

gabriel loaiza
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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.

gabriel likes feedback from his manager on how he is doing. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is driven by status and power. He influences most people with his warmth. gabriel, an outgoing person, feels at home with strangers. He likes to get results through others. He is at his best when he has people working with him. He is optimistic about his ability to do any job. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. gabriel tries to influence others through a personal relationship and many times will perform services to develop this relationship. He likes quality social relationships. He often will become friends with his customers or clients.

gabriel likes working for managers who make quick decisions. He may leap to a favorable conclusion without considering all the facts. He may be inconsistent in disciplining others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. gabriel likes to be involved in the decision-making process. He makes quick decisions. He is good at solving problems that deal with people. He usually makes decisions after gathering some facts and supporting data.

gabriel will optimistically interact with people in an assured, diplomatic and poised manner. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. It is important for gabriel to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He is people-oriented and verbally fluent. gabriel is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, gabriel will attempt to put them at ease. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He usually uses many gestures when talking.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Motivates others towards goals.
- Dedicated to his own ideas.
- Negotiates conflicts.
- Can support or oppose strongly.
- Has the confidence to do the difficult assignments.
- Pioneering.
- Self-reliant.

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.

- Trust people indiscriminately if positively reinforced by those people.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Overuse praise in motivating others.

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.

- Offer special, immediate and continuing incentives for his willingness to take risks.
- Define the problem in writing.
- Ask for his opinions/ideas regarding people.
- Read the body language for approval or disapproval.
- Deal with details in writing, have him commit to modes of action.
- Flatter his ego.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Use a balanced, objective and emotional approach.
- Look for his oversights.
- Provide ideas for implementing action.

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.

- Drive on to facts, figures, alternatives or abstractions.
- Hesitate when confronted.
- Ramble.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Give him your opinion unless asked.
- Talk down to him.
- Legislate or muffle--don't overcontrol the conversation.
- "Dream" with him or you'll lose time.
- Be paternalistic.
- Be dictatorial.

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.

- Capable of addressing conflict for a win-win scenario.
- Positively promotes the image of the organization.
- Looks for the positive side of every situation.
- Willing to share knowledge to benefit the team or organization.
- Innovative with strategies for success.
- Willing to make high-risk decisions.
- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.

STYLE: SOME POTENTIAL CHALLENGES

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

- Can disclose their agenda to the wrong people.
- May only interact with those he feels complement his goals.
- Will tend to elaborate on limited data.
- May be too trusting of people as resources.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May not realize the negative consequences of his quick decisions.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- A focus on quick results may hinder quality of information.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom of movement.
- Democratic supervisor with whom he can associate.
- A leadership team that is optimistic toward learning new concepts or theories.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A forum to celebrate successes as an individual.
- Continual opportunity to challenge and win.

