

carlos zuniga
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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.

carlos likes to start and finish activities. Others who work with him know they can depend on him. He wins through hard work and persistence. He likes to stay with one task until it is completed. He has great abilities to concentrate on details. This concentration may be intense. He can be motivated through teamwork. He likes to know he is a valued team member. carlos is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He looks to people for support and inner-satisfaction as a way to reach his personal goals. He can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. He tends to be incisive and analytical. carlos likes to set his own pace. When others try to rush him, he feels threatened and may balk. He may not project a sense of urgency like some people with different behavioral styles.

carlos needs to gather data and facts in a logical fashion. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." carlos may tend to fight for his beliefs or those things he feels passionate about. He tends to make decisions based on past experiences. He prefers the "tried and true." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He adheres to company policy and doesn't break the rules just for the sake of breaking them.

carlos 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 having others initiate the conversation. He can then assess the situation and respond accordingly. 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 is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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. 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 does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always looking for the logical solutions.
- Defines, clarifies, gets information, criticizes and tests.
- Patient and empathetic.
- Consistent and steady.
- Maintains standards.
- Builds good relationships.
- Proficient and skilled in his technical specialty.
- Accurate and intuitive.
- Comprehensive in problem solving.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Be defensive when risk is involved--move towards maintaining status quo.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.
- Take criticism of his work as a personal affront.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- 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.
- Not take action against those who challenge or break the rules or guidelines.

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.

- Follow through, if you agree.
- Give him time to be thorough, when appropriate.
- Prepare your "case" in advance.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Provide solid, tangible, practical evidence.
- Define clearly (preferably in writing) individual contributions.
- Look for hurt feelings or personal reasons if you disagree.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

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.

- Patronize or demean him by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Offer assurance and guarantees you can't fulfill.
- Rush the decision-making process.
- Leave things to chance or luck.
- Say "trust me"--you must prove it.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.
- Debate about facts and figures.
- Make conflicting statements.
- Be abrupt and rapid.

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.

- Takes a methodical approach to implementing changes that will increase return on investment.
- Wants to do his part to keep things efficient and consistent.
- Delivers his knowledge and wisdom objectively.
- Great at retrieving information for decision makers he trusts.
- Sees the details and resources needed to achieve desired return.
- Expectations are clear, tangible and have a bottom-line focus.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.

STYLE: SOME POTENTIAL CHALLENGES

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

- Puts all his "eggs in one basket".
- May overlook opportunity for added efficiency out of fear of change.
- Resents change without logical facts and reasoning behind the change.
- Struggles in adapting to new situations without preparation.
- Desires to be seen as resourceful, yet is fearful of making mistakes.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- May appear overly data- or theory-focused.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment dictated by logic rather than emotion.
- Little conflict between people.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- The ability to return to the table with more information in order to present the case.
- Ability to be direct and to-the-point with the appropriate return on investment data.
- Time to allow verification of return on investment, prior to making a change.

