

**Jose Gamboa**  
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.*

Jose prefers to help and support others rather than compete against them. While he is usually considered as people-oriented, he does have a technical side. 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. He is usually steady, easygoing and relaxed. At times, Jose would like to slow the world down and cut out some of the activities people want him involved in. Patience, control and deliberateness characterize his usual behavior. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He can be motivated through teamwork. He likes to know he is a valued team member. Jose wins through hard work and persistence. He likes to stay with one task until it is completed. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion.

Jose can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Making plans and following those plans is important to him. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He is persistent and persevering in his approach to achieving goals. Jose tries to use balanced judgment. He is the person who brings stability to the entire team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." 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. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

Jose does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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 will be open with those he trusts; however, reaching the required trust level may take time. Jose likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Works for a leader and a cause.
- Flexible.
- Dependable team player.
- Builds good relationships.
- Service-oriented.
- Respect for authority and organizational structure.
- Will gather data for decision making.
- Turns confrontation into positives.

## 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.*

- Avoid accountability by overstating the complexity of the situation.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.
- Not let others know where he stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Take criticism of his work as a personal affront.
- Dislike change if he feels the change is unwarranted.

## 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.*

- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Be sincere and use a tone of voice that shows sincerity.
- Use scheduled timetable when implementing new action.
- Keep conversation at discussion level.
- Give him time to ask questions.
- Provide solid, tangible, practical evidence.
- Take your time and be persistent.
- Take time to be sure that he is in agreement and understands what you said.
- Be prepared.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- 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.*

- Debate about facts and figures.
- Give your presentation in random order.
- Make promises you cannot deliver.
- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.
- Manipulate or push him into agreeing because he probably won't fight back.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Talk to him when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Rush him in the decision-making process.
- Be haphazard.

## STYLE: YOUR STRENGTHS

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

- Steady communicator of structure and process and the way it "should" be.
- Will maintain consistency for the team that supports the legacy.
- Able to be a strong listener, who can become a lifelong friend.
- Will be persistent about moving toward the greater cause.
- Will catch the mistakes of others and try to correct them through the system.
- Will do things the way they should be done the first time.
- Helps others achieve great results through a detailed process.
- Could be a judge with a heart.

## STYLE: SOME POTENTIAL CHALLENGES

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

- Can come off passive/aggressive especially when beliefs are challenged.
- Diverse situations can be highly stressful when trying to stay in line with his system of living.
- May not always stand up for oneself or others.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- Can obsess over unimportant details when in conflict with his system of beliefs.
- May find fault in his system, which he perceived as infallible.
- Wants to help others but also has a desire to police the happenings of the organization.
- Wants to help others but sometimes gets upset when others don't follow rules.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- An environment that allows time to change.
- Ability to give of time, talent and resources in order to help the organization.
- Have resources and tools in proper order for efficient access to help others.
- A manager that values and extracts his opinion on business issues.
- An environment where adhering to ethical standards is as important as achieving results.

