

Oscar Rodriguez
10-13-2016



TABLE OF CONTENTS

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.

Oscar is good at creating enthusiasm in others. He has a strong ego and usually projects this ego in friendly terms. He, an outgoing person, feels at home with strangers. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. Oscar wants to be seen not only as a team player, but also as a leader of the team. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. Oscar, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He believes in getting results through other people. He prefers the "team approach."

Oscar tends to make snap judgments or impulsive decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Sometimes he will seek the quick and simple decision. His aversion to detailed work motivates his desire for simplicity. He may leap to a favorable conclusion without considering all the facts. Oscar tends to break the rules and then attempts to sell you on the fact it was the proper thing to do. He usually makes decisions after gathering some facts and supporting data. He can make decisions even though some of the facts to support the decision may be missing. He likes to be involved in the decision-making process.

Oscar is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Oscar will attempt to put them at ease. He will often verbalize his need to be his own person. He is good at negotiating conflict between others. Oscar feels that "if everyone would just talk it out, everything would be okay!" It is important for Oscar 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. Oscar will know many people. He has a tendency to be a name dropper. He may do this without thinking, trying to establish rapport with people he may not know well. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. Communication can extend from friendly to argumentative discourse. He will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Big thinker.
- Has the confidence to do the difficult assignments.
- Creative problem solving.
- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Bottom line-oriented.
- Builds confidence in others.

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.

- Overuse praise in motivating others.
- Be too verbal in expressing criticism.
- Make decisions based on surface analysis.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be so enthusiastic that he can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.

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.

- Plan interaction that supports his dreams and intentions.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Look for his oversights.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Define the problem in writing.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Ask for his opinions/ideas regarding people.
- Provide solutions--not opinions.
- Expect him to return to fight another day when he has received a "no" answer.

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

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.

- Looks for the positive side of every situation.
- Willing to share knowledge to benefit the team or organization.
- Will convey optimism for new ideas.
- Always willing to share his ideas on how to enhance the surroundings.
- Initiates action to get questions answered.
- Offers informed opinions on a variety of topics.
- An independent self-starter who will refine and enhance his surroundings.
- Will initiate appreciation of all experiences.

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.

- Will tend to elaborate on limited data.
- May be too trusting of people as resources.
- Situational listener to other's perspective on the experience.
- Over emphasizes the experience compared to the results.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- Will only see his perspective in the here and now.
- May struggle with keeping his distance while trying to enjoy the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Work tasks that change from time to time.
- Freedom of movement.
- A forum to be curious about the discovery of new information.
- Appreciation for a logical approach to problem solving.
- A forum to participate in meetings with others in an inviting meeting space.
- An environment where tasks move forward and changes happen without disrupting the balance of the organization.

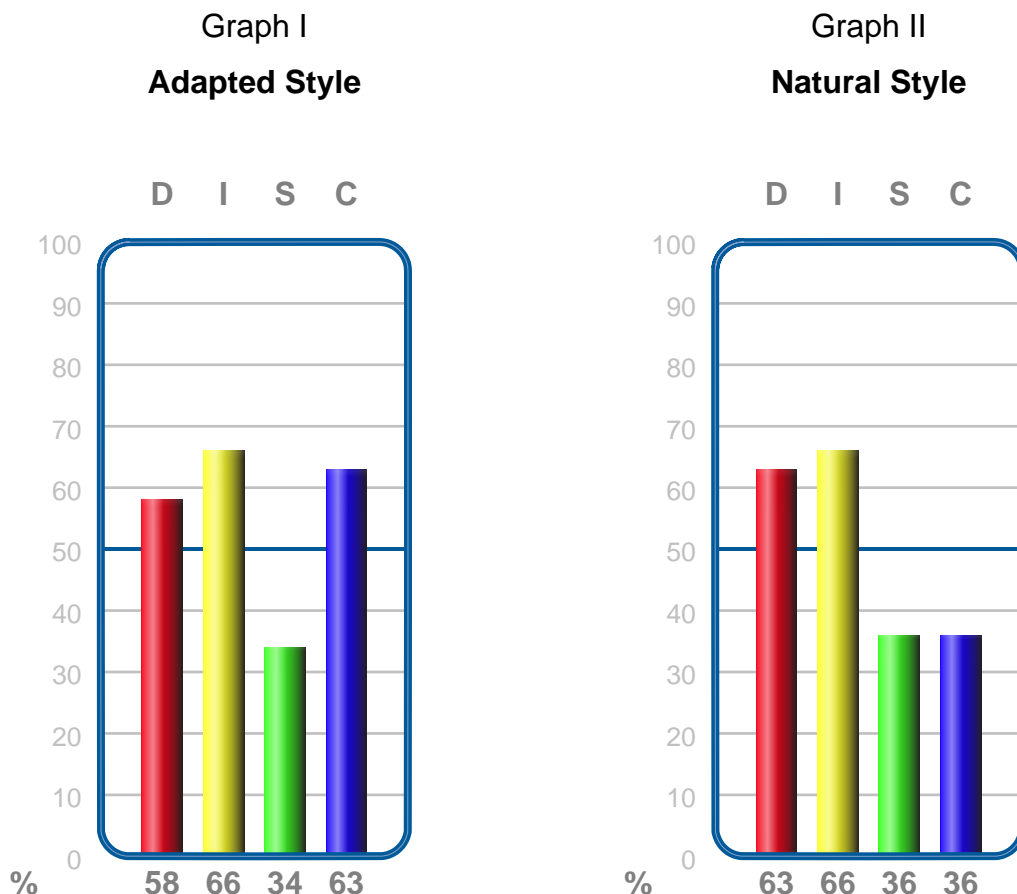
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- Group activities outside the job.
- Praise for his knowledge base and research capabilities.
- Complete information in bulleted format for his own investigation.
- To be involved in keeping morale high and an overall harmonious work environment.
- The ability to champion the solving of problems that lead to the ideal flow of the organization.

