

diego trujillo
10-11-2016



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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.

diego likes to start and finish activities. Others who work with him know they can depend on him. Once diego has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is often seen as practical and objective. diego wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He usually develops strong attachments for his work group and family. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. diego requires many good reasons, as well as the benefits involved, before agreeing to making changes. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work.

diego tries to use balanced judgment. He is the person who brings stability to the entire team. Making plans and following those plans is important to him. 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. Once he makes a decision, he can be organized in carrying it out. diego is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He uses logic to assist him in decision making. This tendency is helpful to others in his group. He is persistent and persevering in his approach to achieving goals. He needs to gather data and facts in a logical fashion.

diego is more motivated by logic than emotion. To him, logic represents tangible research. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. 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 can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. diego usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Patient and empathetic.
- Objective and realistic.
- Presents the facts without emotion.
- Service-oriented.
- Excellent troubleshooter.
- People-oriented.
- Always looking for the logical solutions.
- Suspicious of people with shallow ideas.

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.

- Underestimate his abilities.
- Hold a grudge if his personal beliefs are attacked.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Need help in prioritizing new assignments.
- Not take action against those who challenge or break the rules or guidelines.

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 prepared with the facts and figures.
- Give pros and cons on ideas.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Use expert testimonials.
- Provide details in writing.
- Have the facts in logical order.
- Be patient and persistent.
- Look for hurt feelings or personal reasons if you disagree.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Respect his quiet demeanor.
- Define clearly (preferably in writing) individual contributions.

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 vague; don't offer opinions and probabilities.
- Be superficial.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Rush headlong into business or the agenda.
- Touch his body when talking to him.
- Be abrupt and rapid.
- Use inappropriate buzz words.
- Manipulate or push him into agreeing because he probably won't fight back.
- Leave things open to interpretation.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be redundant.
- Use high speed, intense inputs.
- Pretend to be an expert, if you are not.

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.

- Wants to do his part to keep things efficient and consistent.
- Loyal and consistent in using the resources he has been allocated.
- Accommodating team member that brings balance to the organization.
- The "glue" that ties multiple visions together.
- Expectations are clear, tangible and have a bottom-line focus.
- Completes a due diligence process when making investments or taking risks.
- He brings extreme detail and precision to the project in order to enhance the outcome.
- Gives clear specific instructions to maintain balance.

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 overlook opportunity for added efficiency out of fear of change.
- May never get a good plan off the ground if he feels rushed.
- If environment is shaken, he struggles to speak up to realign it.
- Keeps to himself resulting in unexpressed viewpoints.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Only looks for the safe investment of time and resources.
- Takes criticism personally and may need time to bounce back.
- Has trouble starting a new project that conflicts with the harmony of the organization.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where he can use his intuitive thinking skills.
- Close relationship with a small group of associates.
- The need for consistent, reliable and stable contributions to the bottom-line.
- Where protection of the organization's bottom-line is rewarded and valued.
- Time for personal reflection and an appreciation for staying balanced.
- An environment that supports time-tested, proven processes for completing tasks.