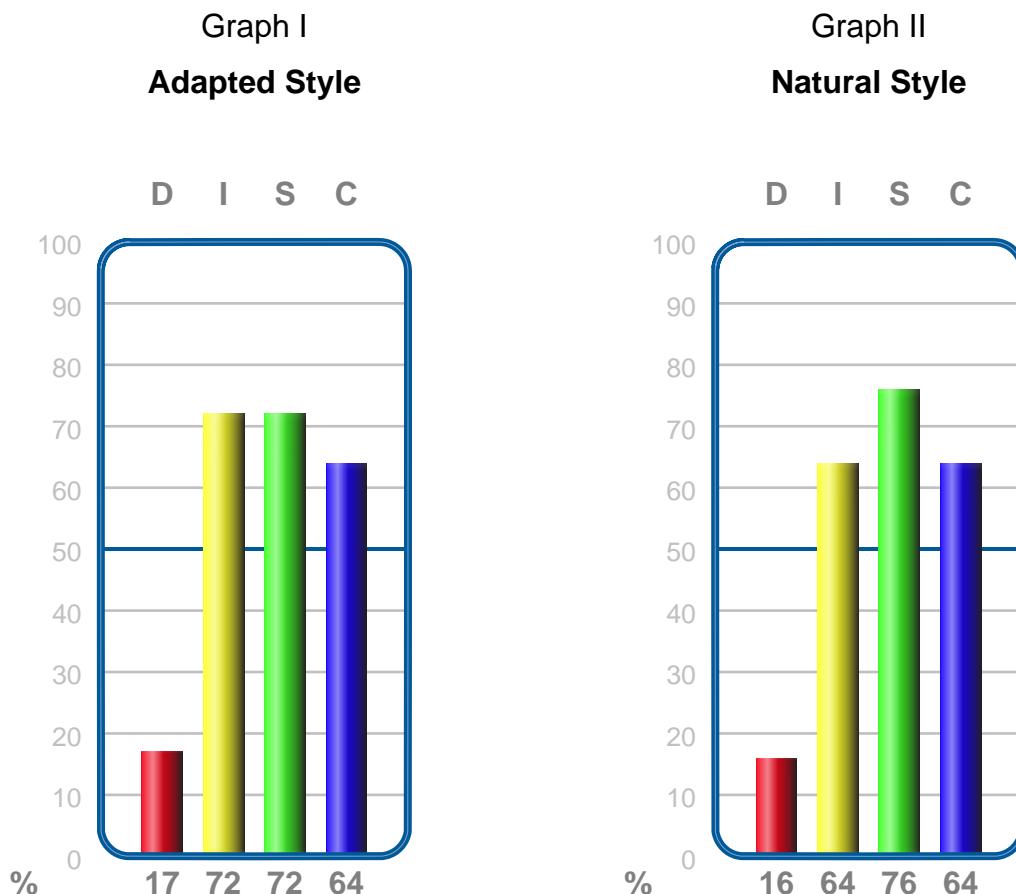
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Reassurance he is doing the job right.
- Instructions so he can do the job right the first time.
- Time to give back both internally and externally in order to quietly change things for the better.
- The information and facts necessary to help others achieve their goals.
- Private recognition for his persistence and consistency.
- Appreciation for his high standards and ability to maintain them.

