

george contreras
10-11-2016



TABLE OF CONTENTS

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.

george is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Patience, control and deliberateness characterize his usual behavior. At times, george would like to slow the world down and cut out some of the activities people want him involved in. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He may have difficulty sharing his feelings if it may disturb the relationship. He has great abilities to concentrate on details. This concentration may be intense. He likes to start and finish activities. Others who work with him know they can depend on him. george does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. When challenged, he becomes more objective.

george may tend to fight for his beliefs or those things he feels passionate about. When faced with a tough decision, he will seek information and analyze it thoroughly. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He tends to make decisions based on past experiences. He prefers the "tried and true." Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He is persistent and persevering in his approach to achieving goals. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions.

george is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He is more motivated by logic than emotion. To him, logic represents tangible research. george can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. 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. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Will gather data for decision making.
- Good listener.
- Turns confrontation into positives.
- Consistent and steady.
- Dependable team player.
- Works for a leader and a cause.
- Patient and empathetic.
- Flexible.

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.

- Dislike change if he feels the change is unwarranted.
- Be too conservative--bides time and avoids much that is new.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be dependent on others for decisions, even if he knows he is right.
- Hold a grudge if his personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.

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.

- Limit your use of gestures.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Give him time to ask questions.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Keep conversation at discussion level.
- Provide a friendly environment.
- Be sincere and use a tone of voice that shows sincerity.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use scheduled timetable when implementing new action.
- Take time to be sure that he is in agreement and understands what you said.

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.

- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Patronize or demean him by using subtlety or incentive.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Talk in a loud voice or use confrontation.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.
- Offer assurance and guarantees you can't fulfill.
- Push too hard, or be unrealistic with deadlines.
- Use testimonies from unreliable sources.
- Overuse emotions.
- Be haphazard.
- Overuse gestures.

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.

- Able to be a strong listener, who can become a lifelong friend.
- Will be persistent about moving toward the greater cause.
- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Will care for others while holding people accountable.
- Brings organization for those striving for the same cause.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Wants to know everything about the process, which leads to high standards and results.

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 take a long time in addressing sensitive issues that could help others.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.
- Sets unwanted rules for others, but does so for their own good.
- May micromanage friends or family and in turn, unintentionally alienate others.
- May appear overly data- or theory-focused.
- Wants a consistent process but constantly looking to make sure it is correct.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment that allows time to change.
- Familiar work environment with a predictable pattern.
- A credible manager that provides enough information.
- Logical approach to problem solving and information-based solutions.
- The opportunity to be objective and diligent in his quest to help others.
- Work on a team that has common interests and desires.

