

andres nava
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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.

andres likes freedom from many controls. He wants to be seen not only as a team player, but also as a leader of the team. He is approachable, affectionate and understanding. He places his focus on people. To him, strangers are just friends he hasn't met! andres projects a self-assured and self-confident image. He likes quality social relationships. He often will become friends with his customers or clients. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He is optimistic and usually has a positive sense of humor. andres is gregarious and sociable. He will be seen as a good mixer both on or off the job. He likes to develop people and build organizations.

andres is good at solving problems that deal with people. He may leap to a favorable conclusion without considering all the facts. He likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. andres 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. 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.

andres is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, andres 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 is people-oriented and verbally fluent. andres 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 andres 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 mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He usually uses many gestures when talking.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Has the confidence to do the difficult assignments.
- Accomplishes goals through people.
- Bottom line-oriented.
- Builds confidence in others.
- Creative problem solving.
- Can support or oppose strongly.
- Big thinker.

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.

- Make decisions based on surface analysis.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Overuse praise in motivating others.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.

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.

- Look for his oversights.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Clarify any parameters in writing.
- Provide testimonials from people he sees as important.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Expect him to return to fight another day when he has received a "no" answer.
- Ask for his opinions/ideas regarding people.
- 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.

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

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.

- Willing to share knowledge to benefit the team or organization.
- Will bring high energy and enthusiasm to the researching process.
- Always willing to share his ideas on how to enhance the surroundings.
- Brings enthusiasm to the creative process.
- Thrives on the challenge of solving problems.
- Uses knowledge to support his position.
- Will do what he commits to, to ensure harmony.
- An independent self-starter who will refine and enhance his surroundings.

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 be too trusting of people as resources.
- Ability to learn is diminished due to his lack of focus on one thing.
- Over emphasizes the experience compared to the results.
- Can over share personal feelings or emotions.
- A focus on quick results may hinder quality of information.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- Enjoyment of an experience does not always translate to winning.
- 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.

- Assignments with a high degree of people contacts.
- Evaluation based on results, not the process.
- Appreciation for a logical approach to problem solving.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- A forum to participate in meetings with others in an inviting meeting space.
- Freedom to decorate office area with a status-conscience efficiency.

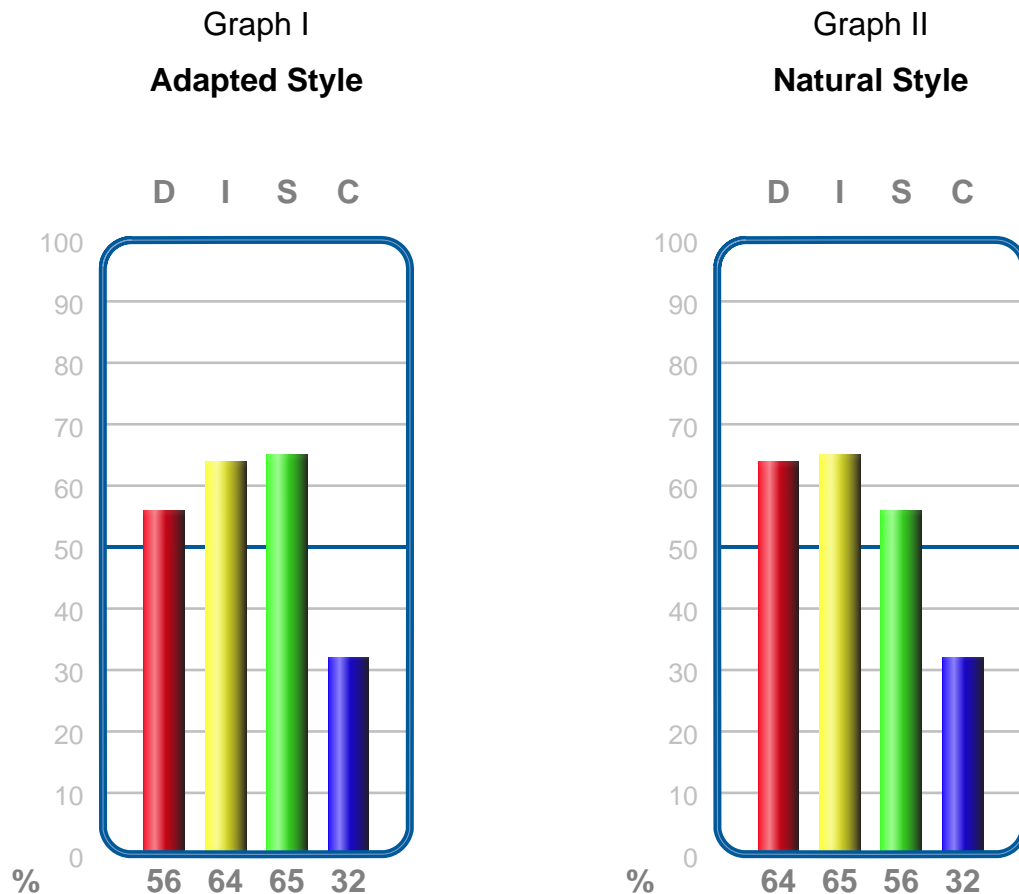
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Rewards to support his dreams.
- Necessary information at his fingertips in order to conquer challenges.
- Challenging problems where his knowledge and research capabilities can be maximized.
- To be involved in keeping morale high and an overall harmonious work environment.
- Things done now and to the highest level of appeal possible in a streamlined way.