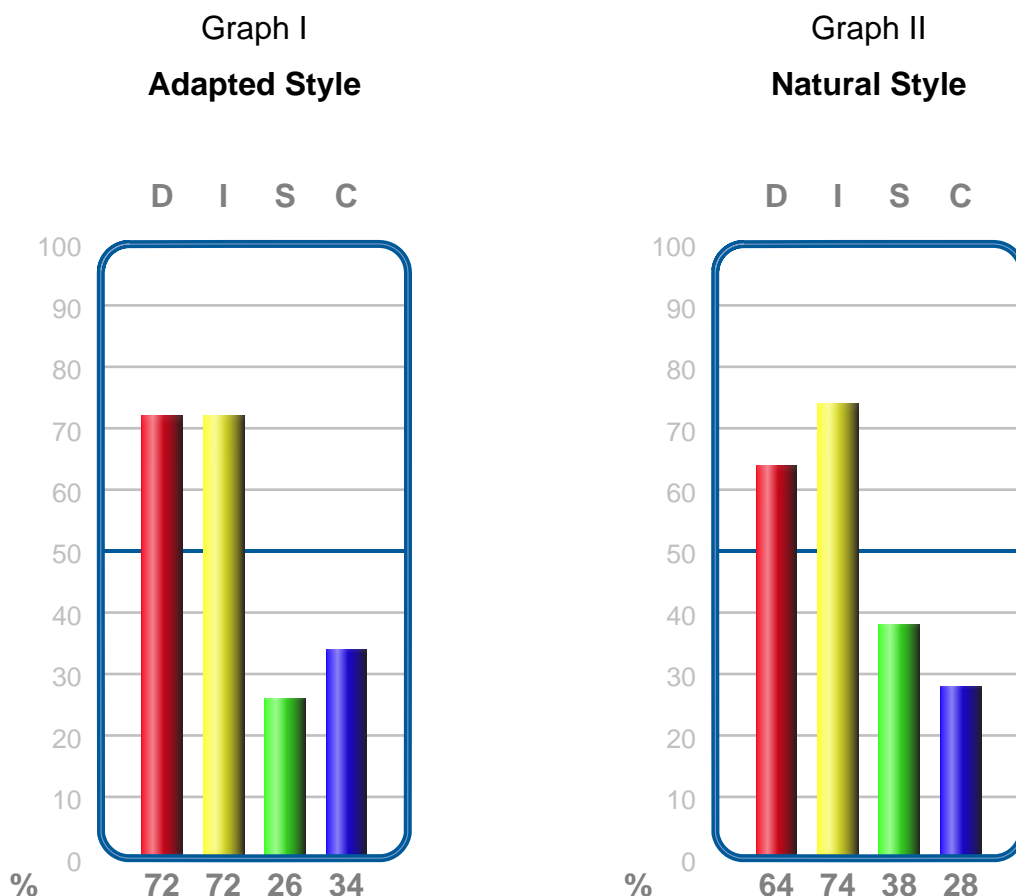
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Work assignments that provide opportunity for recognition.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Praise for his knowledge base and research capabilities.
- Opportunities for advancement and new experiences.
- New and difficult challenges that lead to prestige and status.

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:

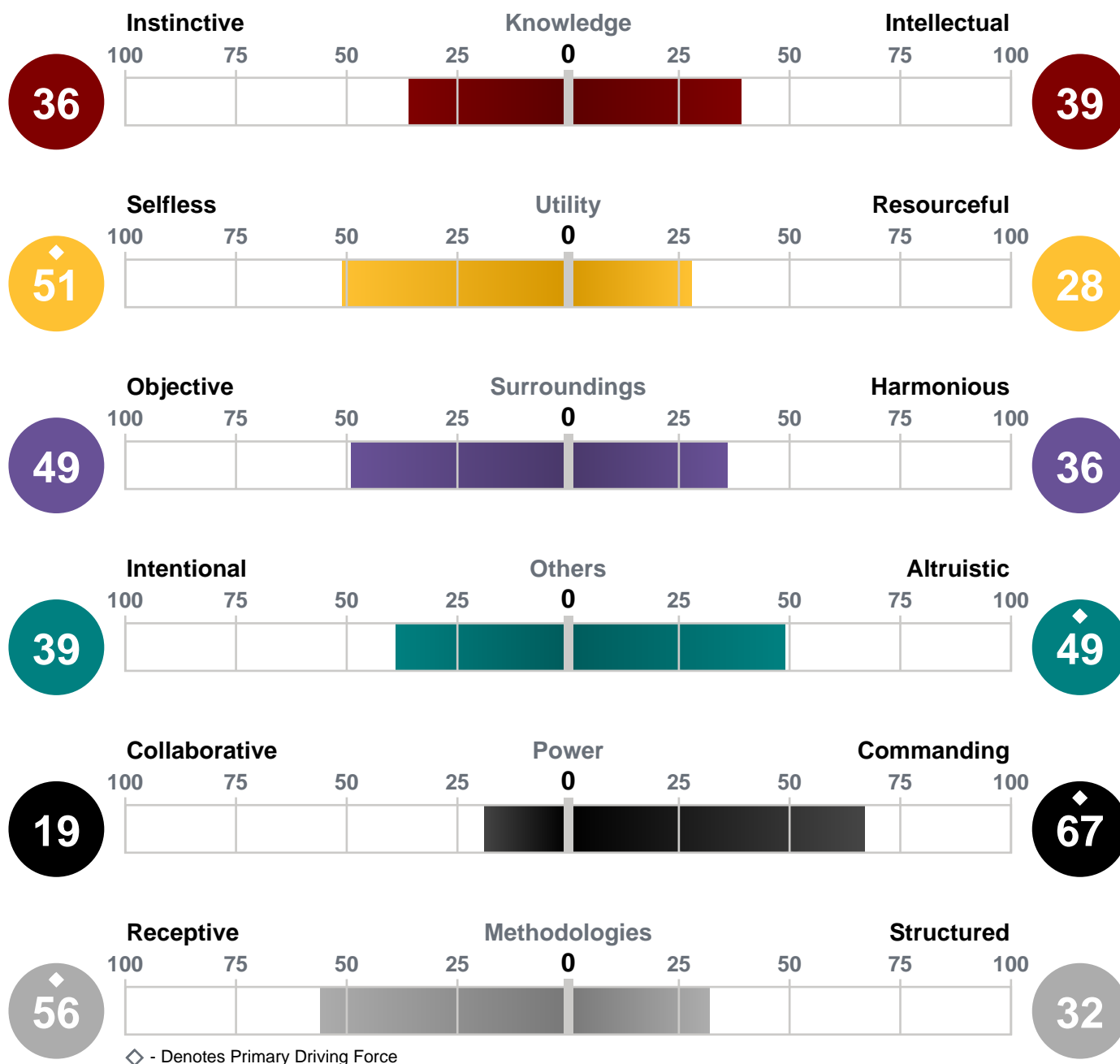
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- He wants to control his own destiny and display his independence.
- If necessary, gabriel will be assertive in meeting his own needs.
- gabriel 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 gabriel.
- gabriel has the desire to assert himself and to be recognized for his accomplishments.
- gabriel believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- gabriel takes responsibility for his actions.

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.

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

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.

- gabriel's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- gabriel 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.

- 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.
- At times gabriel will look for the beauty in all things.
- gabriel may desire fine things for his spouse or family members.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- There is not a tremendous need for gabriel to have great sums of money.
- gabriel will not be swayed or motivated by what he feels are excessive material goals.
- gabriel will use his money to satisfy his true motivation.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- gabriel will seek a comfort level in his standard of living and try to maintain that level.
- Money and material possessions are not a high priority for gabriel.
- gabriel will accept his financial situation and not strive to change it.
- Overemphasizing the value of money will bore gabriel and turn him off.
- Financial security is not a necessity, but a long-term goal.
- gabriel will not use money as a scorecard to impress others.

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 gabriel.
- He will work within a broadly defined set of beliefs.
- It may be hard to manipulate gabriel because he has not defined a philosophy or system that can provide immediate answers to every situation.
- gabriel's passion in life will be found in one or two of the other dimensions discussed in this report.
- gabriel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, gabriel 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.

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

Broadcasting
Communications
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Facilities Planning and Management
Marketing

Career and Technical

Entrepreneurism

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Entrepreneurial Studies
Life Coaching
Multimedia, Digital Communications
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism

NEXT STEPS: POSSIBLE DEGREE MATCHES

Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Exercise Science
Kinesiology
Nursing
Physical Therapy, Sports Medicine
Psychology

Other Career Paths

Apparel Fashion
Event Planning
Recreation and Tourism

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
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor

NEXT STEPS: POSSIBLE CAREER IDEAS

13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Think positively about subjects that give you difficulty.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Use recitation to embed fact and ideas.
- Listen for ideas and facts to support the main idea.
- Track your time and see how you are spending it and add more time for studying if needed.
- Take meaningful notes.
- Don't let your ego keep you from studying.
- Don't put off studying until the last minute.
- Review your notes after class.