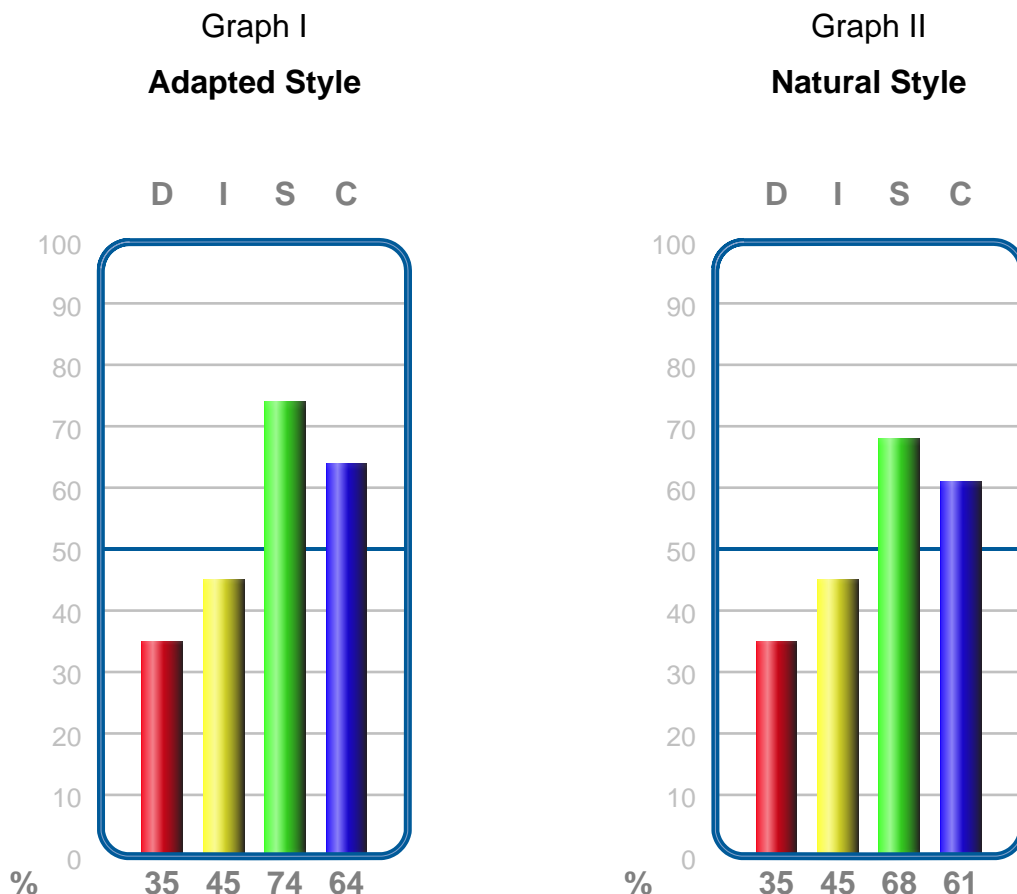
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Specific questions--not general or open-ended.
- Better planning and fewer changes in the organization.
- To be seen as the keeper of information.
- Time to gather data and facts in order to work through challenges and conflicts.
- To be assured that the organization is willing to help others and will maintain the rules and procedures for making sure the assistance is given.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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:

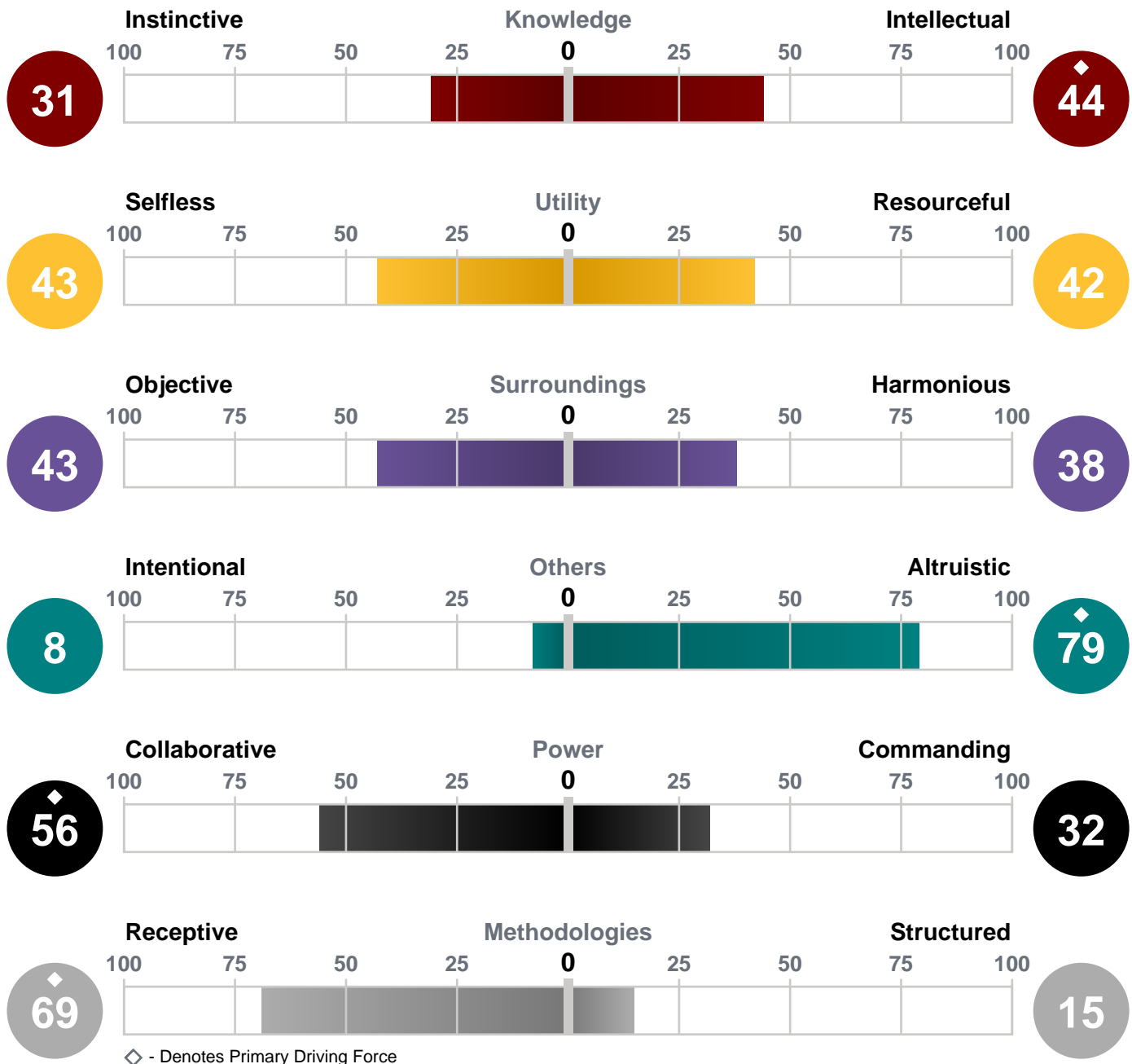
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