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:

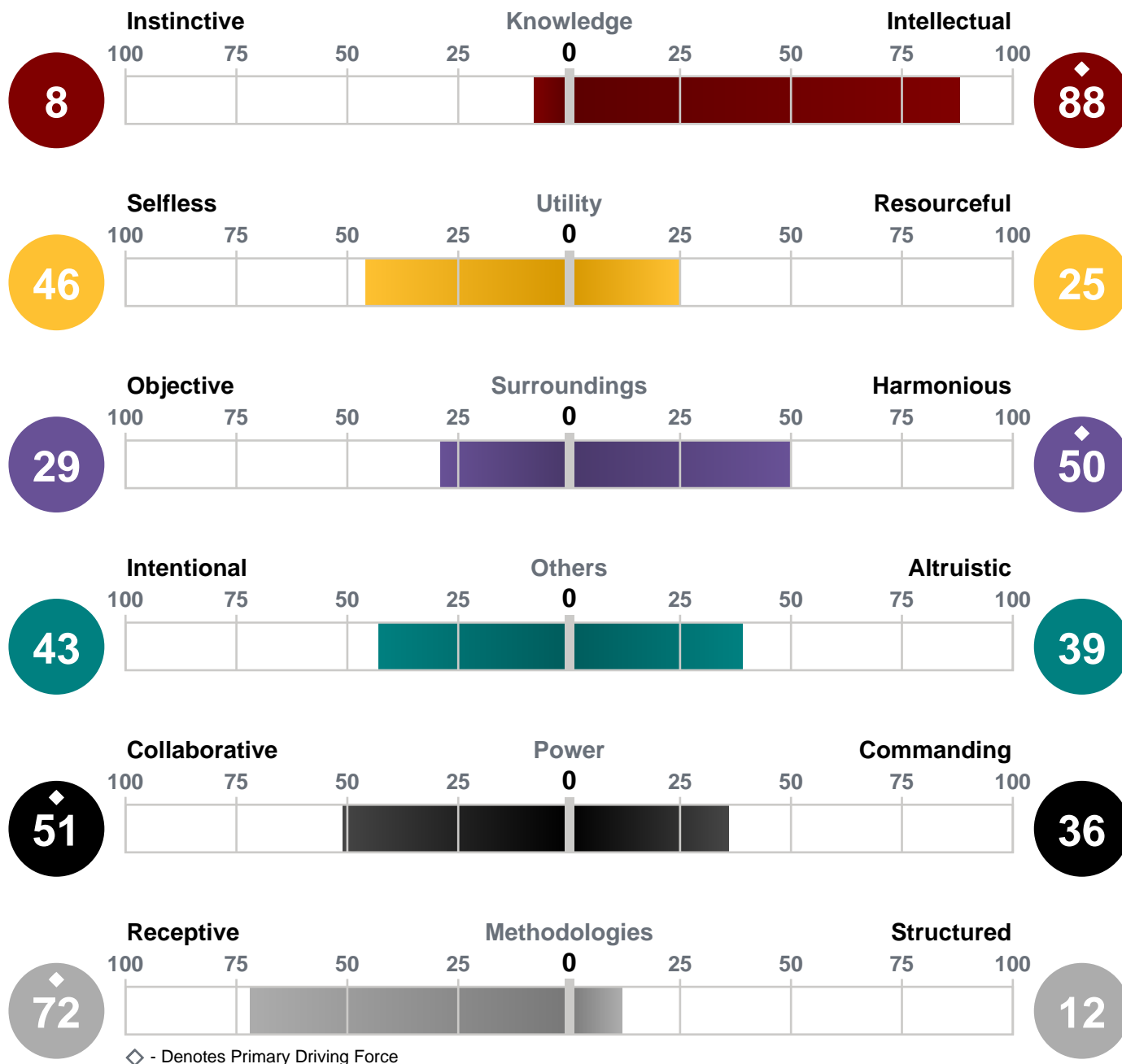
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 may have difficulty putting down a good book.
- He sees the value in having good libraries and bookstores in every community.
- Oscar will use his knowledge to ensure economic security.
- Oscar is good at integrating the past, present and future.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.
- Oscar will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- The process is not as important to him as the results.
- Understanding social problems and their ramifications is one of his strengths.
- Using knowledge and intuition, Oscar creates harmony with his surroundings.
- Oscar will spend time and money helping people who have committed their lives to educating themselves and others.
- Oscar never walked by a bookstore or library he didn't want to visit.

