

Jeremy Ceja
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.

Jeremy dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He prefers to help and support others rather than compete against them. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He is often seen as practical and objective. Jeremy can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. He can be motivated through teamwork. He likes to know he is a valued team member. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. Jeremy wins through hard work and persistence. He likes to stay with one task until it is completed. Once Jeremy 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.

Jeremy prefers to plan his work and work his plan. Others may find it refreshing to have him on their 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. He tries to use balanced judgment. He is the person who brings stability to the entire team. Jeremy finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

Jeremy is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He will be open with those he trusts; however, reaching the required trust level may take time. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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. Jeremy likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Creative problem solving.
- Builds good relationships.
- People-oriented.
- Verbalizes his feelings.
- Positive sense of humor.
- Patient and empathetic.
- Dependable team player.
- Accomplishes goals through people.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Dislike change if he feels the change is unwarranted.
- Be too conservative--bides time and avoids much that is new.
- Not let others know where he stands on an issue.
- Take criticism of his work as a personal affront.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.

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.

- Provide ideas for implementing action.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide a friendly environment.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Provide testimonials from people he sees as important.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Look for hurt feelings or personal reasons if you disagree.

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.

- Take credit for his ideas.
- Legislate or muffle--don't overcontrol the conversation.
- Patronize or demean him by using subtlety or incentive.
- Be curt, cold or tight-lipped.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Leave decisions hanging in the air.
- Debate about facts and figures.
- Kid around too much, or "stick to the agenda" too much.
- Offer assurance and guarantees you can't fulfill.
- Talk down to him.
- Be dictatorial.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Will maintain consistency for the team that supports the legacy.
- Great at maintaining a system or process.
- Steady, consistent and balanced member of the team.
- Accommodating team member that brings balance to the organization.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Expresses all that is great about a system of living.
- Always willing to share his ideas on how to enhance the surroundings.
- Brings balance to the organization in a positive and friendly way.

STYLE: SOME POTENTIAL CHALLENGES

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

- Can come off passive/aggressive especially when beliefs are challenged.
- Difficulty making ambiguous choices when confronted with changing the system.
- Difficulty dealing with diverse situations involving objective views.
- Has difficulty in establishing priorities regarding his feelings.
- May use inappropriate forums to express beliefs.
- May over look contradictions in his own way of living.
- Over emphasizes the experience compared to the results.
- Spends too much time self-reflecting and not enough time following through.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs personal attention from his manager and compliments for each assignment well done.
- Little conflict between people.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- A forum to participate in meetings with others in an inviting meeting space.
- An environment that instills a sense of security through the reliance on an established system.
- A leader that understand the need to talk through the system in order to have buy-in.

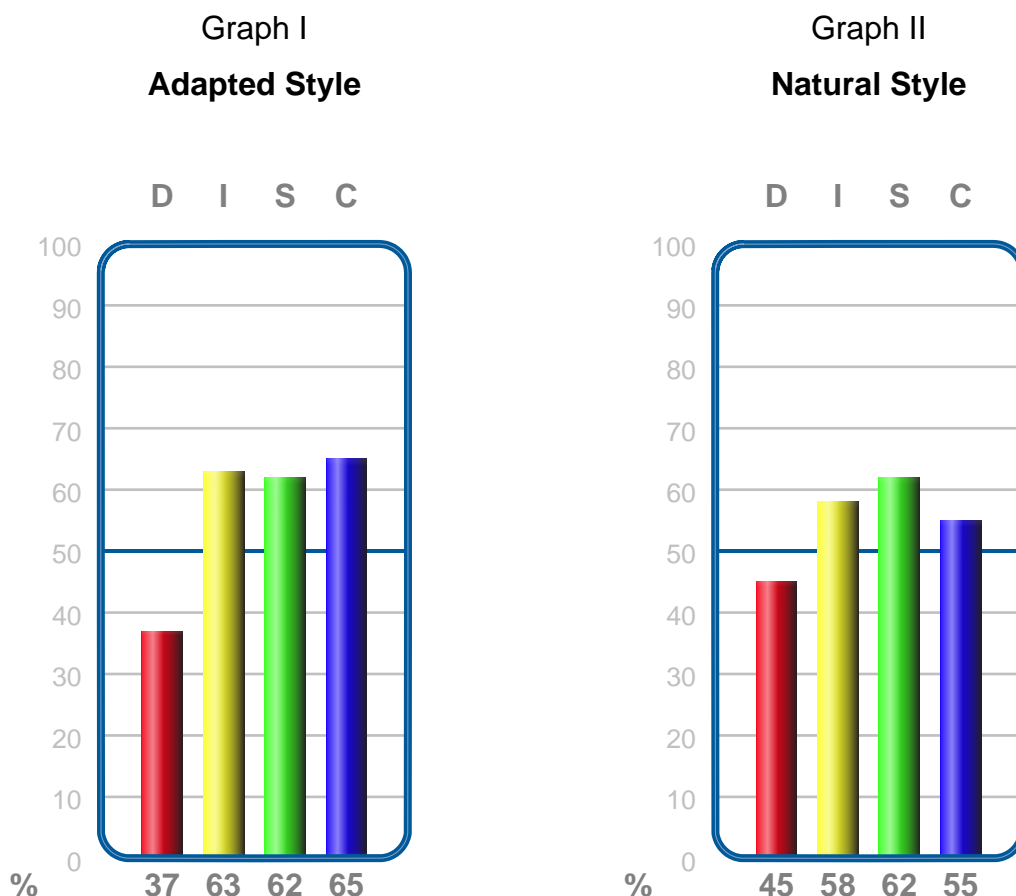
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Participation in meetings on future planning.
- Clearly defined start and finish points on each project or task.
- To be involved in keeping morale high and an overall harmonious work environment.
- An understanding that the resistance to change comes from loyalty to the system.
- A manager that values his optimism about the ability to live and stand for a system of living and doing business.