Strengths

Capable of addressing conflict for a win-win scenario.

Positively promotes the image of the organization.

Looks for the positive side of every situation.

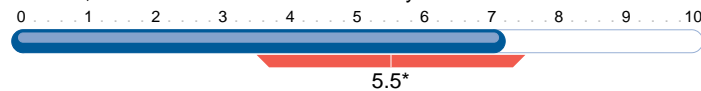
Willing to share knowledge to benefit the team or organization.

Innovative with strategies for success.

Will be decisive and make fact-based decisions.

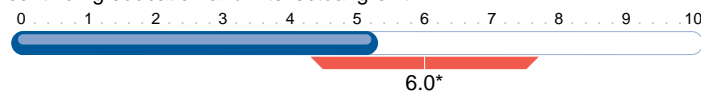
Motivators

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



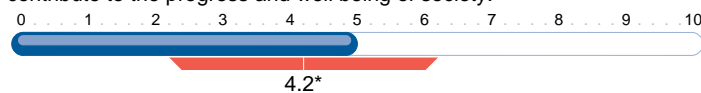
7.2

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



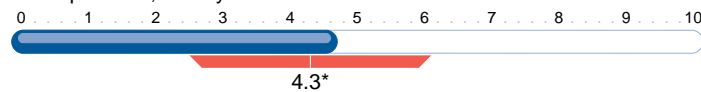
5.3

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



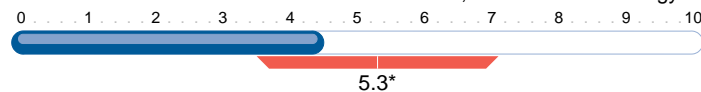
5.0

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



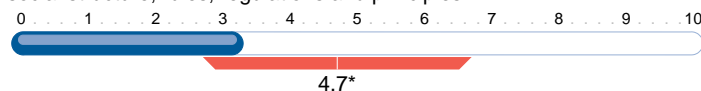
4.7

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

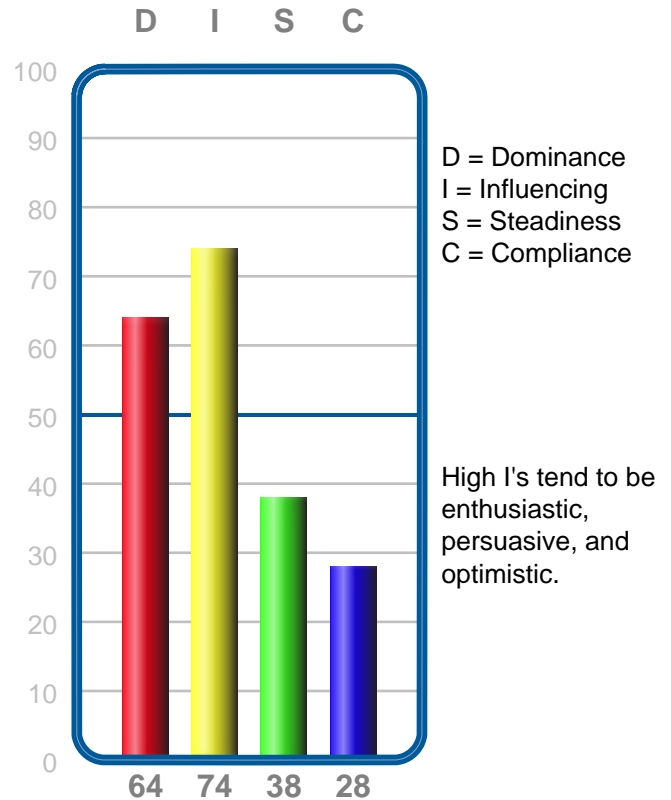


4.5

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



3.3



Value to a Team

Big thinker.

Can support or oppose strongly.

Has the confidence to do the difficult assignments.

Team player.

Self-reliant.

Verbalizes his feelings.