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

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 will use wealth as a yardstick to measure his work effort with certain activities.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Oscar will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Oscar 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.
- Oscar will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.

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.

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

- Being in total control of a situation is not a primary motivating factor.
- As long as Oscar's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- He will not attempt to overpower others' points of view or change their thinking.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Oscar feels that struggles should be the burden of the team, not just the individuals.
- Oscar will be less concerned about his ego than others may be.
- Oscar's passion in life will be found in one or two of the other dimensions discussed in this report.

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.

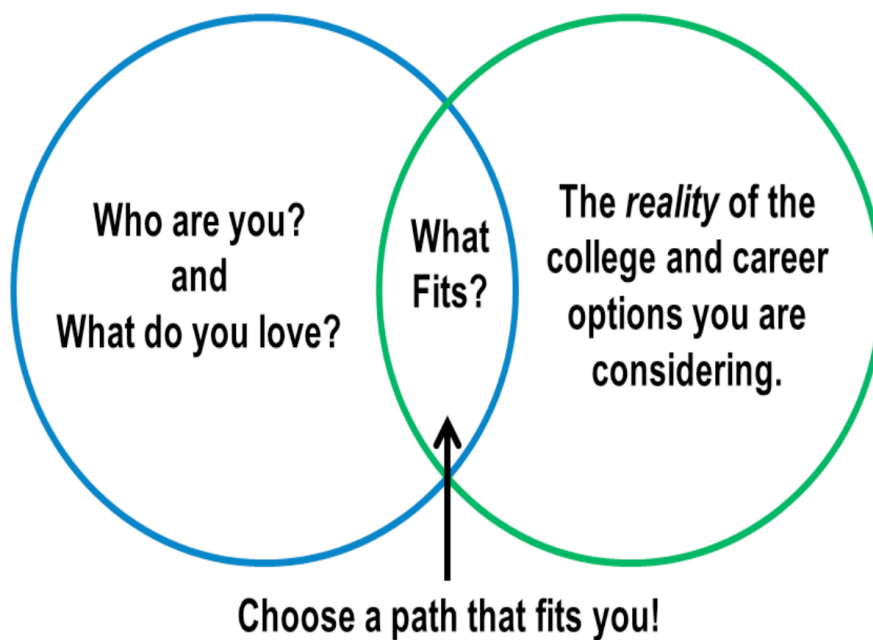
- Oscar can be creative in interpreting other systems or traditions and selective in applying those traditions.
- He will work within a broadly defined set of beliefs.
- Oscar's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not be afraid to explore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

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
Computer Science
Entertainment and Arts Management
Film and Television Production
Meteorology
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Hospitality, Hotel Management
Marketing

Engineering

Bio Engineering
Computer Engineering

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Inside Sales
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Exercise Science
Kinesiology
Pre-Ophthalmology
Pre-Veterinary Medicine

Other Career Paths

Apparel Fashion

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
27-1011	4+	Art Director
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2021	4+	Marketing Manager
41-9031	4	Sales Engineer
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-2032	4	Choreographer
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1023	4	Purchasing Agent
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Ar

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1022	2-4	Fashion Designer
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.04	2-4	Web Developer
27-1026	2	Merchandise Displayer & Window Trimmer
51-3011	HS	Baker
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker

STUDY TIPS

- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Use short sentences when taking notes - leave out unnecessary words.
- Don't doodle.
- Socialize after studying - not before.
- Take meaningful notes.
- Develop good study habits and follow them everyday.
- Think positively about subjects that give you difficulty.
- Review notes from previous lessons to prepare yourself for the next.
- Review your notes after class.
- Listen for ideas and facts to support the main idea.

