

**Stephany Robles-Barahona**  
10-13-2016



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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.*

Stephany prefers to help and support others rather than compete against them. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She likes to start and finish activities. Others who work with her know they can depend on her. At times she can be quite skeptical. Others may misinterpret this strength as a negative one, but she is only seeking needed data. Stephany is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. When the time is right, Stephany can stand up aggressively for what she believes. She may not project a sense of urgency like some people with different behavioral styles. Stephany looks to people for support and inner-satisfaction as a way to reach her personal goals. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family.

Stephany often thinks over major decisions before acting. She tends to make decisions based on past experiences. She prefers the "tried and true." When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. She uses logic to assist her in decision making. This tendency is helpful to others in her group. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She is persistent and persevering in her approach to achieving goals. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures.

Stephany can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. 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! She may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. She 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 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. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Presents the facts without emotion.
- Consistent and steady.
- Patient and empathetic.
- Objective and realistic.
- Can make decisions without getting emotionally involved.
- Works for a leader and a cause.
- Dependable team player.
- Builds good relationships.
- 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.*

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be dependent on others for decisions, even if she knows she is right.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Dislike change if she feels the change is unwarranted.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if her personal beliefs are attacked.
- Not let others know where she stands on an issue.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.

## 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.*

- Ask "how?" questions to draw her opinions.
- Have the facts in logical order.
- Keep at least three feet away from her.
- Be prepared with the facts and figures.
- Start, however briefly, with a personal comment. Break the ice.
- Listen to her.
- Use expert testimonials.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide a friendly environment.
- Move casually, informally.

## 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.*

- Overuse gestures.
- Be disorganized.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be superficial.
- Make statements you cannot prove.
- Be abrupt and rapid.
- Pretend to be an expert, if you are not.
- Be redundant.
- Patronize or demean her by using subtlety or incentive.
- Stand too close--give two to three feet of space.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Use inappropriate buzz words.

## 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.*

- Accommodating and pleasing others is one of her natural talents.
- Wants to methodically solve people-related problems that benefit the greater good.
- Delivers her knowledge and wisdom objectively.
- Good listener when being presented with accurate facts and figures.
- Generous and effective with their time, talent, and resources.
- Initiates the activity of developing others.
- Initiates action to get questions answered.
- Uses knowledge to support her position.

## 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 have difficulty correcting others as she wants to help but not offend.
- May not always stand up for oneself or others.
- Resents change without logical facts and reasoning behind the change.
- May withhold sharing of knowledge to meet her security needs.
- Method of helping others is not negotiable.
- Needs immediate results when helping others.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- When confronted with a major decision, she will want the facts before deciding but may make the decision anyway.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from controls, supervision and details.
- Nonroutine work with challenge and opportunity.
- Active problems that require researched-based solutions.
- Ability to be an independent thinker.
- Ability to give of time, talent and resources in order to help the organization.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