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

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.

- george will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- george will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He 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.
- george can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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.

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

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.

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

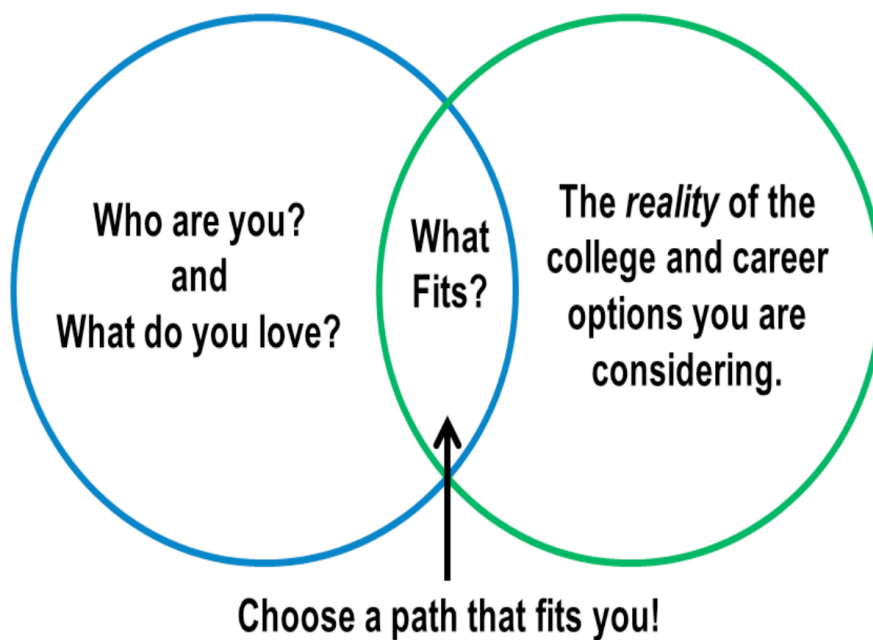


NEXT STEPS: CHOOSE A PATH

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

Architecture
Interior Design
Library Science

Career and Technical

Drafting
Speech and Language Pathology

Engineering

Bio Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Medical Ethics
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing

NEXT STEPS: POSSIBLE DEGREE MATCHES

Pre-Medicine

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

- Set goals which challenge your abilities.
- Set realistic goals.
- Study or review notes before each class starts.
- Study in groups of two or more.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Put words you have trouble spelling on your mirror so you see them daily.
- 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.