Strengths

Looks for the positive side of every situation.

Willing to share knowledge to benefit the team or organization.

Will convey optimism for new ideas.

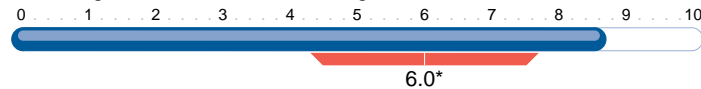
Always willing to share his ideas on how to enhance the surroundings.

Initiates action to get questions answered.

An independent self-starter who will refine and enhance his surroundings.

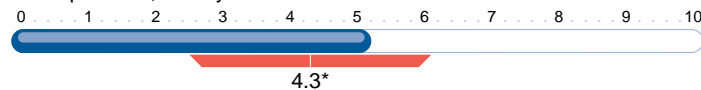
Motivators

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



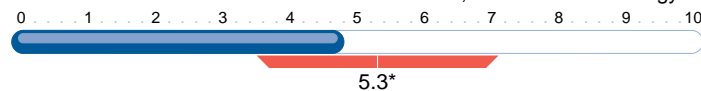
8.7

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



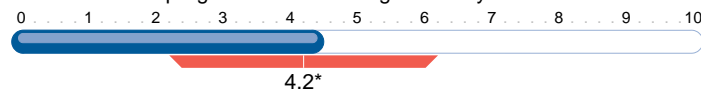
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



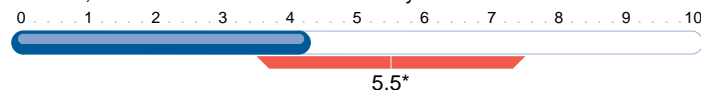
4.8

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



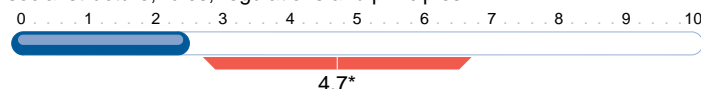
4.5

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

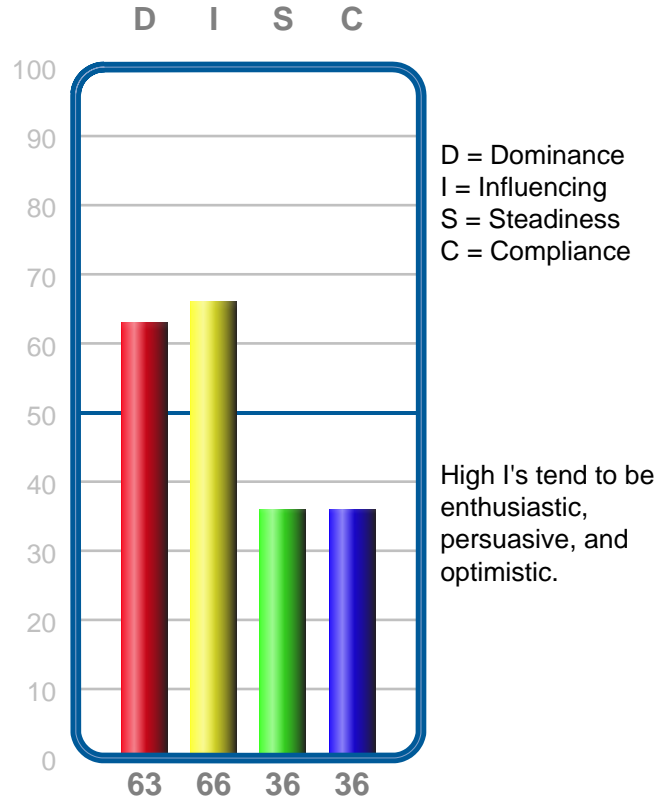


4.3

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



2.5



Value to a Team

Has the confidence to do the difficult assignments.

Big thinker.

Bottom line-oriented.

Self-reliant.

Positive sense of humor.

Accomplishes goals through people.