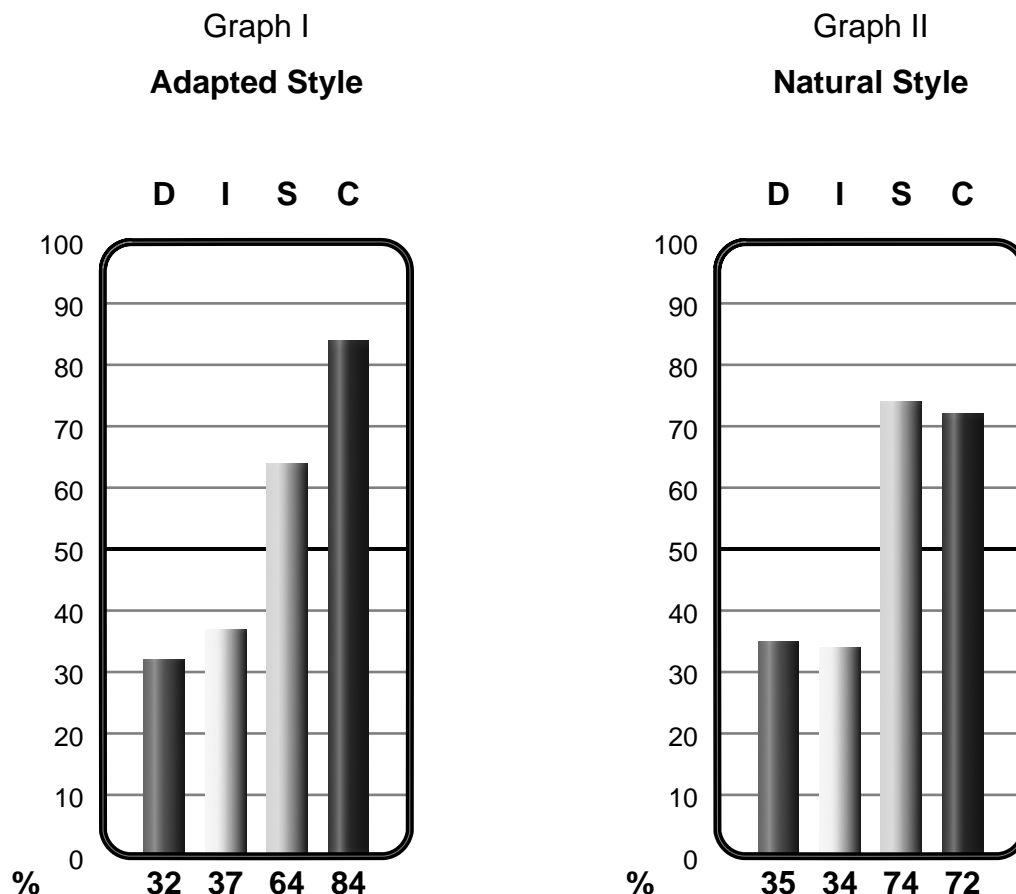
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be recognized for his continuance of quality work.
- No sudden changes in procedure.
- To have the right information to support others so he can feel secure with how the job is being done.
- Access to all necessary information and instruction manuals in order to do things right.
- Policies to follow that have previous evidence of achieving outcomes in which he is being held accountable for.
- Loyalty and commitment to be seen as a return on investment for the organization.

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:

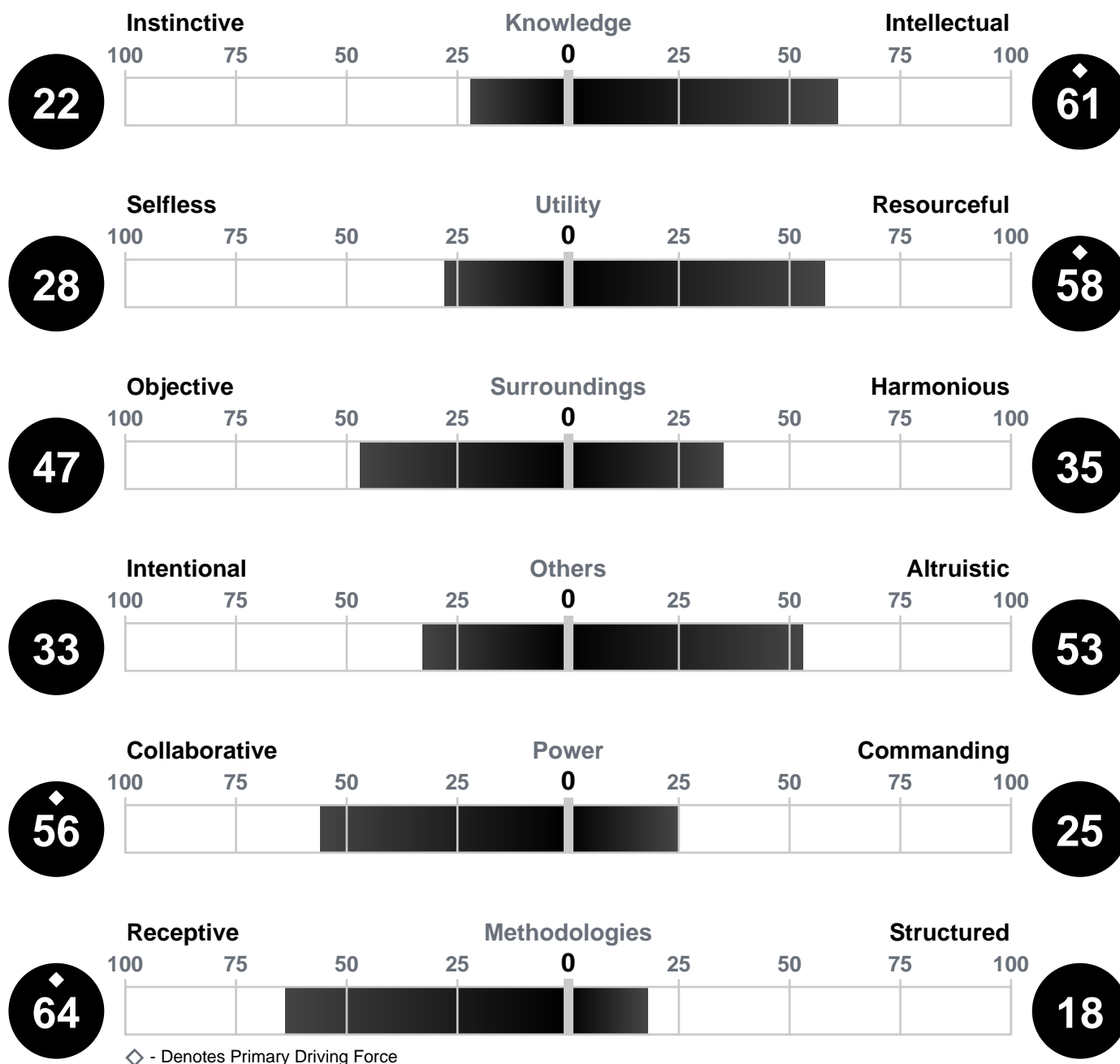
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He may use wealth as a yardstick to measure his work effort.
- He evaluates things for their utility and economic return.
- carlos tends to give freely of time and resources, but will want and expect a return on his investment.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He will work long and hard to satisfy his needs.
- carlos is good at achieving goals.

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

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.

- carlos' desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- carlos will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- carlos' passion in life will be found in one or two of the other dimensions discussed in this report.
- carlos feels that struggles should be the burden of the team, not just the individuals.
- carlos 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.
- As long as carlos' belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Being in total control of a situation is not a primary motivating factor.

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.

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

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

Botany
Chemistry
Composition, Writing
Criminology, Forensics
Geography
Geology, Earth Sciences
Information Technology
Interior Design
Library Science
Microbiology
Neuroscience
Paleontology
Web Design, Web Administration

Career and Technical

Biomedical Equipment Technician
Building Inspector
Dental Assistance
Drafting
Electrician
Emergency Medical Technician
Massage Therapy
Rehabilitation Therapy
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Fish, Game and Wildlife
Forestry, Natural Resources
Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology
Computer Programming
Diagnostic, Scanning Technician
Ecommerce
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Social Work

Health Sciences

Chiropractic Assistance
Hospital and Health Administration
Human Development and Family Services
Nursing
Pharmaceutical
Pre-Dental
Pre-Medicine
Pre-Ophthalmology
Pre-Veterinary Medicine
Psychology

Other Career Paths

Data Entry and Processing
Fitness and Exercise Science

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
29-1071.01	4+	Anesthesiologist Assistant
29-1051	4+	Pharmacist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4021	4+	Librarian
25-4012	4+	Curator
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2031	4+	Chemist
19-2021	4+	Atmospheric & Space Scientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-2041	4+	Statistician
15-2031	4+	Operations Research Analyst
15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
29-2034	4	Radiologic Technician
29-2033	4	Nuclear Medicine Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3021	4	News Analyst
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
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
17-1021	4	Cartographer & Photogrammetrist
15-2021	4	Mathematician
15-2011	4	Actuary
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1031	4	Computer Software Engineer, Applications
13-2072	4	Loan Officer
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail

NEXT STEPS: POSSIBLE CAREER IDEAS

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
17-3021	2-4	Aerospace Engineer & Operations Technician
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
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
25-9041	HS-2	Teacher Assistant
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
47-2111	HS	Electrician
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Listen and think positively about the concepts you are studying.
- Think positively about your ability to pass every class with high marks.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.
- Participate in class discussions.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Force yourself to ask your classmates questions.
- Ask yourself questions - either from the class material or ones you make-up.
- Set challenging goals.
- Meditate and think positive thoughts before taking an exam.
- Set realistic goals.
- Make sure you understand course expectations and ask if necessary.

