

**david banuelos**  
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.*

david is often seen as practical and objective. Patience, control and deliberateness characterize his usual behavior. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. 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. While he is usually considered as people-oriented, he does have a technical side. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He looks to people for support and inner-satisfaction as a way to reach his personal goals. When the time is right, david can stand up aggressively for what he believes. david sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He requires many good reasons, as well as the benefits involved, before agreeing to making changes.

david may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He is persistent and persevering in his approach to achieving goals. He may tend to fight for his beliefs or those things he feels passionate about. david can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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 prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship.

david 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 will be open with those he trusts; however, reaching the required trust level may take time. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. david likes a friendly, open style of communication. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Respect for authority and organizational structure.
- Adaptable.
- Concerned about quality.
- Turns confrontation into positives.
- Flexible.
- Works for a leader and a cause.
- Good at reconciling factions--is calming and adds stability.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Hold a grudge if his personal beliefs are attacked.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be defensive when risk is involved--move towards maintaining status quo.
- Be dependent on others for decisions, even if he knows he is right.
- Not let others know where he stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- 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.*

- Be sincere and use a tone of voice that shows sincerity.
- Keep conversation at discussion level.
- Provide a friendly environment.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Define clearly (preferably in writing) individual contributions.
- Take time to be sure that he is in agreement and understands what you said.
- Provide solid, tangible, practical evidence.
- 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.
- Be prepared.
- Give him time to ask questions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Take your time and be persistent.

## 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.*

- Rush him in the decision-making process.
- Manipulate or push him into agreeing because he probably won't fight back.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Give your presentation in random order.
- Be haphazard.
- Use testimonies from unreliable sources.
- Be abrupt and rapid.
- Debate about facts and figures.
- Talk to him when you're extremely angry.
- Talk in a loud voice or use confrontation.

## 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.*

- The "glue" that ties multiple visions together.
- Supports a leader and a cause that brings beauty or creativity.
- Willing to be the support system behind the cause.
- Accommodating and pleasing others is one of his natural talents.
- Builds something of form and beauty that structurally will last forever.
- Brings a good mixture of procedure orientation and creativity.
- Brings organization for those striving for the same cause.
- Will care for others while holding people accountable.

## 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.*

- If environment is shaken, he struggles to speak up to realign it.
- Dislikes unwarranted change in his environment because of the disruption of balance.
- May always place blame on himself.
- May have difficulty correcting others as he wants to help but not offend.
- While highly in tune to the vibe of a situation, he can come across as absolute.
- His process may not always translate to beauty or creativity.
- May micromanage friends or family and in turn, unintentionally alienate others.
- Sets unwanted rules for others, but does so for their own good.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- A stable and predictable environment.
- Permission to cross external boundaries in order to achieve personal creativity.
- Ability to complete projects and tasks through a stable and harmonious team.
- An opportunity to help others without being in the limelight.
- Provide functional and useful ways to help others achieve and win.