## 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:

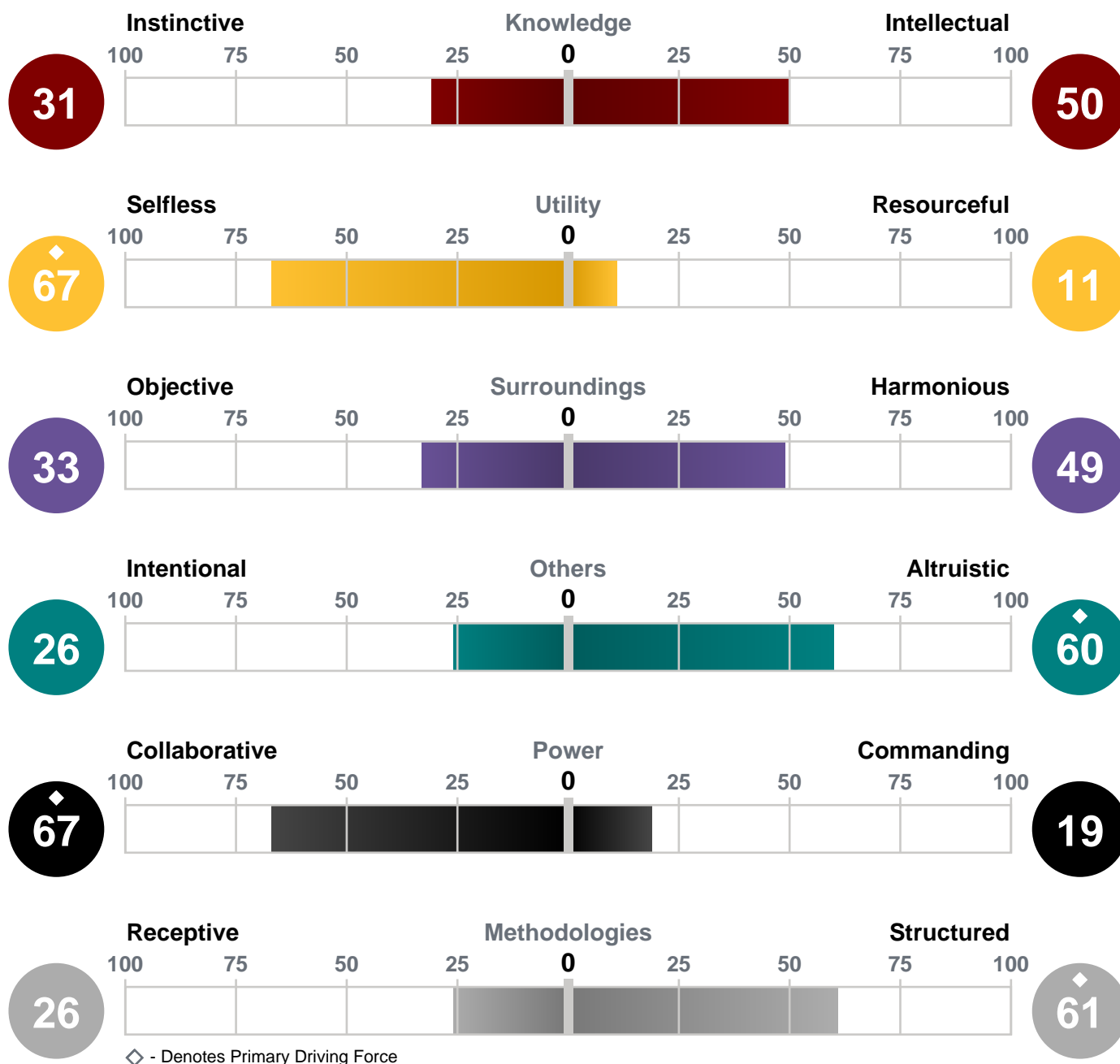
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- He will evaluate others based on his rules for living.
- Jose likes unity and order in his life.
- Following proven procedures is more important than quick fixes.
- He believes strongly in his opinions.
- Jose lets his conscience be his guide.

## 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.*

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

## 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.*

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

## 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.*

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

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

*High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.*

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

## 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.*

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

## 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  
Architecture  
Art History  
Botany  
Composition, Writing  
Criminology, Forensics  
Education Counselor  
English  
Ethnic, Cultural and Gender Studies  
Geography  
Geology, Earth Sciences  
History  
Humanities  
Interior Design  
Journalism  
Language Study  
Library Science  
Linguistics  
Paleontology  
Philosophy, Religious Studies  
Sociology  
Teaching, Education  
Theology  
Urban Studies

### Business

Human Resources, Organizational Development

### Career and Technical

Biomedical Equipment Technician  
Dental Assistance  
Drafting  
Electrician  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Speech and Language Pathology

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Welding

### Engineering

Civil Engineering  
Electrical Engineering  
Environmental Engineering  
Materials 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  
Biotechnology  
Computer Graphics, Animation  
Environment, Conservation and Sustainability  
Genetics, Reproductive Technology and Research  
Graphic Design  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Videography  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Human Development and Family Services  
Kinesiology  
Nursing  
Pre-Medicine



## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Other Career Paths

Ministry

## 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
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
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
21-1019	4+	Counselor
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
25-2011	2+	Teacher, Preschool
53-6051	2	Transportation Inspector
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
29-2081	2	Optician-Dispensing
29-2071	2	Medical Records Technician
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
55-3016	HS	Infantry
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
43-5051	HS	Postal Service Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-3071	HS	Teller
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-3011	HS	Gaming Dealer
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

## STUDY TIPS

- Put words you have trouble spelling on your mirror so you see them daily.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.
- Try new ways of learning.
- Study in groups of two or more.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Study or review notes before each class starts.
- Set goals which challenge your abilities.
- Quiz yourself and others about ideas you are learning.
- Set realistic goals.

## Strengths

Steady communicator of structure and process and the way it "should" be.