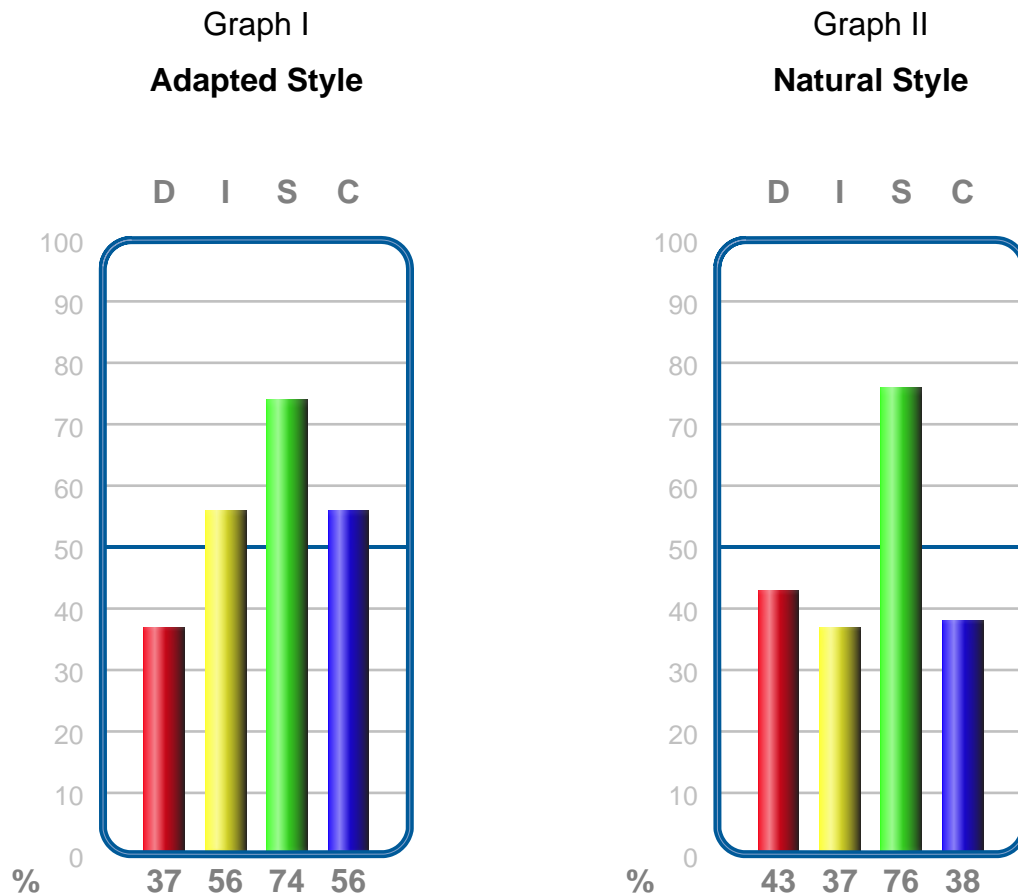
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- New challenges and problems to solve.
- Constant appreciation, and a feeling of security on the team.
- Necessary information at her fingertips in order to conquer challenges.
- To be seen as the keeper of information.
- Time to give back both internally and externally in order to quietly change things for the better.
- Consistency in ways she can contribute to people, the organization and causes.

