

**brian lopez**  
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.*

brian wins through hard work and persistence. He likes to stay with one task until it is completed. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. When challenged, he becomes more objective. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. Relationships with others are warm, personal and lasting. He is usually steady, easygoing and relaxed. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. brian likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion.

brian 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 is persistent and persevering in his approach to achieving goals. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. brian may tend to fight for his beliefs or those things he feels passionate about. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Making plans and following those plans is important to him.

brian is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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 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 a friendly, open style of communication. brian will be open with those he trusts; however, reaching the required trust level may take time. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Respect for authority and organizational structure.
- Patient and empathetic.
- Flexible.
- Turns confrontation into positives.
- Will gather data for decision making.
- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.

## 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 too conservative--bides time and avoids much that is new.
- Need help in prioritizing new assignments.
- Hold a grudge if his personal beliefs are attacked.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Take criticism of his work as a personal affront.
- Dislike change if he feels the change is unwarranted.
- Not let others know where he stands on an issue.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.

## 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.*

- Take your time and be persistent.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Provide solid, tangible, practical evidence.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Use scheduled timetable when implementing new action.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.
- Keep conversation at discussion level.
- Be sincere and use a tone of voice that shows sincerity.
- Provide a friendly environment.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.

## 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.
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.
- Push too hard, or be unrealistic with deadlines.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Talk in a loud voice or use confrontation.
- Manipulate or push him into agreeing because he probably won't fight back.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.
- Use testimonies from unreliable sources.
- Be haphazard.
- Debate about facts and figures.

## 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.*

- Leads by example and in a quiet and methodical way.
- A "winner" who is consistent but does not brag about accomplishments.
- Will keep sensitive information under lock and key.
- Great at retrieving information for decision makers he trusts.
- Being an optimistic leader.
- Capable of addressing conflict for a win-win scenario.
- Motivates others to continue education.
- Volunteers his knowledge on many subjects.

## STYLE: SOME POTENTIAL CHALLENGES

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

- May let other's criticism of his work continually frustrate him.
- Forgives but has a hard time forgetting.
- May not pursue knowledge if it jeopardizes his security.
- Struggles in adapting to new situations without preparation.
- May be viewed as someone who over promises and under delivers.
- Can disclose their agenda to the wrong people.
- A desire to share information can impede his ability to listen and learn.
- May present facts and figures with too much emotion.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Information and time to make decisions.
- Time necessary to gather enough information in order to move forward.
- An environment where he can "lead the parade".
- An environment to express ideas to influence people.

