

**Gerardo Velasquez**  
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.*

Gerardo, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is good at creating enthusiasm in others. He can be sensitive to criticism of his work and take it as a personal affront. He may equate work criticism as someone's personal displeasure with him. He can be obliging and accommodating; that is, he likes to work with people and help them. Gerardo likes quality social relationships. He often will become friends with his customers or clients. He is approachable, affectionate and understanding. He wants to know what others think of him. He wants and tries to please. He can combine and balance enthusiasm and patience. Gerardo may tend to agree to avoid confrontation. He likes to develop people and build organizations.

Gerardo prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He is good at solving problems that deal with people. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Decisions are made after gathering facts and supportive data. 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. He likes to participate in decision making. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He likes working for managers who make quick decisions.

Gerardo is people-oriented and verbally fluent. He often makes suggestions to others, but rarely attempts to force his ideas on them. 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. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! Gerardo is good at calming conflict situations. Others can sense that he is truly interested in helping people in a conciliatory role. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. It is important for Gerardo 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 tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Flexible.
- People-oriented.
- Creative problem solving.
- Turns confrontation into positives.
- Adaptable.
- Builds confidence in others.
- Team player.
- Concerned about quality.
- Negotiates conflicts.

## 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 verbal in expressing criticism.
- Trust people indiscriminately if positively reinforced by those people.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Overestimate his ability to motivate people or change others' behavior.
- Be so enthusiastic that he can be seen as superficial.

## 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.*

- Use scheduled timetable when implementing new action.
- Provide testimonials from people he sees as important.
- Give him time to ask questions.
- Be sincere and use a tone of voice that shows sincerity.
- Be prepared.
- Provide solid, tangible, practical evidence.
- Keep conversation at discussion level.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Talk about him, his goals and the opinions he finds stimulating.
- Leave time for relating, socializing.
- Support your communications with correct facts and data.
- Provide a warm and friendly environment.

## 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.*

- Be dictatorial.
- Talk in a loud voice or use confrontation.
- Make promises you cannot deliver.
- Drive on to facts, figures, alternatives or abstractions.
- Rush him in the decision-making process.
- Push too hard, or be unrealistic with deadlines.
- Legislate or muffle--don't overcontrol the conversation.
- Use testimonies from unreliable sources.
- Be curt, cold or tight-lipped.
- Give your presentation in random order.
- Take credit for his ideas.
- Talk to him when you're extremely angry.

## 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.*

- Utilizes people to win and accomplish goals.
- Positively promotes the image of the organization.
- Looks for the positive side of every situation.
- Will bring high energy and enthusiasm to the researching process.
- The ideal right hand to a goal-driven leader.
- Wants to control his destiny, but does so in a soft way.
- Will keep sensitive information under lock and key.
- Delivers his knowledge and wisdom objectively.

## 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.*

- As a leader may over focus on self and his own needs.
- May only interact with those he feels complement his goals.
- Will tend to elaborate on limited data.
- Ability to learn is diminished due to his lack of focus on one thing.
- Listens to others but wants to act to his own interest.
- Has strong opinions but may not always share them.
- May not pursue knowledge if it jeopardizes his security.
- Resents change without logical facts and reasoning behind the change.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- An environment that allows time to change.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Desires to be seen as the gatekeeper of information and sensitive materials.