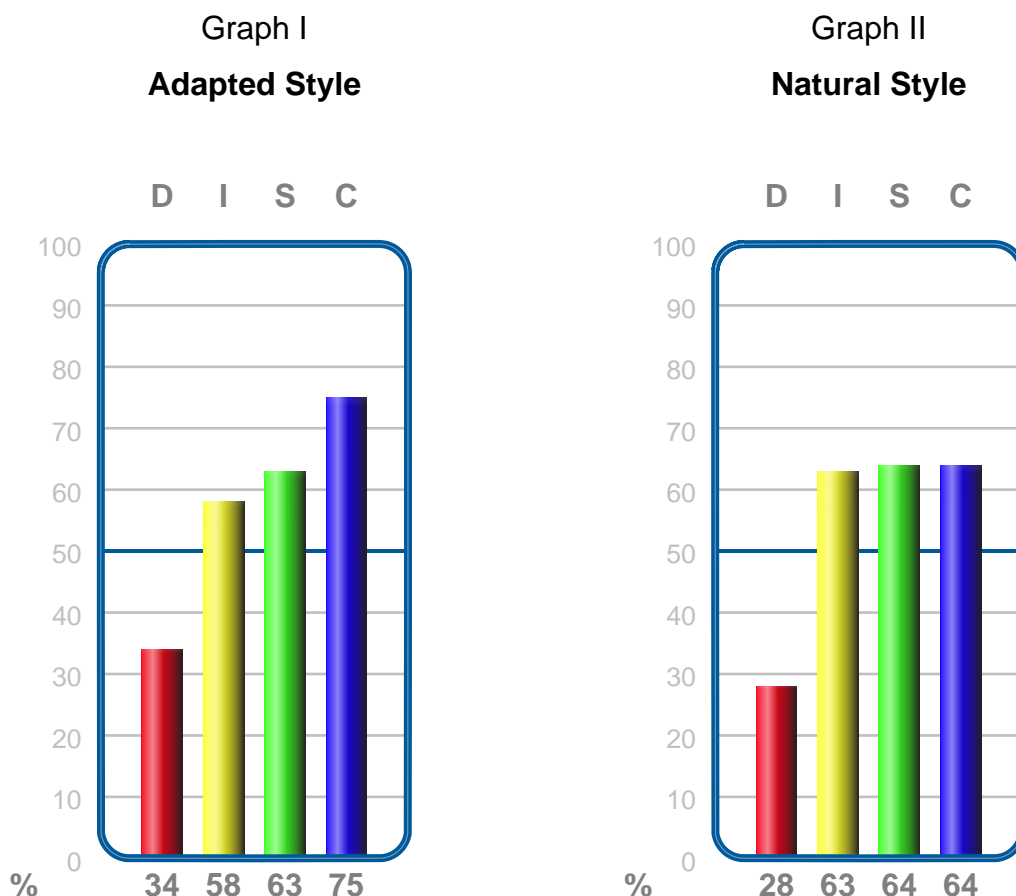
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- Operating procedures in writing.
- To have charts and information displayed for the purpose of function.
- To support company morale and harmonious causes.
- To develop methodical and fair ways to help others.
- Accountability for the desired humanitarian outcomes.