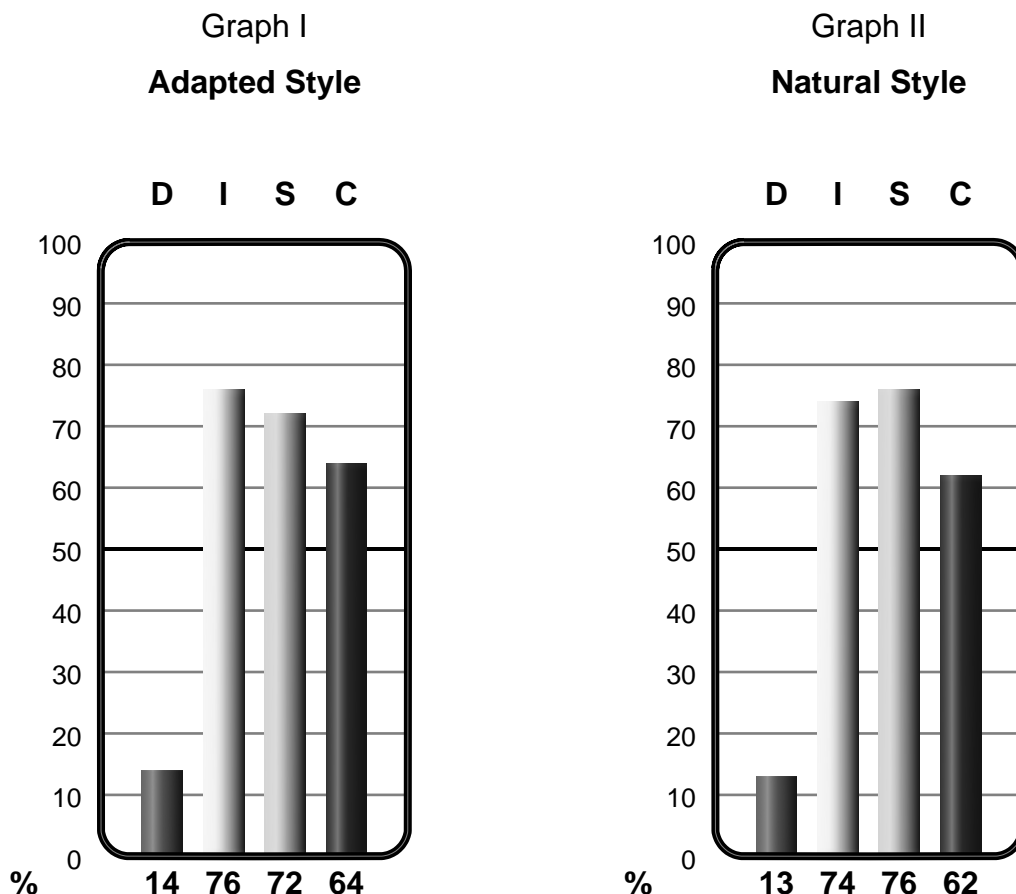
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- A support system to do the detail work.
- To support others through the gathering and delivery of information.
- The time to research and layout information in a methodical way.
- A podium to express ideas, vision and experiences.
- Public recognition of power and prestige.

## 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:

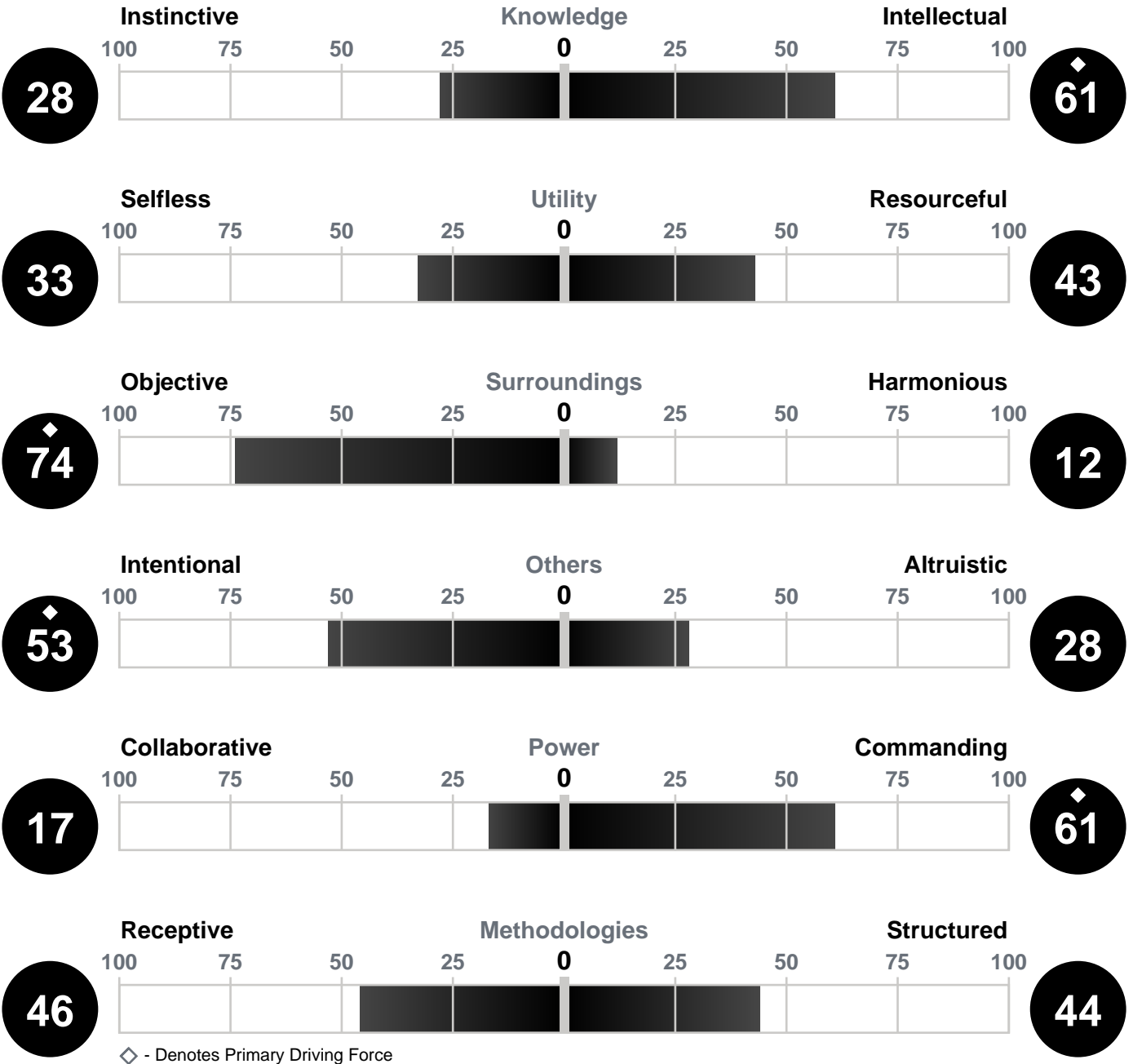
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- brian takes responsibility for his actions.
- brian believes "when the going gets tough, the tough get going."
- If necessary, brian will be assertive in meeting his own needs.
- brian has the desire to assert himself and to be recognized for his accomplishments.
- brian likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- Maintaining individuality is strived for in relationships.
- People who are determined and competitive are liked by brian.
- He wants to control his own destiny and display his independence.
- He believes "if at first you don't succeed try, try again."

