable.
- Good at reconciling factions--is calming and adds stability.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- 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.
- Need help in prioritizing new assignments.
- Underestimate his abilities.
- Be defensive when risk is involved--move towards maintaining status quo.
- Be dependent on others for decisions, even if he knows he is right.

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.

- Take time to be sure that he is in agreement and understands what you said.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Look for hurt feelings or personal reasons if you disagree.
- Support your communications with correct facts and data.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep conversation at discussion level.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Provide solid, tangible, practical evidence.
- Be sincere and use a tone of voice that shows sincerity.
- Provide a friendly environment.

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.

- Give your presentation in random order.
- Make promises you cannot deliver.
- Use testimonies from unreliable sources.
- Rush him in the decision-making process.
- Debate about facts and figures.
- Be abrupt and rapid.
- Talk in a loud voice or use confrontation.
- Talk to him when you're extremely angry.
- Offer assurance and guarantees you can't fulfill.
- Be haphazard.
- Manipulate or push him into agreeing because he probably won't fight back.
- Patronize or demean him by using subtlety or incentive.

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.

- Wants to methodically solve people-related problems that benefit the greater good.
- Accommodating and pleasing others is one of his natural talents.
- Methodically follows a strategy to achieve.
- Will take a firm stance when his position or status is questioned.
- Sings the praises of peers and the contributions others make.
- Wants to be seen as a leader in humanitarian issues.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.

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.

- May not always stand up for oneself or others.
- May have difficulty correcting others as he wants to help but not offend.
- Listens to others but wants to act to his own interest.
- Will hide emotions until others push his buttons or take advantage of him.
- May overestimate the impact he can have on others.
- When helping others, may talk too much about himself.
- May only interact with those he feels complement his goals.
- He may overestimate his authority.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs personal attention from his manager and compliments for each assignment well done.
- Assignments with a high degree of people contacts.
- An environment where understanding and appreciating others is rewarded.
- Groups and committees are present in order to assist charities and social causes.
- Forum to challenge change for the sake of change.
- Desires to be seen as the gatekeeper of information and sensitive materials.

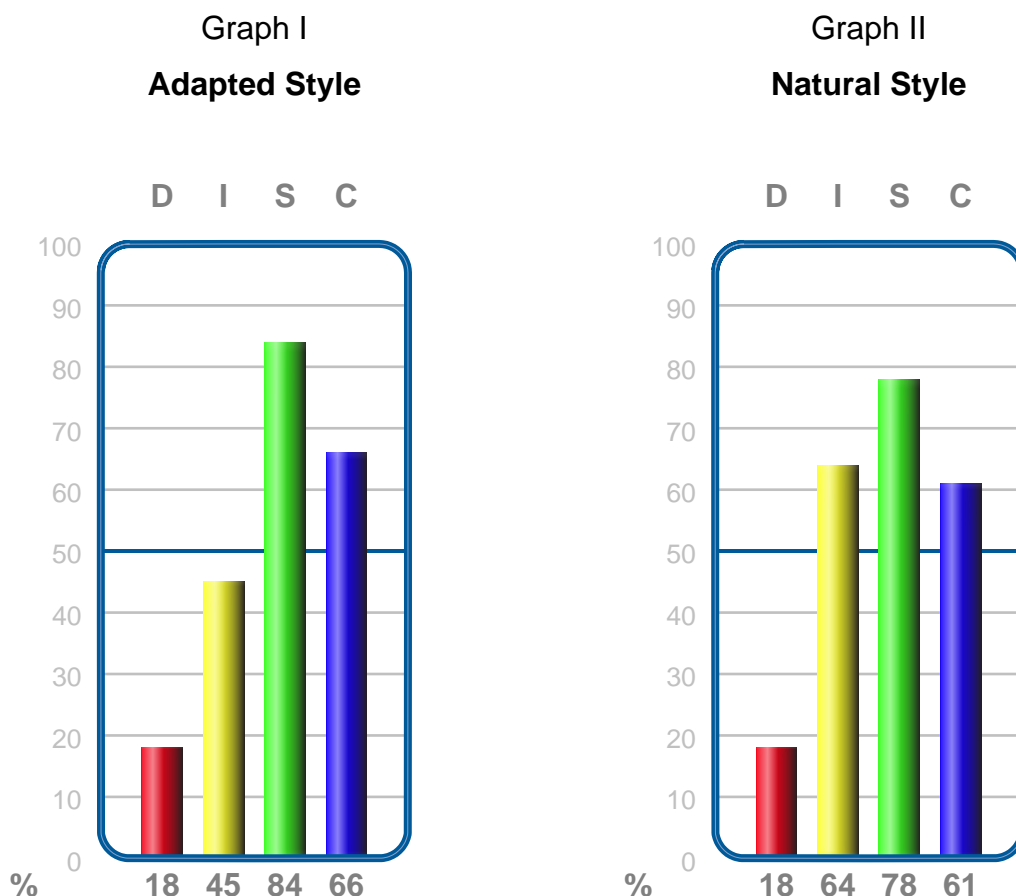
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Rewards to support his dreams.
- Support others in the organization's quest to make a difference.
- To be the promoter for programs that assist others, both on and off the job.
- 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:

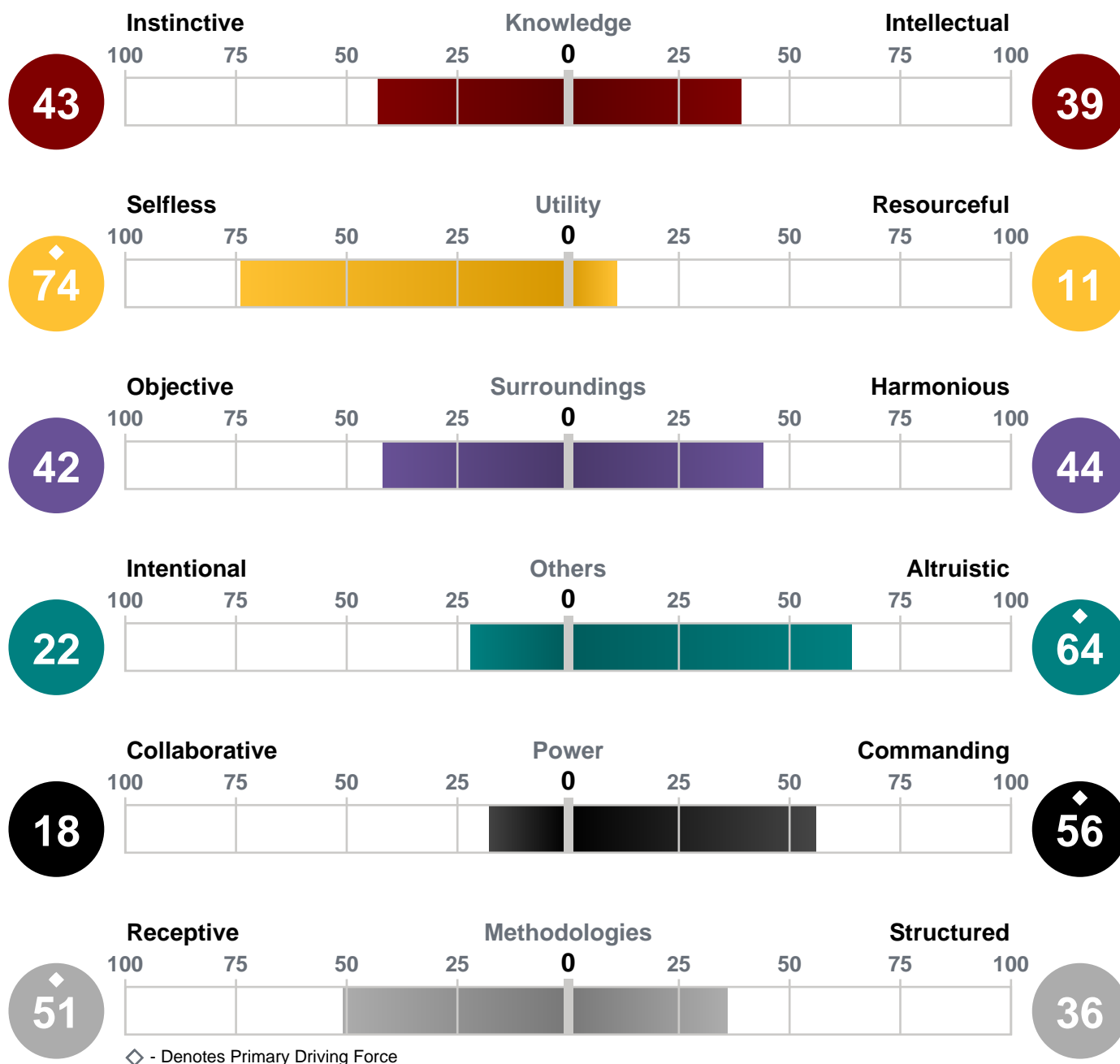
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- People who are determined and competitive are liked by bryan.
- He wants to control his own destiny and display his independence.
- If necessary, bryan will be assertive in meeting his own needs.
- Maintaining individuality is strived for in relationships.
- bryan takes responsibility for his actions.
- bryan has the desire to assert himself and to be recognized for his accomplishments.
- bryan believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- bryan 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.

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

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.