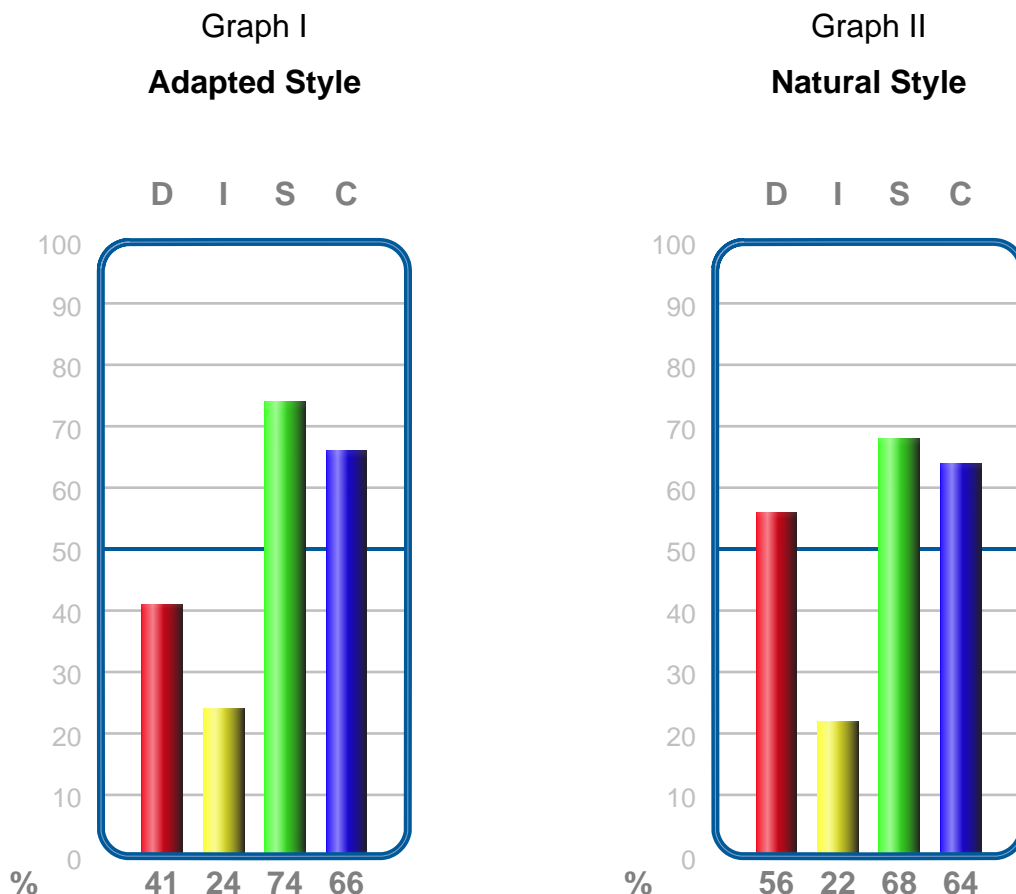
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Activities that don't infringe on family life.
- To be part of a quality-oriented work group.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Time to prove the process for achieving return on investment.
- Time for the beautification of the workplace and areas around him.
- A proper work/life balance and a physical space that feels like home.

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:

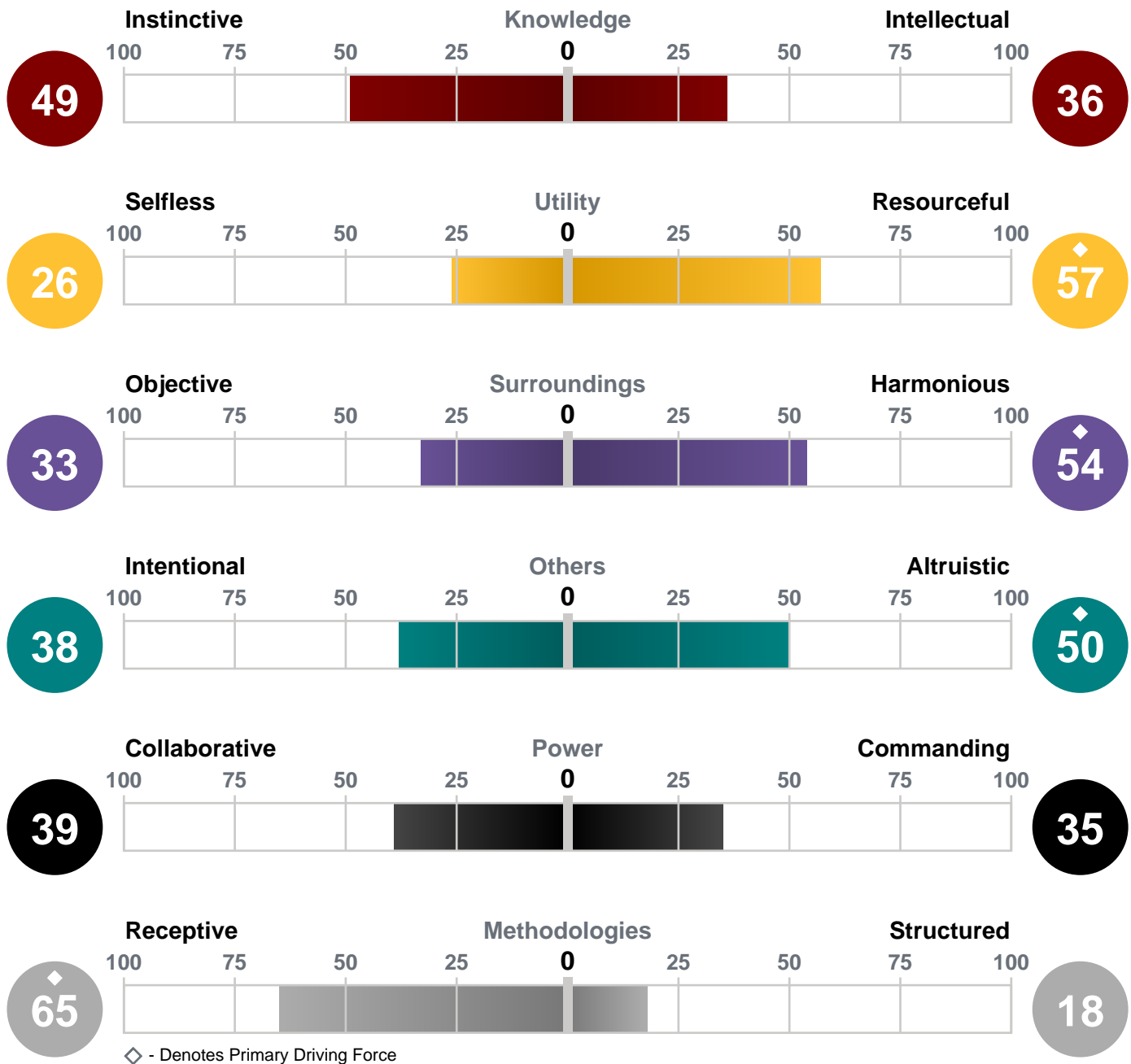
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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 diego.
- Dressing for success comes naturally to diego. He enjoys the latest designer clothes when he has the funds to purchase them.
- diego uses his aesthetic talent to impress others.
- diego looks for and appreciates the beauty in things.
- diego 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.

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

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

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.

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

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.

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

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

Architecture
Composition, Writing
Criminology, Forensics
Information Technology
Music Composition
Music Performance
Photography and Studio Art
Web Design, Web Administration

Business

Accounting
Facilities Planning and Management
Hospitality, Hotel Management

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Dental Assistance
Drafting
Electrician
Electronics, Appliance Installation and Repair
Welding

Engineering

Civil Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Culinary Science
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Community Planning and Development
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Diagnostic, Scanning Technician
Ecommerce
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Renewable Energy
Urban and City Planning
Videography
Web Development

Health Sciences

Laboratory Assistant
Pharmaceutical

Other Career Paths

Apparel Fashion
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
27-2031	4 & exp	Dancer
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
23-1011	4+	Lawyer
19-2042	4+	Geoscientist
19-2012	4+	Physicist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2151	4+	Mining & Geological Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2112	4+	Industrial Engineer
17-2111	4+	Health & Safety Engineer
17-2071	4+	Electrical Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1051	4+	Computer Systems Analyst
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2199.10	4	Wind Energy Engineer
17-2031	4	Biomedical Engineer
17-1021	4	Cartographer & Photogrammetrist
15-1071	4	Network & Computer Systems Administrator
15-1032	4	Computer Software Engineer, Systems
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
47-2141	2-4	Painter, Construction & Maintenance
41-1012	2-4	Manager, Supervisor, non retail
17-3025	2-4	Environmental Engineering Technician
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer & Technician
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide

NEXT STEPS: POSSIBLE CAREER IDEAS

29-2081	2	Optician-Dispensing
27-4012	2	Broadcast Technician
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

- Study in groups of two or more.
- Set realistic goals.
- Break your habit of studying alone and study or share new insights with friends.
- Plan your study week on Sunday.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Listen for ideas and think how they may apply to your future.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study and review notes just before class starts.
- Don't listen so critically that you miss the intended ideas.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.