## 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:

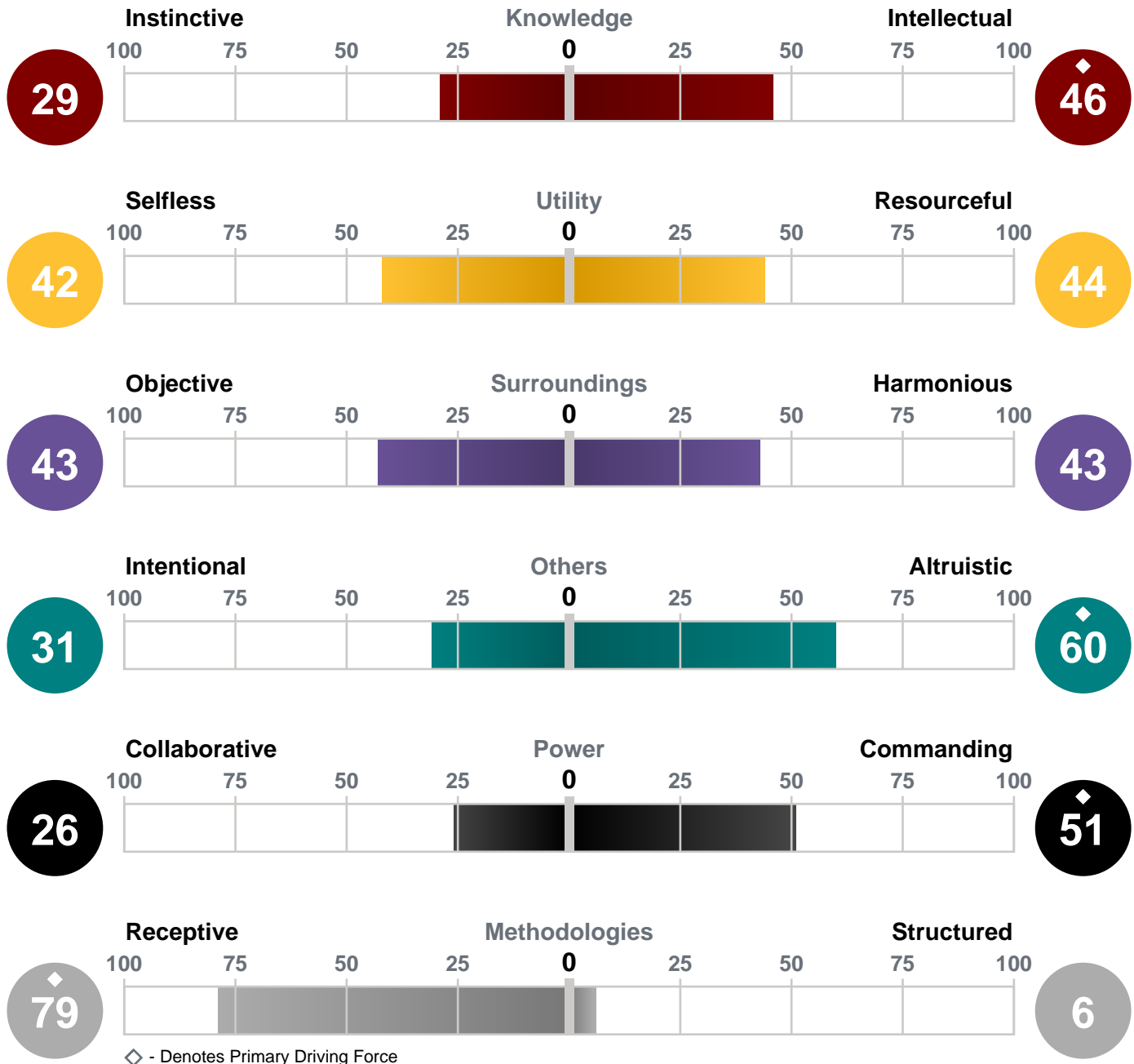
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

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

## 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.*

- Stephany can be assertive in meeting her needs.
- At times Stephany can be very competitive.
- 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.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.

## 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.*

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

## 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 Stephany will look for the beauty in all things.
- Stephany 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 "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.*

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

## 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

Biochemistry, Biophysics  
Botany  
Chemistry  
Composition, Writing  
Criminology, Forensics  
Economics  
Film and Television Production  
Geology, Earth Sciences  
Information Technology  
Library Science  
Paleontology  
Web Design, Web Administration

### Business

Construction Management  
Human Resources, Organizational Development

### Career and Technical

Building Inspector  
Dental Assistance  
Emergency Medical Technician  
Health Aide, Medical Assistance  
Massage Therapy  
Rehabilitation Therapy  
Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Computer Engineering  
Electrical Engineering  
Environmental Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Agriculture and Farming  
Culinary Science

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences  
Plants and Horticulture

## Evolving Opportunities

Biotechnology  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Environment, Conservation and Sustainability  
Genetics, Reproductive Technology and Research  
Graphic Design  
Health Technology  
Medical Ethics  
Multimedia, Digital Communications  
Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Videography

## Health Sciences

Chiropractic Assistance  
Human Development and Family Services  
Nursing  
Pre-Dental  
Pre-Ophthalmology  
Pre-Veterinary Medicine  
Psychology

## Other Career Paths

Apparel Fashion  
Child Care, Family Services  
Fitness and Exercise Science  
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
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-4011	4+	Agriculture & Food Science Technician
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
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist

## NEXT STEPS: POSSIBLE CAREER IDEAS

19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
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
27-3043	4	Writer & Author
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
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
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool

## NEXT STEPS: POSSIBLE CAREER IDEAS

49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
47-4099.02	2	Solar Thermal Installer & Technician
41-2031	2	Retail Salesperson
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
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
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
43-5051	HS	Postal Service Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
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
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Accommodating and pleasing others is one of her natural talents.