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:

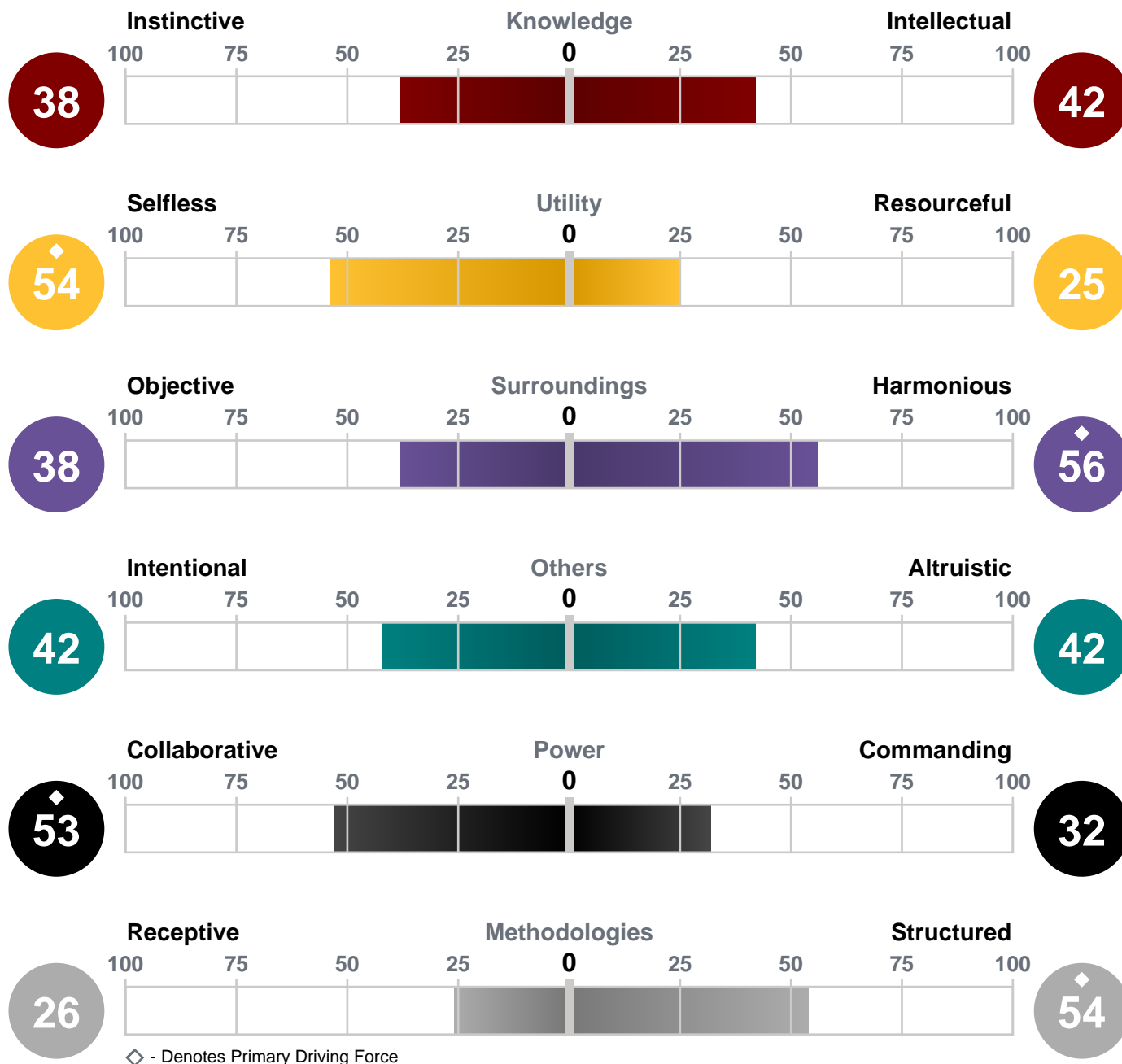
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 evaluate others based on his rules for living.
- Jeremy likes unity and order in his life.
- Following proven procedures is more important than quick fixes.
- He believes strongly in his opinions.
- Jeremy lets his conscience be his guide.