Strengths

Wants to do his part to keep things efficient and consistent.

Loyal and consistent in using the resources he has been allocated.

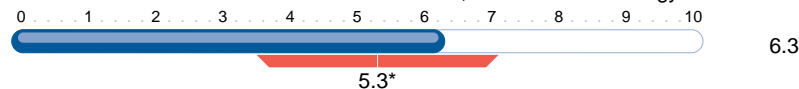
Accommodating team member that brings balance to the organization.

The "glue" that ties multiple visions together.

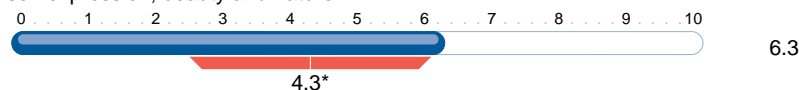
Expectations are clear, tangible and have a bottom-line focus.

Motivators

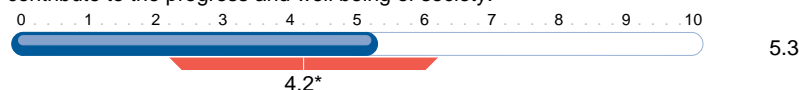
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



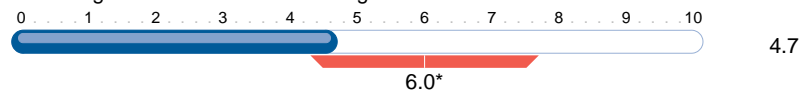
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



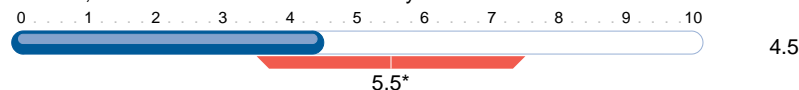
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



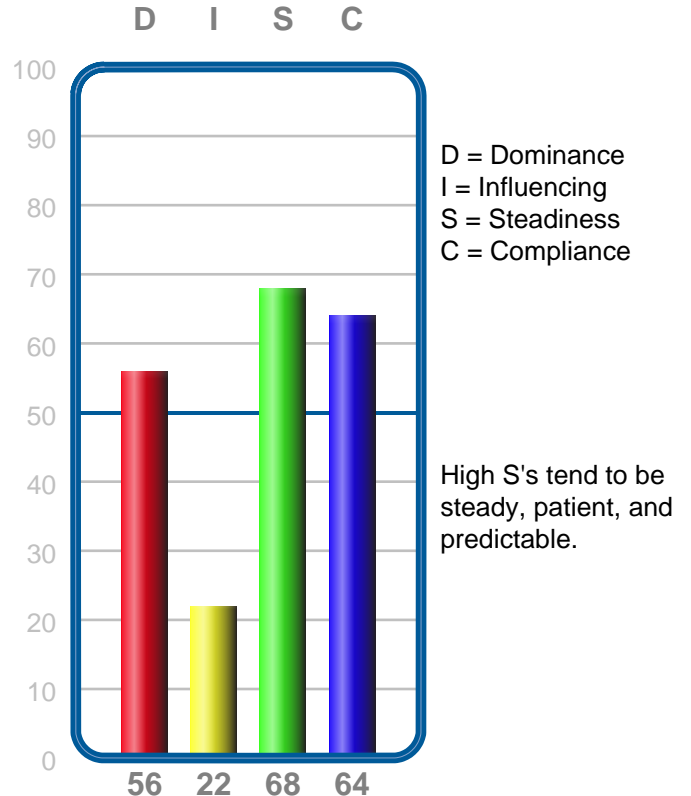
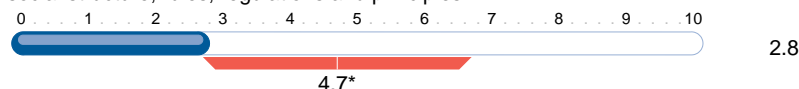
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Builds good relationships.

Presents the facts without emotion.

Excellent troubleshooter.

Suspicious of people with shallow ideas.

Objective and realistic.

Tough-minded.