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:

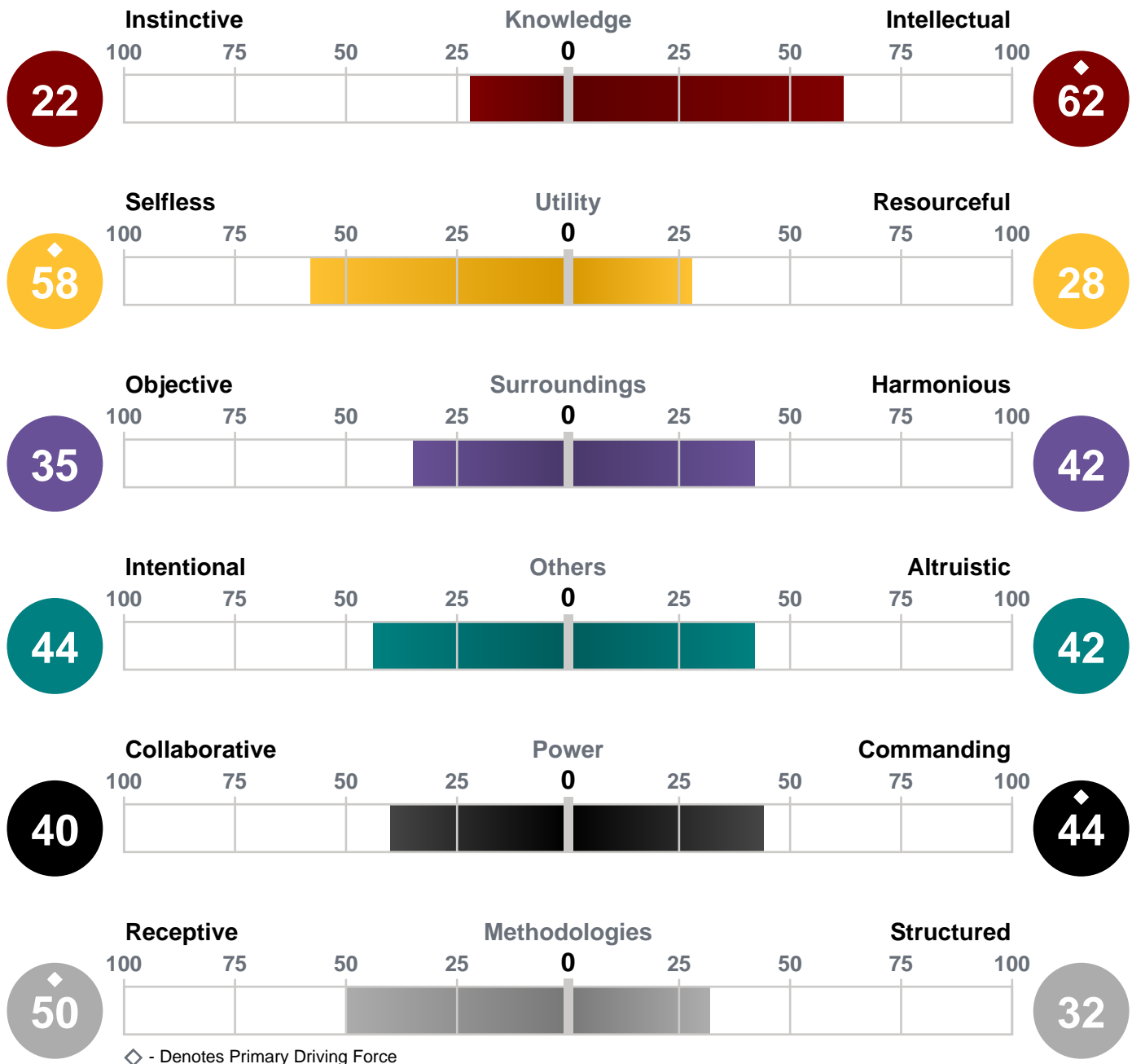
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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 will evaluate each situation individually and determine how much or how little control he will want to exercise.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times andres can be very competitive.
- andres can be assertive in meeting his needs.