## 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:

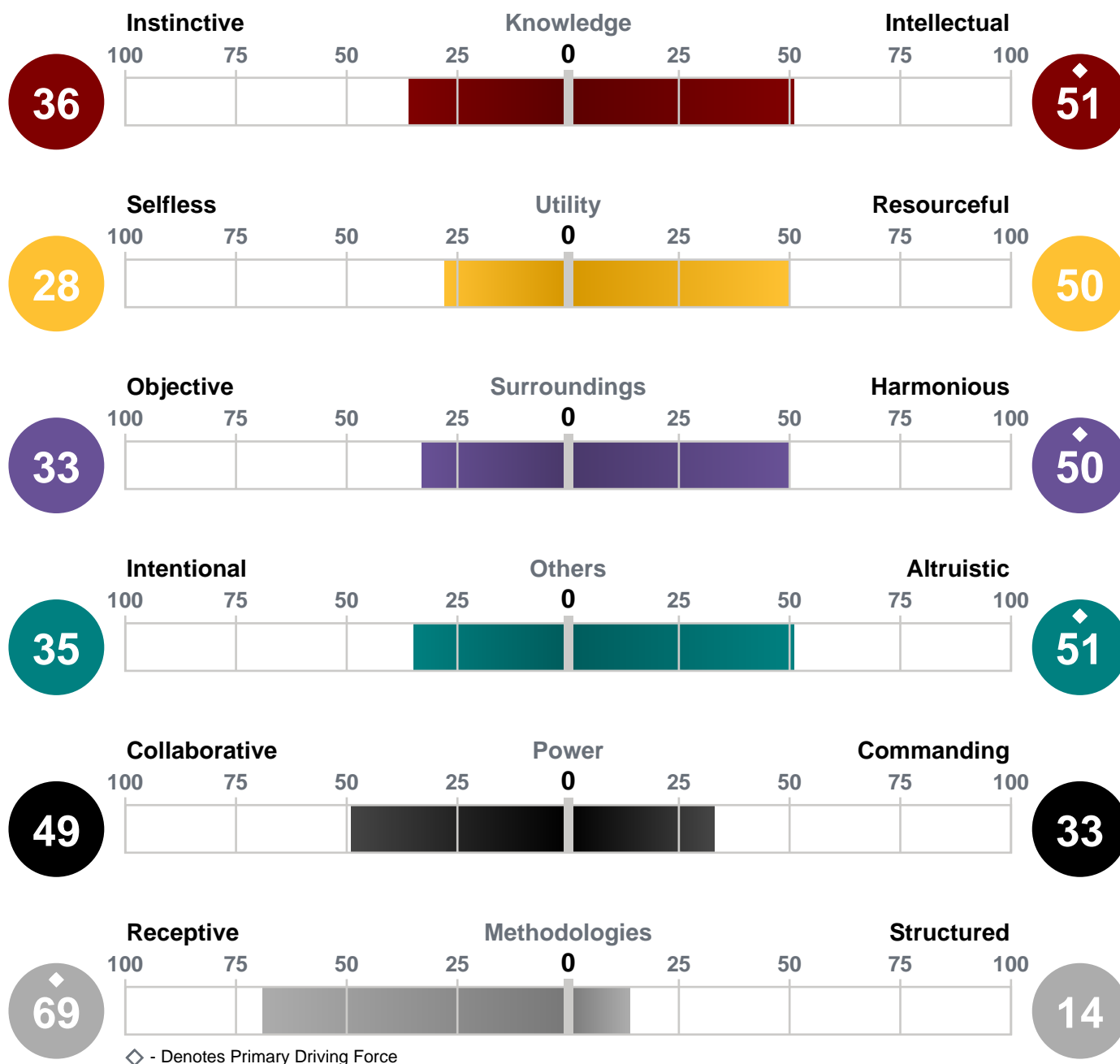
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Form and harmony provide him with an experience to remember.
- Decorating his surroundings so they are visually pleasing is enjoyable for david.
- Dressing for success comes naturally to david. He enjoys the latest designer clothes when he has the funds to purchase them.
- david uses his aesthetic talent to impress others.
- david looks for and appreciates the beauty in things.
- david will evaluate things based on artistic beauty and usefulness.

## 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.*

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

## 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.*

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

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

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

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

## 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.*

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

## 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.*

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

## 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

Architecture  
Information Technology  
Interior Design  
Web Design, Web Administration

### Business

Human Resources, Organizational Development  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Dental Assistance  
Drafting

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Environmental Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Graphic Design  
Medical Ethics

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Nutrition and Diet Science  
Online Marketing, Social Media  
Peace and Conflict Resolution Studies  
Renewable Energy  
Videography

### Health Sciences

Exercise Science  
Kinesiology  
Pre-Medicine

### Other Career Paths

Apparel Fashion



## 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
27-2031	4 & exp	Dancer
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
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
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-1012	4+	Landscape Architect
51-9081	4	Dental Lab Technician

## NEXT STEPS: POSSIBLE CAREER IDEAS

51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
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
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
47-2031	3-4	Carpenter
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

39-9032	2	Recreational Worker
39-9031	2	Fitness Trainer
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)
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
51-3011	HS	Baker
49-9042	HS	Maintenance and Repair Worker, General
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	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
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

## STUDY TIPS

- Study and review notes just before class starts.
- Set goals which challenge your abilities.
- Don't let others intrude upon your study time.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study in groups of two or more.
- Try new ways of learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.

## Strengths

The "glue" that ties multiple visions together.

Supports a leader and a cause that brings beauty or creativity.