## 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.*

- brian is very good at integrating past knowledge to solve present problems.
- brian 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.
- brian has the potential to become an expert in his chosen field.
- A comfortable job for brian is one that challenges his knowledge.
- He will usually have the data to support his convictions.

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

## 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.*

- brian needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- brian at times will evaluate others based on his rules for living.
- brian lets his conscience be his guide.

## 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.*

- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- brian's passion in life will be found in one or two of the other dimensions discussed in this report.
- brian will be torn if helping others proves to be detrimental to him.
- brian is willing to help others if they are working as hard as possible to achieve their goals.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

## 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.*

- brian is not necessarily worried about form and beauty in his environment.
- brian's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, brian can see the need for beauty, but has difficulty buying the finer things in life.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- He wants to take a practical approach to events.
- The utility of "something" is more important than its beauty, form and harmony.
- Unpleasant surroundings will not stifle his creativity.

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Biochemistry, Biophysics  
Biology  
Chemistry  
Criminology, Forensics  
Economics  
Geography  
Information Technology  
Legal Assistance, Paralegal Studies  
Library Science  
Microbiology  
Neuroscience

### Business

Facilities Planning and Management

### Career and Technical

Electrician  
Rehabilitation Therapy  
Speech and Language Pathology  
Vehicle Maintenance and Repair  
Welding

### Engineering

Chemical Engineering  
Civil Engineering  
Electrical Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Natural Sciences

### Evolving Opportunities

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Biotechnology  
Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Online Marketing, Social Media  
Peace and Conflict Resolution Studies

### Health Sciences

Counseling  
Pre-Dental  
Pre-Medicine

### Other Career Paths

Military Service



## 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
29-2031	4+	Cardiovascular Technician
25-3011	4+	Adult Educator
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
25-2011	2+	Teacher, Preschool
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9041	HS-2	Teacher Assistant
43-4151	HS	Order Clerk

## STUDY TIPS

- Try new ways of learning.
- Study and review notes just before class starts.
- Set realistic goals.
- Ask questions about things for which you are unsure.
- Study or review notes before each class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.
- Set goals which challenge your abilities.
- Meditate and think positive thoughts before taking an exam.
- Put words you have trouble spelling on your mirror so you see them daily.