Strengths

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

Will be persistent about moving toward the greater cause.

Methodical and reliable researcher.

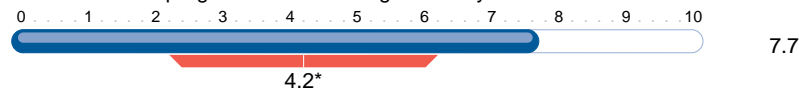
Will keep sensitive information under lock and key.

Will care for others while holding people accountable.

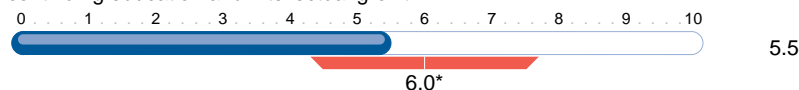
Will ask all of the questions and gather all the data to make every outcome the best it can be.

Motivators

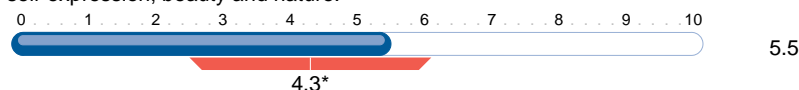
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



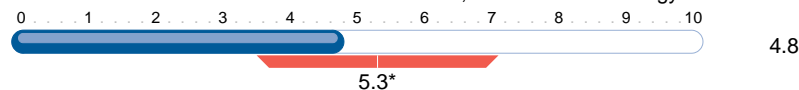
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



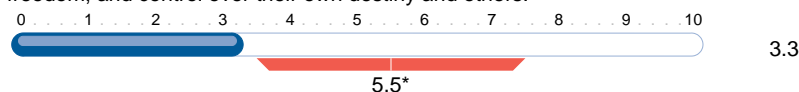
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



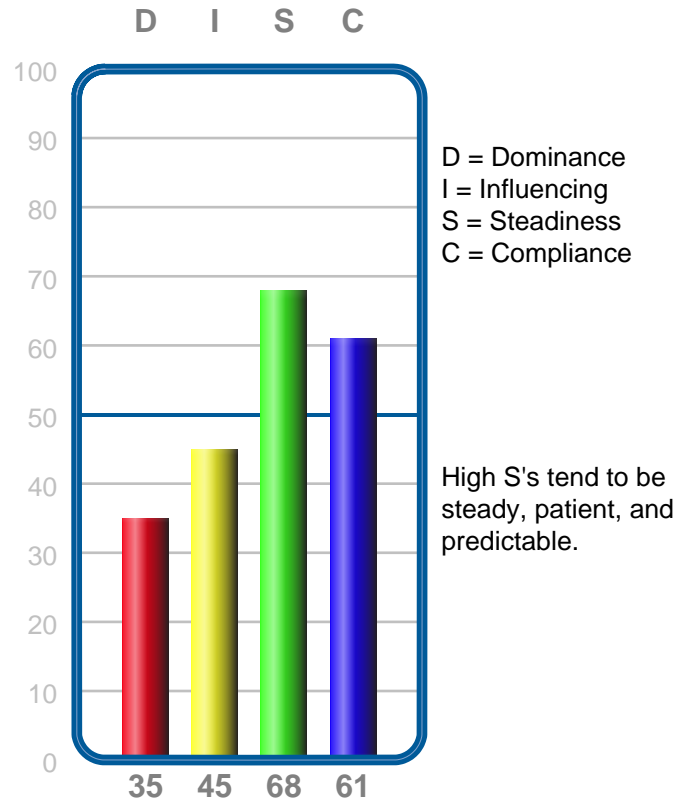
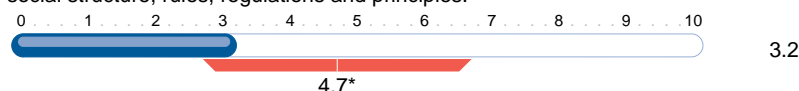
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Consistent and steady.

Concerned about quality.

Builds good relationships.

Will gather data for decision making.

Good listener.

People-oriented.