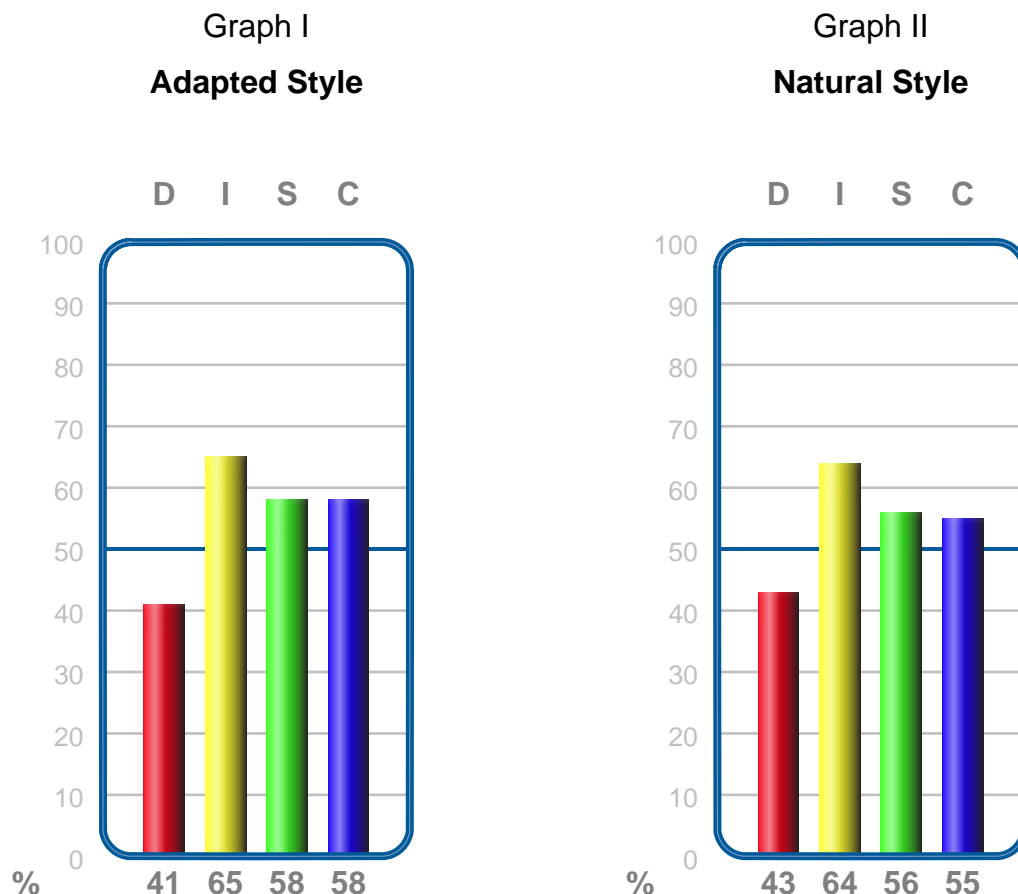
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- Identification with fellow workers.
- To have the right information to support others so he can feel secure with how the job is being done.
- Praise for his knowledge base and research capabilities.
- Control over keeping the process consistent and methodical.
- The power to protect those he trusts or is loyal to.