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

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.

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

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.

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

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

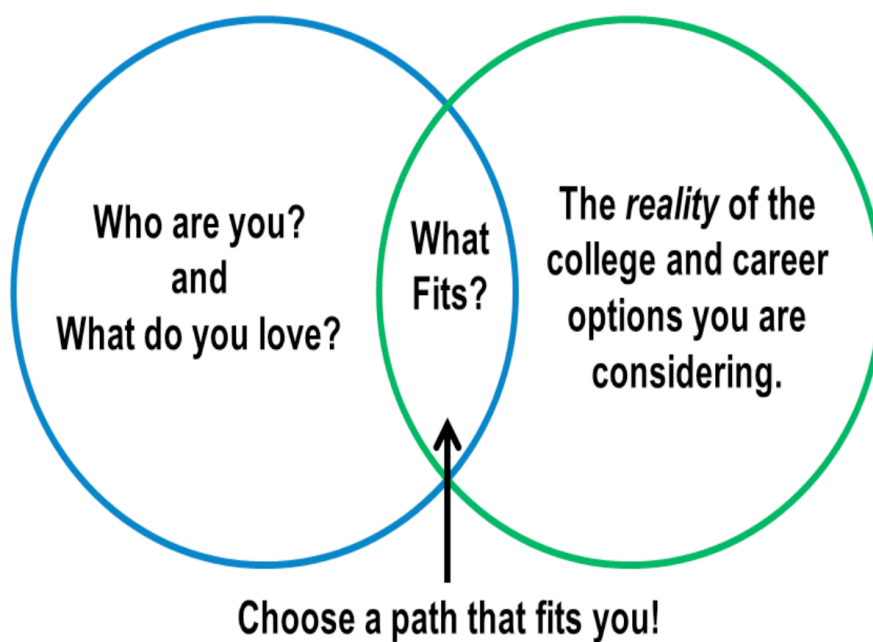
- As long as Jeremy's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Being in total control of a situation is not a primary motivating factor.
- Jeremy feels that struggles should be the burden of the team, not just the individuals.
- Stability is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

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
English
Film and Television Production
Interior Design
Journalism
Language Study
Library Science
Microbiology
Neuroscience
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Dental Assistance
Drafting
Electrician
Plumbing
Speech and Language Pathology
Welding

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Videography

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing
Pre-Medicine

Other Career Paths

Ministry

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
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
25-4012	4+	Curator
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2021	4	Dental Hygienist
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
47-2031	3-4	Carpenter

NEXT STEPS: POSSIBLE CAREER IDEAS

43-3021	2-4	Billing and Posting Clerk
17-3026	2-4	Industrial Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
49-2097	2	Home Entertainment Installer & Repairer
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
51-3011	HS	Baker
47-2121	HS	Glazier
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-5111	HS	Weights and Measure Checker
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
39-3011	HS	Gaming Dealer
39-1011	HS	Gaming Supervisor
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer
13-2082	HS	Tax Preparer

STUDY TIPS

- Don't doodle.
- Review your notes after class.
- Study in groups of two or more.
- Socialize after studying - not before.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Take meaningful notes.
- Listen for ideas and facts to support the main idea.
- Meditate and think positive thoughts before taking an exam.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.
- Set realistic goals.
- Track your time and see how you are spending it and add more time for studying if needed.
- Study and review notes just before class starts.