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.

- andres' desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- andres 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 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 andres.
- andres can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, andres 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.
- He will work within a broadly defined set of beliefs.
- andres' passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate andres because he has not defined a philosophy or system that can provide immediate answers to every situation.

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.

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

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
Entertainment and Arts Management
Meteorology
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Graphic Design
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography

Health Sciences

Counseling

NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science
Kinesiology

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
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
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
41-9031	4	Sales Engineer
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-2032	4	Choreographer
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
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
17-3026	2-4	Industrial Engineering Technician
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

NEXT STEPS: POSSIBLE CAREER IDEAS

33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
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STUDY TIPS

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

Strengths

Willing to share knowledge to benefit the team or organization.

Will bring high energy and enthusiasm to the researching process.

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

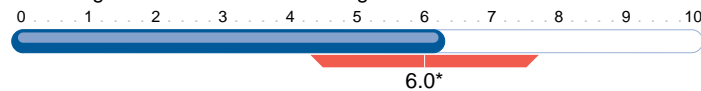
Brings enthusiasm to the creative process.

Thrives on the challenge of solving problems.

Will do what he commits to, to ensure harmony.

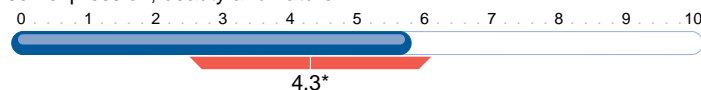
Motivators

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



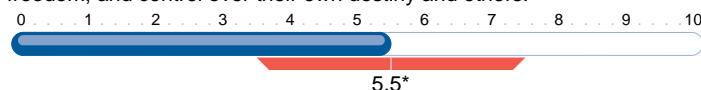
6.3

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



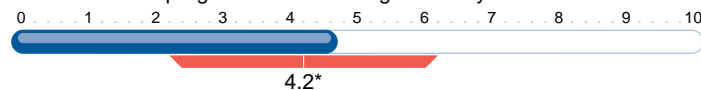
5.8

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



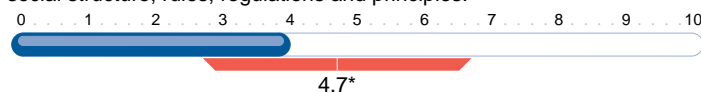
5.5

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



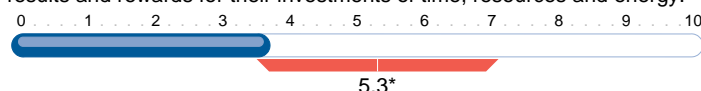
4.7

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

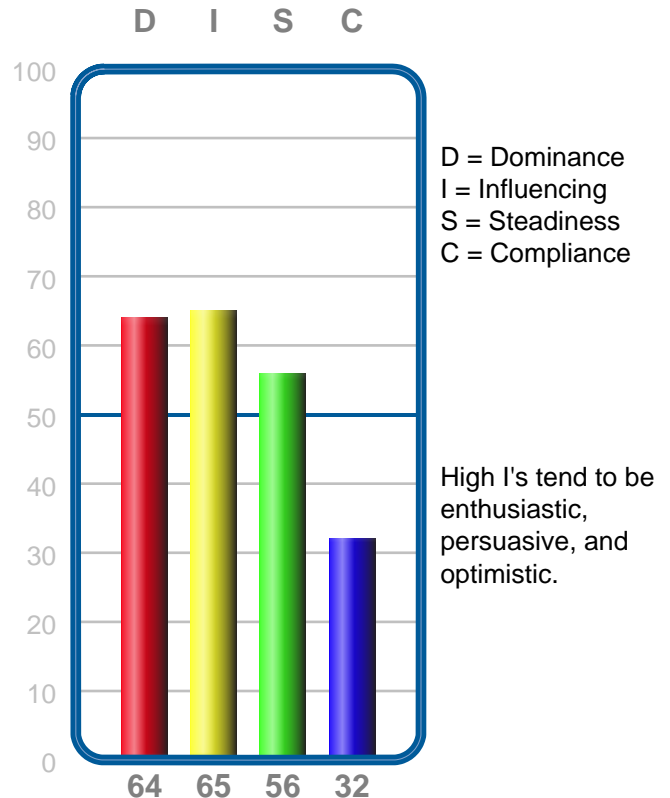


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.7



Value to a Team

Can support or oppose strongly.

Verbalizes his feelings.

People-oriented.

Positive sense of humor.

Team player.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.