## 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:

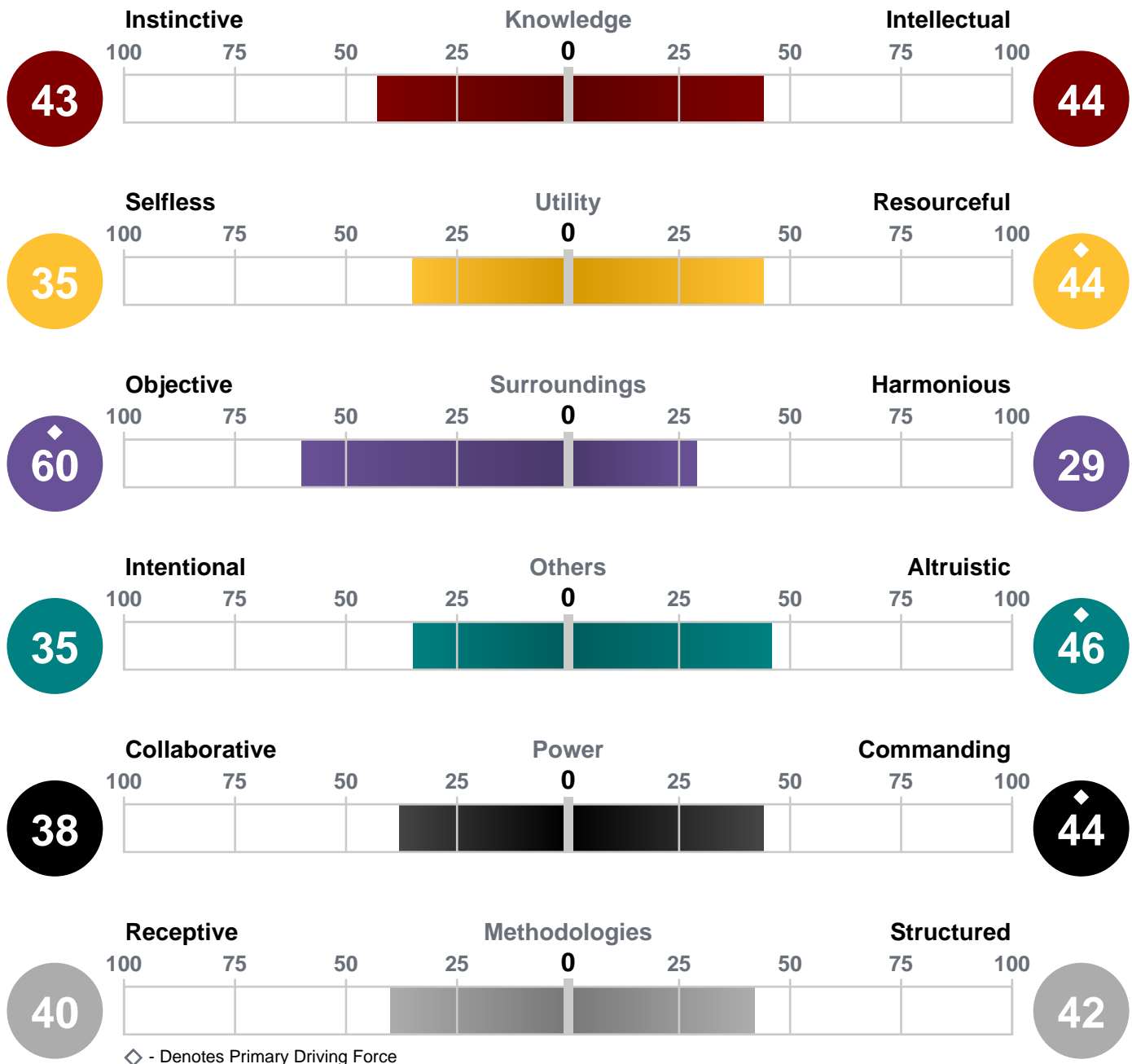
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- People who are determined and competitive are liked by Gerardo.
- He wants to control his own destiny and display his independence.
- Gerardo takes responsibility for his actions.
- Maintaining individuality is strived for in relationships.
- He believes "if at first you don't succeed try, try again."
- Gerardo has the desire to assert himself and to be recognized for his accomplishments.
- If necessary, Gerardo will be assertive in meeting his own needs.
- Gerardo 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.
- Gerardo believes "when the going gets tough, the tough get going."

## 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.*

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

## 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.*

- Gerardo at times will evaluate others based on his rules for living.
- Gerardo 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.
- Gerardo 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.*

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

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

## 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.*

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

## 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

Broadcasting  
Criminology, Forensics  
Economics  
Entertainment and Arts Management  
Information Technology  
Library Science  
Neuroscience  
Pre-Law  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Facilities Planning and Management  
General Management  
Hospitality, Hotel Management  
Human Resources, Organizational Development  
Labor and Industrial Relations  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Chef, Food Preparation  
Emergency Medical Technician  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Industrial Engineering  
Materials Engineering  
Operations Research

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Environmental, Agriculture and Food

Animal Sciences  
Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Ecommerce  
Educational Administrator  
Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Counseling  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine

