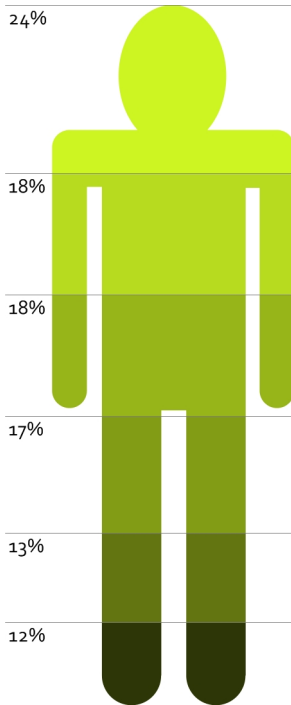




ANGELA FERNANDES GUERRATO

Newly discovered values and operating styles lead to better career options.

What do your Values tell you?



Knowledge - an appetite for learning and understanding
You seek a balance between the need for knowledge and need for results.

Money - a drive for money and wealth
You are an excellent team player and team member.

Uniqueness - a desire to be different and independent
You are a very stabilizing influence on a team.

Helping - a drive to help others grow and develop
You are very willing to work and contribute to the team efforts.

Influence - a desire for power and control
You enjoy working on behalf of a mission or cause.

Structure - the need for order and organization
You can follow existing procedures or create new ones as needed.

Values drive the way you think about different issues, form opinions, and make your biggest decisions. They define how you differ from others and what drives you in both your personal and professional life.

Everyone has a unique blend of these six values. We can analyze your blend to determine what motivates you in the workplace. The percentages help you to see what your primary work values are.

Your Priorities are a part of your success.

Each of your priorities should affect your future work choices.

INTEGRITY

Matching your values to the work you do, as well as the people you choose to work with, will help ensure you have the opportunity to make integrity a constant focus. Seek to build character and substance by conducting your life with the utmost honesty, always projecting the best of intentions.

RESPONSIBILITY

You should be in charge of projects, people, and processes. It may take time, but handle yourself with the utmost of integrity, keep your standards high, take your responsibilities seriously and you'll earn the trust and opportunities you crave.

LOYALTY

Because you take your commitments so seriously, it's important that you surround yourself with people who share the same sense of honor and respect. Opportunities where relationships, loyalty and service are rewarded will probably offer you the security and peace of mind you expect in your environment.

COOPERATION

Seek opportunities to work with, assist, counsel, moderate or mentor others. Start an organization or group to bring people together for a common cause. Be part of team building or training others to further effective cooperation.

AREAS FOR IMPROVEMENT

Due to your higher Helping value, you may need to learn to say 'no' more often.

Your lower Money score reveals that you may need to develop more of an awareness of financial implications.

Based on your higher Patience score, you may take a bit too long to make some decisions.

Due to your lower People score, you may be overly suspicious of others.



The Four P's of Operating Style and Ideal Job Culture

Your Primary scores are those higher scores over 25%, and your Secondary scores are those lower scores substantially less than 25%. Everyone has a unique blend of each of the four Ps. These interact to create a unique constellation of your Operating Style.

Problem Solving

A primary Problem Solving score means that you are more creative when it comes to approaching new problems. A secondary score means that you tend to use reliable and tested solutions to new problems.

People

A primary People score means that you meet new people in an open, outgoing, assertive, and talkative way. A secondary score means that you meet new people in a more quiet, controlled, and reserved manner.

Patience

A primary Patience score means that you prefer a more controlled, predictable, and deliberate environment. A secondary score means that you prefer a more flexible, dynamic, unstructured environment.

Procedures

A primary Procedures score means that you like to adhere to procedures set by trusted authority; doing things the 'right way.' A secondary score means that you are more flexible and operate more independently from the rules.



Operating Style is how you get things done.

Based on your scores, it seems you:

- carefully weigh pros and cons to problems
- maintain cool control of your emotions
- possess a rare ability to calm people who are angry or upset
- will find creative ways to streamline projects

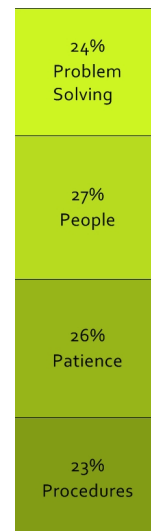
Knowing your **Operating Style** is of enormous benefit as you build your career and present your portfolio of skills. Once you learn how you do what you do, you can really showcase your strengths and improve your working relationship with others.

Ideal Job Culture is where you do your best work.

You should look for a job somewhere that:

- working in predictable environment
- involves many social interactions
- presents you with specialized assignments
- encourages you to try new ideas and procedures

Your **Ideal Job Culture** is the essence of where you do your best work. Some people love the idea of working from home in pajamas while others thrive in busy, structured environments. Insights like these are key to understanding what motivates you to do your best work.



Build your personal Elevator Pitch right now.

In this Action Worksheet, you will be going back to the first two pages of the report to consider and choose the best descriptions and most important improvements. This will help you to concisely explain yourself to others. Over time you can fine-tune your pitch and it will become second-nature.

I'm motivated to...
 (choose from Values section on P.1)

At work, I...
 (choose from Operating Style section on P.2)

My ideal job will...
 (choose from Ideal Job Culture section on P.2)

I'm working on...
 (choose from Improvements section on P.1)

In Action
 (Write a situation that illustrates your Values in action)

In Action
 (Write a situation showing your Operating Style)

List your Top Resources for career success.

How many of the following can you identify? List as many as you can think of.

Industries related to my interests:	Career opportunities based on my immediate career objectives	Mentors or advisors I can turn to for advice:	Experts in my industry:	Books or other media about my industry or field:	Companies in my industry or field:
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5

Now, add up the number of slots you were able to fill in and write it down here _____. If you scored from: 20-17 you're well positioned for success, 16-12 you've got a great base of information, 11-8 nice start but keep exploring, under 7 it's time to do some serious research for your future.

Short term Goals help you achieve your long term Ambitions.

The most highly accomplished people in the world credit writing down their goals as a top secret of their success. Start to document yours here.

TOMORROW

ONE MONTH

SIX MONTHS

FIVE YEARS