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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Anthropology
Archaeology
Architecture
Art History
Botany
Composition, Writing
Education Counselor
English
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
History
Humanities
Interior Design
Journalism
Language Study
Library Science
Linguistics
Music Composition
Paleontology
Philosophy, Religious Studies
Photography and Studio Art
Sociology
Teaching, Education
Theology
Urban Studies
Web Design, Web Administration

Business

Human Resources, Organizational Development

Career and Technical

Biomedical Equipment Technician
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

Civil Engineering
Environmental Engineering

Environmental, Agriculture and Food

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

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Graphics, Animation
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing

Other Career Paths

Publishing

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
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
17-2121	4+	Marine Engineer & Naval Architect
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer

NEXT STEPS: POSSIBLE CAREER IDEAS

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
15-1041	4	Computer Support Specialist
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
25-2011	2+	Teacher, Preschool
53-2011	2	Airline Pilot, Copilot & Flight Engineer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
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
31-9011	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
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
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

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
43-4011	HS	Brokerage Clerk
41-9011	HS	Product Promoter & Demonstrator
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
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

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

Accommodating and pleasing others is one of his natural talents.

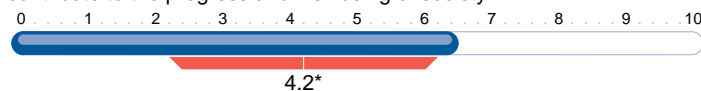
Methodically follows a strategy to achieve.

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

Sings the praises of peers and the contributions others make.

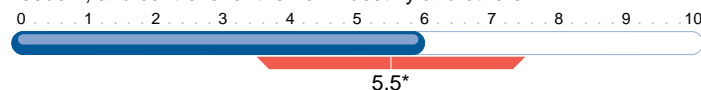
Motivators

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



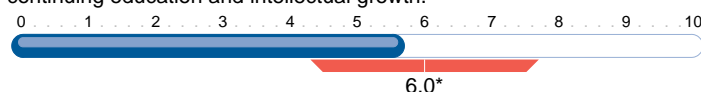
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



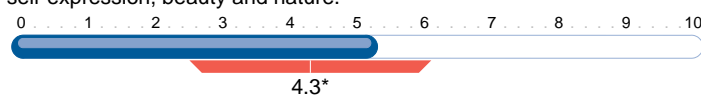
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



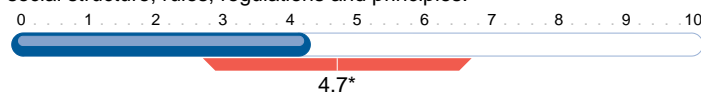
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



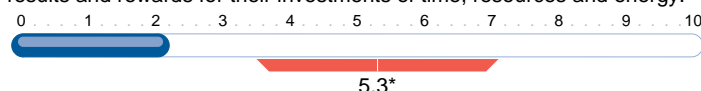
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

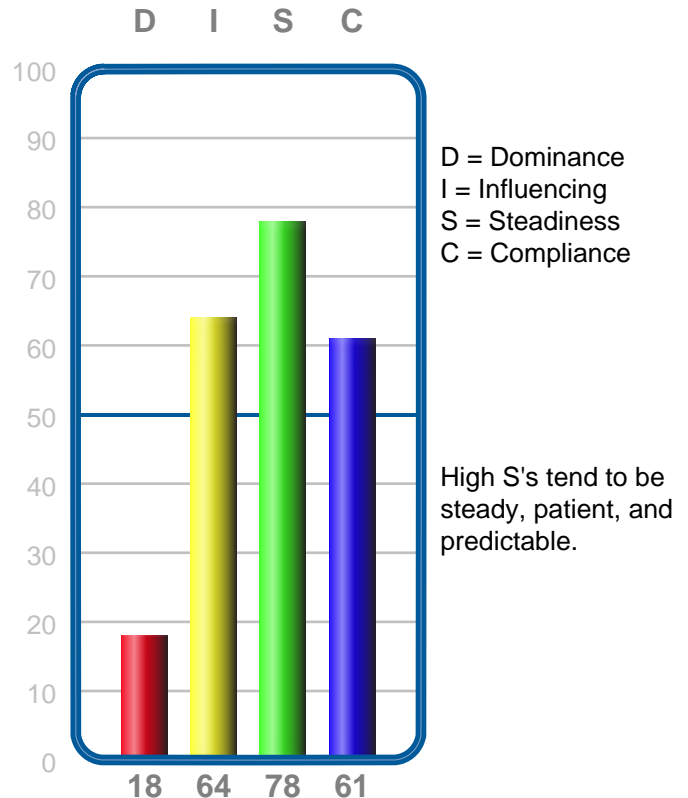


4.3

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



2.2



Value to a Team

Respect for authority and organizational structure.

Works for a leader and a cause.

Turns confrontation into positives.

Builds good relationships.

Flexible.

Will gather data for decision making.