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

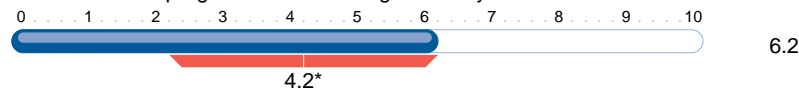
Delivers her knowledge and wisdom objectively.

Good listener when being presented with accurate facts and figures.

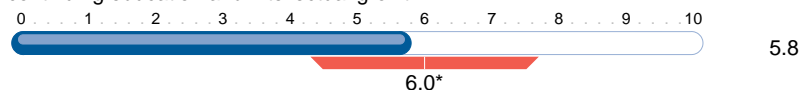
Generous and effective with their time, talent, and resources.

## Motivators

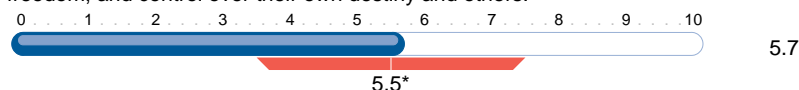
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



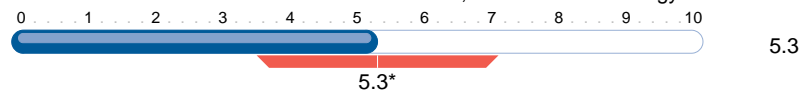
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



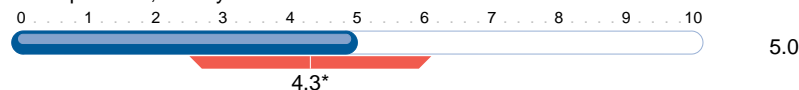
**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



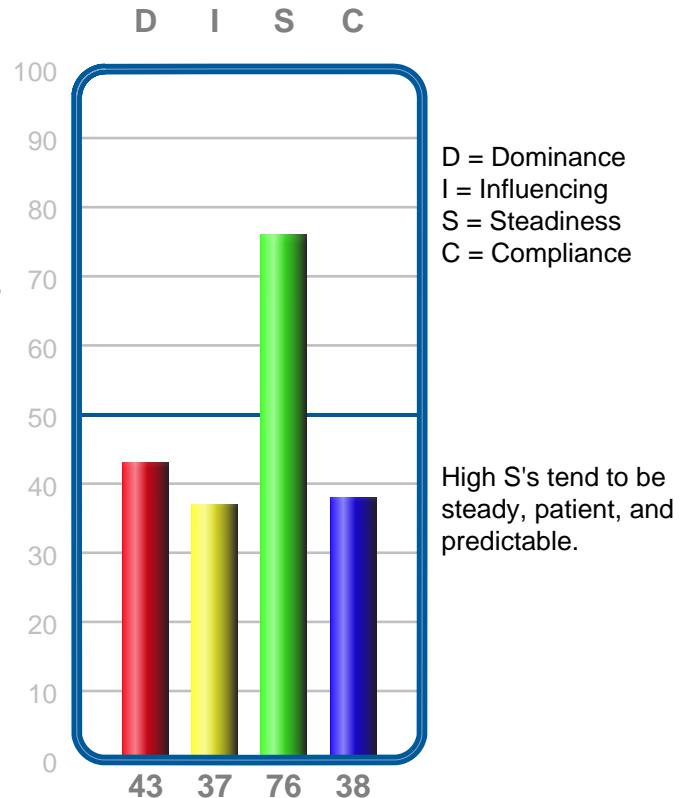
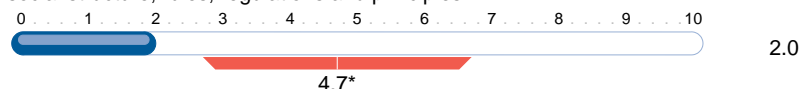
**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



## Value to a Team

Good listener.

Service-oriented.

Works for a leader and a cause.

Objective and realistic.

Patient and empathetic.

Presents the facts without emotion.