### Other Career Paths

Business Sales  
Military Service  
Police and Fire Services



## 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                             |
| 29-1081    | 4+        | Podiatrist  |
| 29-1069    | 4+        | Physician & Surgeon                                   |
| 29-1021    | 4+        | Dentist   |
| 25-4012    | 4+        | Curator   |
| 19-3094    | 4+        | Political Scientist                                   |
| 19-3093    | 4+        | Historian   |
| 19-3011    | 4+        | Economist   |
| 19-2043    | 4+        | Hydrologist   |
| 19-2041    | 4+        | Environmental Scientist & Specialist including Health |
| 19-2012    | 4+        | Physicist   |
| 19-2011    | 4+        | Astronomer  |
| 19-1023    | 4+        | Zoologist & Wildlife Biologist                        |
| 17-2131    | 4+        | Materials Engineer                                    |
| 17-2081    | 4+        | Environmental Engineer                                |
| 11-9141    | 4+        | Property, Real Estate & Community Association Manager |
| 11-3011    | 4+        | Administrative Services Manager                       |
| 11-2022    | 4+        | Sales Manager   |
| 29-2011    | 4         | Medical & Clinical Lab Technician                     |
| 29-1124    | 4         | Radiation Therapist                                   |
| 27-3043    | 4         | Writer & Author                                       |
| 27-3031    | 4         | Public Relations Specialist                           |
| 27-2011    | 4         | Actor & Actress                                       |
| 25-2031    | 4         | Teacher, Secondary                                    |
| 17-3012    | 4         | Electrical & Electronic Drafter                       |
| 17-3011    | 4         | Architectural & Civil Drafter                         |
| 17-2199.10 | 4         | Wind Energy Engineer                                  |
| 15-1099.00 | 2-4+      | Computer Specialist, all other                        |
| 15-1081    | 2-4+      | Network Systems & Data Communications Analyst         |
| 15-1061    | 2-4+      | Database Administrator                                |

## NEXT STEPS: POSSIBLE CAREER IDEAS

|            |      |  |
|------------|------|--|
| 49-3011    | 2-4  | Aircraft Mechanic                          |
| 43-3021    | 2-4  | Billing and Posting Clerk                  |
| 41-1012    | 2-4  | Manager, Supervisor, non retail            |
| 25-1194    | 2-4  | Teacher, Post-secondary Vocation Education |
| 17-3026    | 2-4  | Industrial Engineering Technician          |
| 17-3024    | 2-4  | Electro-mechanical Technician              |
| 11-9051    | 2-4  | Food Service Manager                       |
| 27-1014    | 2+   | Artist & Animator, multi-media             |
| 43-3031    | 2    | Bookkeeping, Accounting & Auditing Clerk   |
| 41-9022    | 2    | Real Estate Sales Agent                    |
| 33-3051.01 | 2    | Police Patrol Officer                      |
| 31-9092    | 2    | Medical Assistant                          |
| 31-2011    | 2    | Occupational Therapist Assistant           |
| 29-2061    | 2    | LPN (Licensed Practical Nurse)             |
| 25-9031    | 2    | Instructional Coordinator                  |
| 11-3051    | 2    | Industrial Production Manager              |
| 25-9041    | HS-2 | Teacher Assistant                          |
| 47-2111    | HS   | Electrician                                |
| 43-4151    | HS   | Order Clerk                                |
| 43-4121    | HS   | Library Assistant, clerical                |
| 43-4041    | HS   | Credit Authorizer                          |
| 39-6012    | HS   | Concierge                                  |
| 39-1011    | HS   | Gaming Supervisor                          |
| 29-2041    | HS   | Emergency Medical Technician & Paramedic   |

## STUDY TIPS

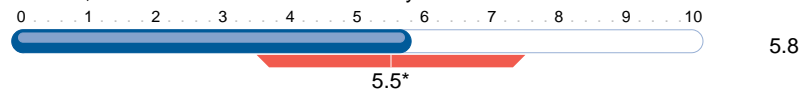
- Ask questions about things for which you are unsure.
- Track your time and see how you are spending it and add more time for studying if needed.
- Use short sentences when taking notes - leave out unnecessary words.
- Study or review notes before each class starts.
- Don't let others intrude upon your study time.
- Take meaningful notes.
- Listen for ideas and facts to support the main idea.
- Review notes from previous lessons to prepare yourself for the next.
- Don't doodle.
- Socialize after studying - not before.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.