Strengths

Takes a methodical approach to implementing changes that will increase return on investment.

Wants to do his part to keep things efficient and consistent.

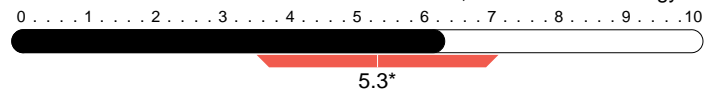
Delivers his knowledge and wisdom objectively.

Great at retrieving information for decision makers he trusts.

Sees the details and resources needed to achieve desired return.

Motivators

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



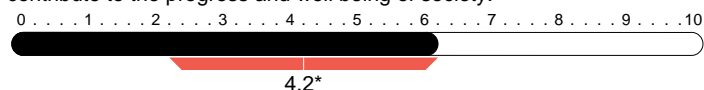
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



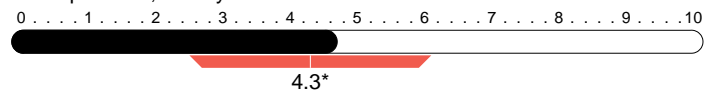
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



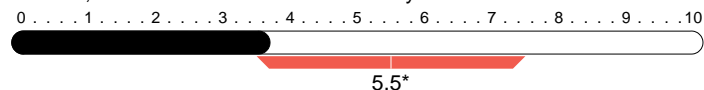
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



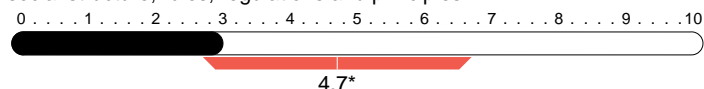
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5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

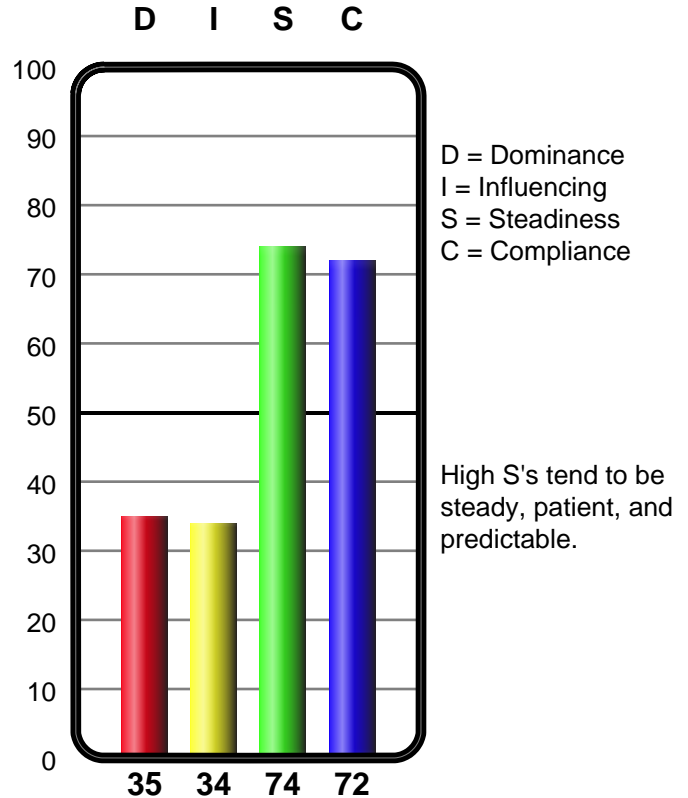


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.0



Value to a Team

Defines, clarifies, gets information, criticizes and tests.

Works for a leader and a cause.

Service-oriented.

Conscientious and steady.

Maintains standards.

Good listener.