## Strengths

Leads by example and in a quiet and methodical way.

A "winner" who is consistent but does not brag about accomplishments.

Will keep sensitive information under lock and key.

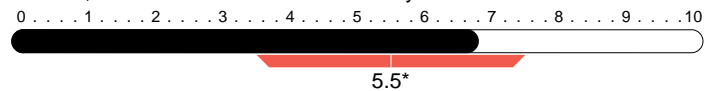
Great at retrieving information for decision makers he trusts.

Being an optimistic leader.

Motivates others to continue education.

## Motivators

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



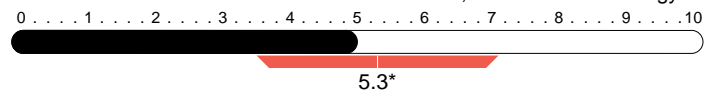
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



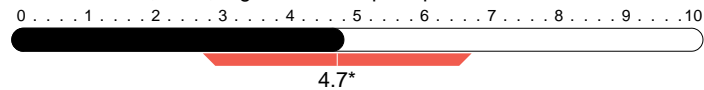
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



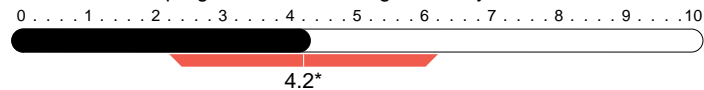
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



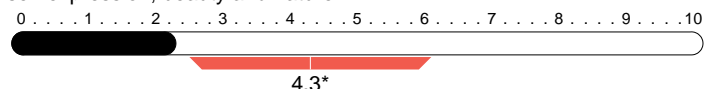
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

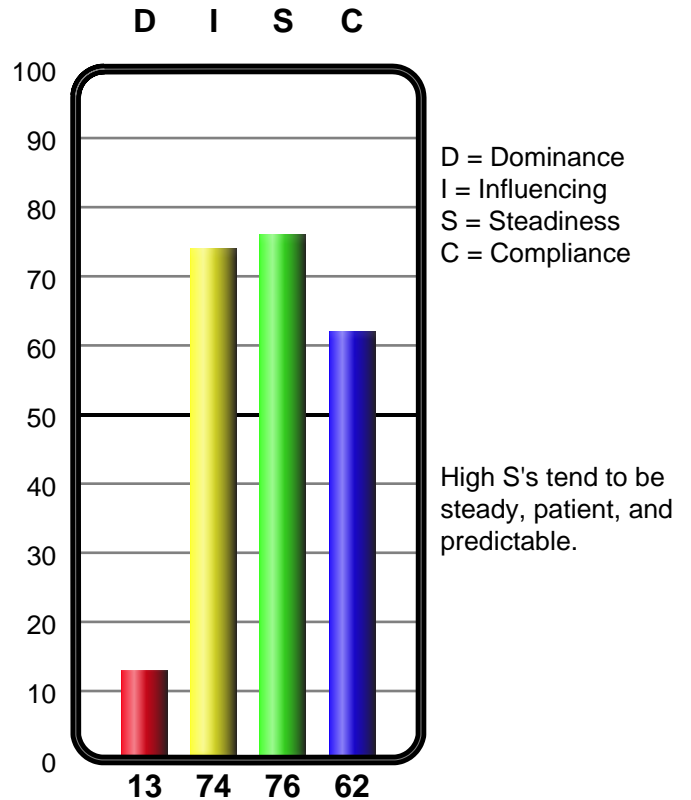


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**6. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



2.3



## Value to a Team

Dependable team player.

Builds good relationships.

Service-oriented.

Good at reconciling factions--is calming and adds stability.

Works for a leader and a cause.

Patient and empathetic.