Strengths

Will maintain consistency for the team that supports the legacy.

Great at maintaining a system or process.

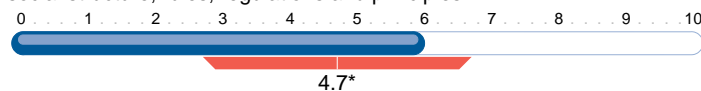
Steady, consistent and balanced member of the team.

Accommodating team member that brings balance to the organization.

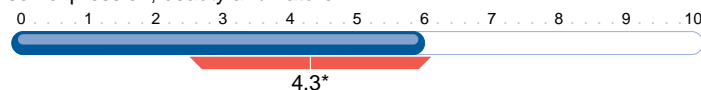
Willing to talk to "naysayers" about conforming to the system or structure.

Motivators

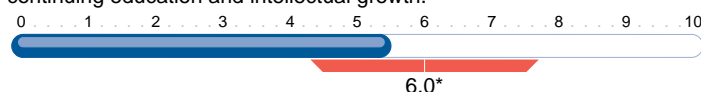
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



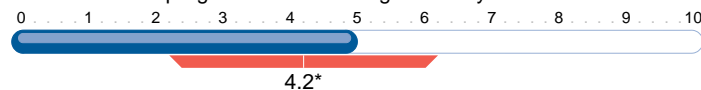
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



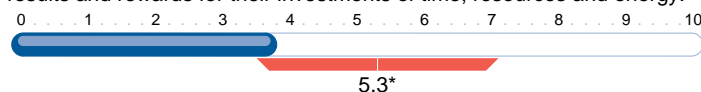
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



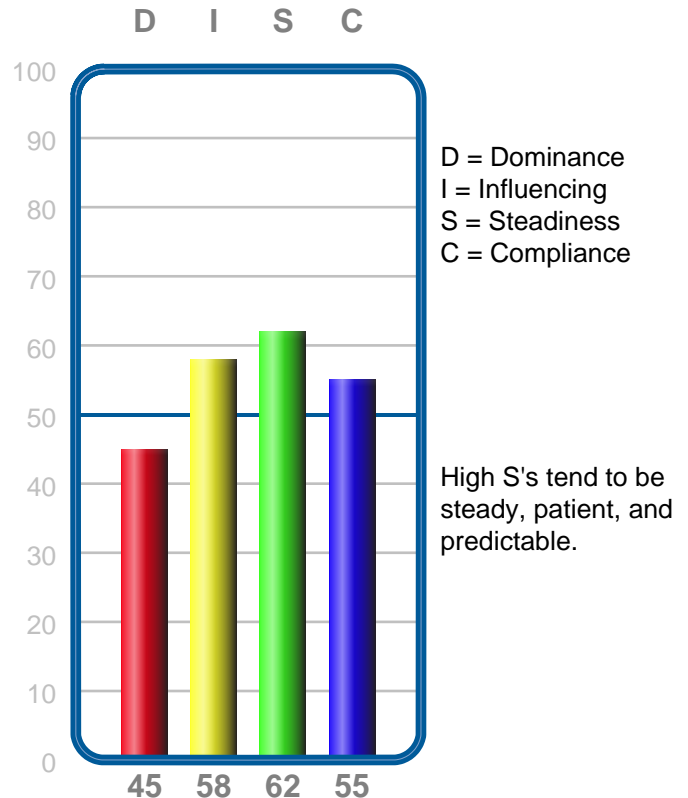
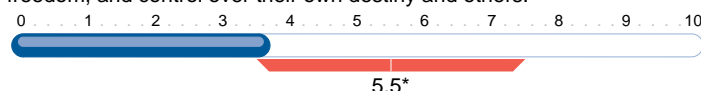
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

Accomplishes goals through people.

Verbalizes his feelings.

Positive sense of humor.

Dependable team player.

Works for a leader and a cause.

Creative problem solving.