Will maintain consistency for the team that supports the legacy.

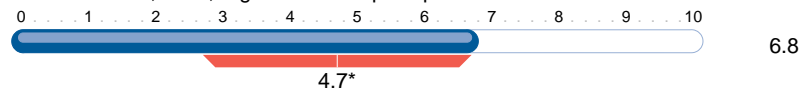
Able to be a strong listener, who can become a lifelong friend.

Will be persistent about moving toward the greater cause.

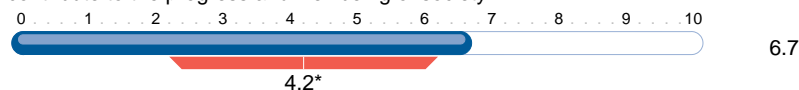
Will catch the mistakes of others and try to correct them through the system.

## Motivators

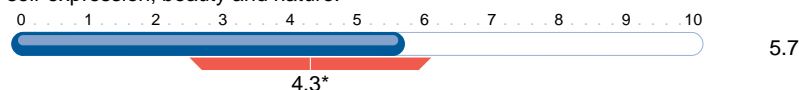
**1. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



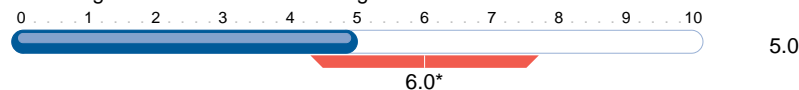
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



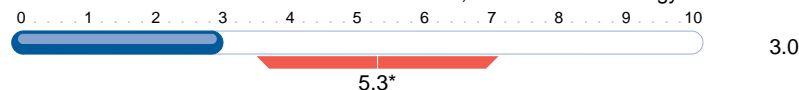
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



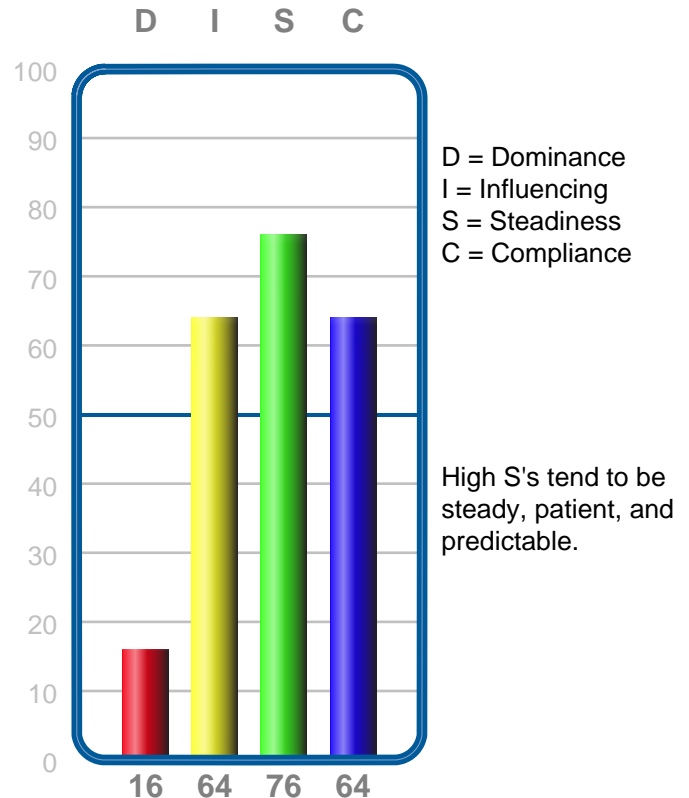
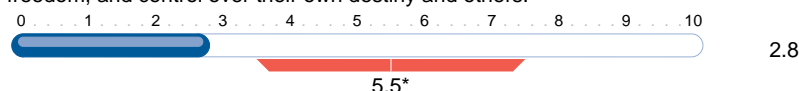
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Service-oriented.

Respect for authority and organizational structure.

Turns confrontation into positives.

Will gather data for decision making.

Flexible.

Dependable team player.