Willing to be the support system behind the cause.

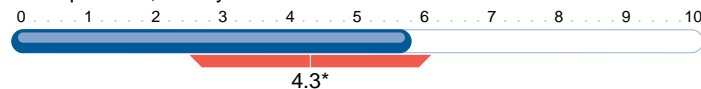
Accommodating and pleasing others is one of his natural talents.

Builds something of form and beauty that structurally will last forever.

Brings organization for those striving for the same cause.

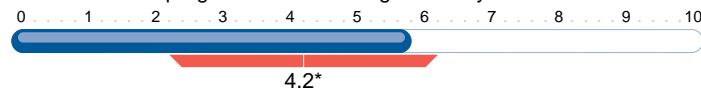
## Motivators

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



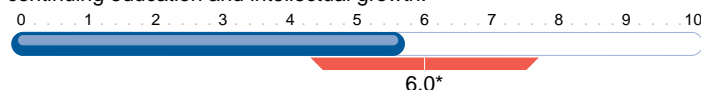
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**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



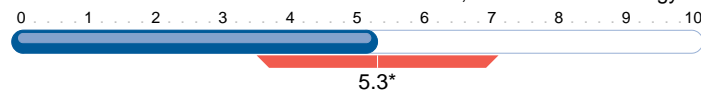
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**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



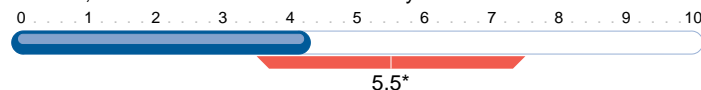
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



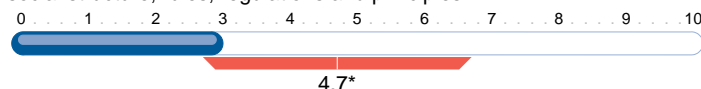
5.3

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

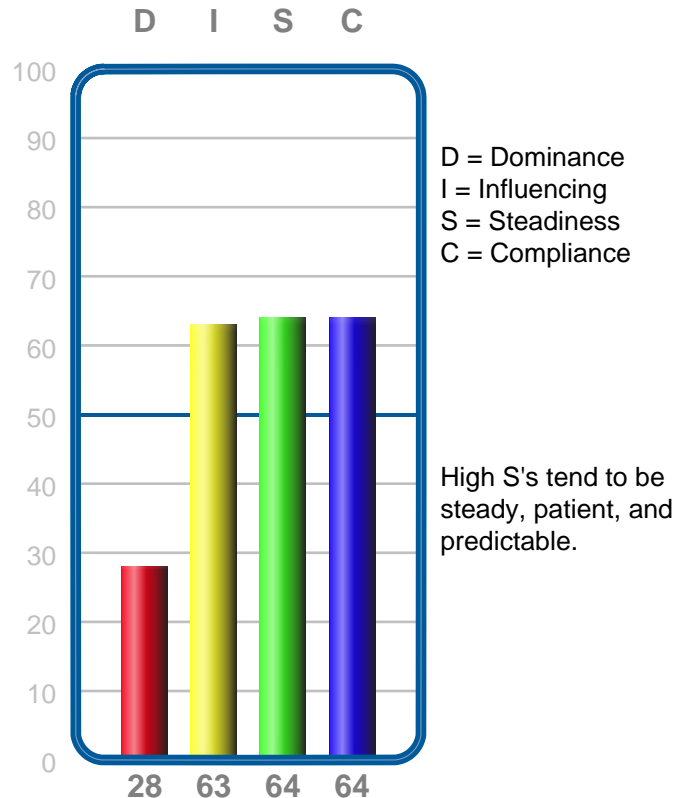


4.3

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



3.0



## Value to a Team

Patient and empathetic.

Service-oriented.

Works for a leader and a cause.

Concerned about quality.

Turns confrontation into positives.

People-oriented.