## Strengths

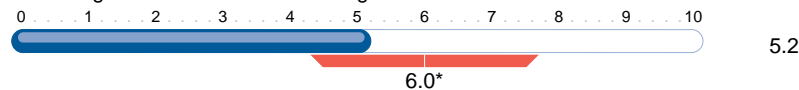
- Utilizes people to win and accomplish goals.
- Positively promotes the image of the organization.
- Looks for the positive side of every situation.
- Will bring high energy and enthusiasm to the researching process.
- The ideal right hand to a goal-driven leader.
- Will keep sensitive information under lock and key.

## Motivators

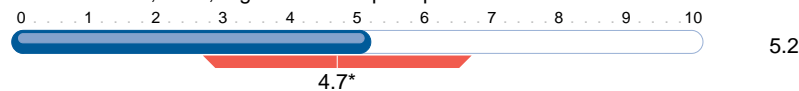
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



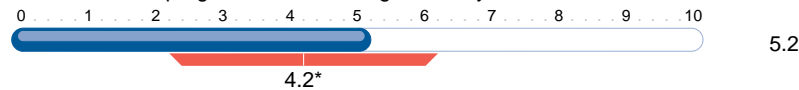
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



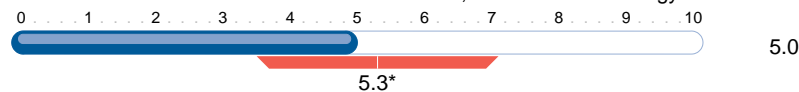
**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



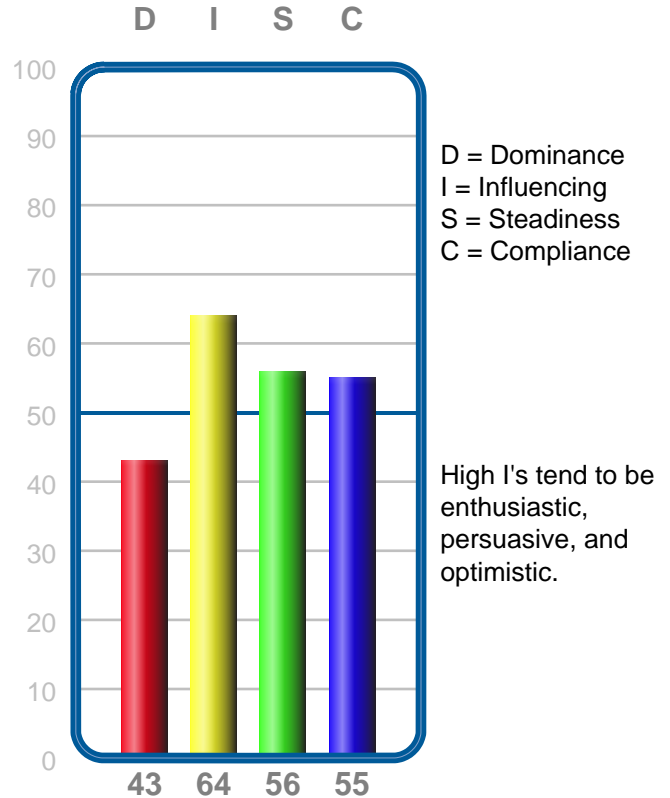
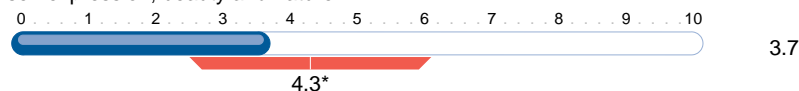
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



## Value to a Team

- Team player.
- Turns confrontation into positives.
- Adaptable.
- Optimistic and enthusiastic.
- Builds confidence in others.
- Verbalizes his feelings.