

**jason torres**  
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.*

jason likes to develop people and build organizations. He can be seen as a person of good will. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is good at creating enthusiasm in others. jason 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. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He is optimistic and usually has a positive sense of humor. jason is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He believes in getting results through other people. He prefers the "team approach."

jason prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. jason is good at solving problems that deal with people. He likes to participate in decision making. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful.

jason judges others by their verbal skills and warmth. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He usually uses many gestures when talking. It is important for jason 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. jason will optimistically interact with people in an assured, diplomatic and poised manner. He is people-oriented and verbally fluent. He is both a good talker and a good listener. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Accomplishes goals through people.
- Team player.
- Verbalizes his feelings.
- People-oriented.
- Self-reliant.
- 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.*

- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be too verbal in expressing criticism.
- Take information at face value without validation or substantial investigation.
- Make decisions based on surface analysis.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.

## 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.
- Provide "yes" or "no" answers--not maybe.
- Provide testimonials from people he sees as important.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Use a balanced, objective and emotional approach.
- Read the body language for approval or disapproval.
- Look for his oversights.
- Leave time for relating, socializing.
- Appeal to the benefits he will receive.
- Use a motivating approach, when appropriate.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide solutions--not opinions.

## 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.
- Ramble.
- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with him or you'll lose time.
- Be curt, cold or tight-lipped.
- 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.*

- Demonstrates a will and desire to help others in the organization.
- Sings the praises of peers and the contributions others make.
- Capable of addressing conflict for a win-win scenario.
- Willing to be the spokesperson for the team.
- Willing to be the support system behind the cause.
- Strong supporter, therefore, always willing to help.
- Wants to control his destiny, but does so in a soft way.
- Will take a firm stance when his position or status is questioned.

## 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.*

- Does not always listen to those he is helping.
- May overestimate the impact he can have on others.
- Can disclose their agenda to the wrong people.
- May struggle with hearing and applying constructive criticism.
- Sees change for change's sake as negative for himself and others.
- Can take a long time in addressing sensitive issues that could help others.
- Forgives but has a hard time forgetting.
- Will hide emotions until others push his buttons or take advantage of him.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- An environment in which he may deal with people on a personal, intimate basis.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- An environment where understanding and appreciating others is rewarded.
- Forum to challenge change for the sake of change.
- Opportunity to display excitement and fun while getting others to act.

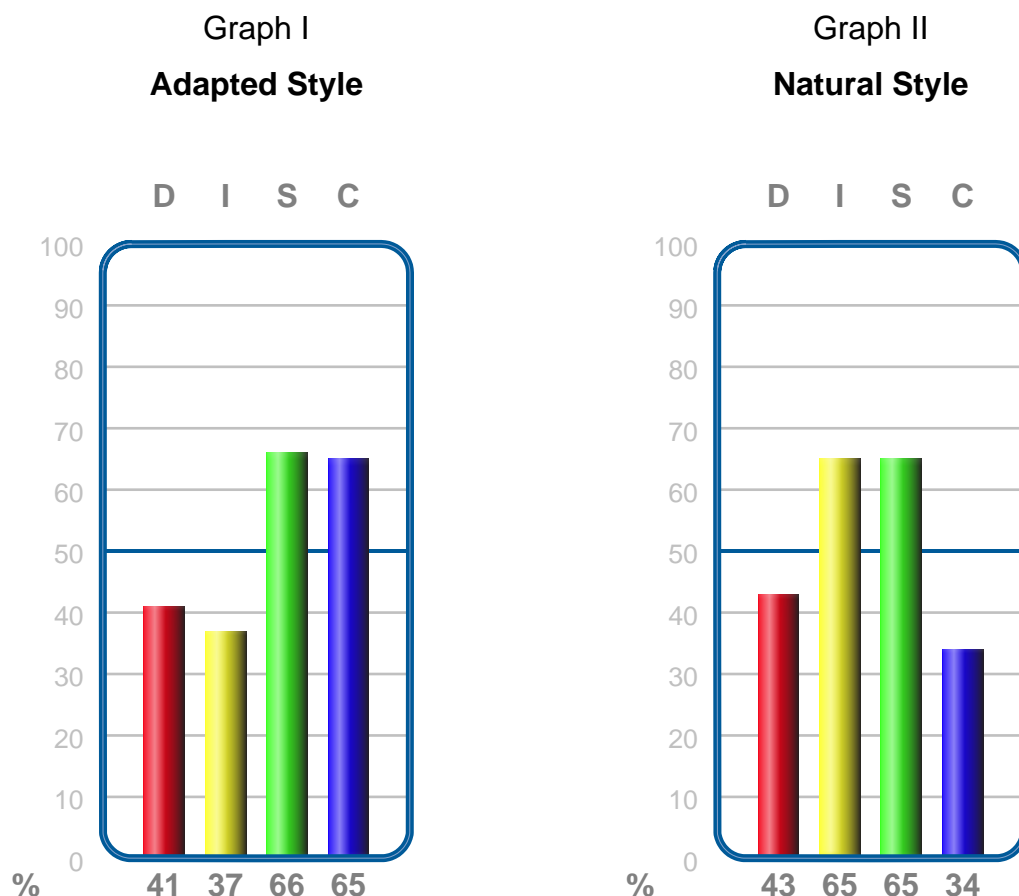
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- A support system to do the detail work.
- Consistency in ways he can contribute to people, the organization and causes.
- Support others in the organization's quest to make a difference.
- Private recognition for loyalty and service.
- Recognition for leadership accomplishments and the results he receives.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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**D, the red bar on the graphs, stands for Dominance.** High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

*Famous high D's are Hillary Clinton and Donald Trump.*

**I, the yellow bar on the graphs, stands for Influencing.** High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

*Famous high I's are Will Ferrell and Oprah Winfrey.*

**S, the green bar on the graphs, stands for Steadiness.** High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

*Famous high S's are Michelle Obama and Gandhi.*

**C, the blue bar on the graphs, stands for Compliance.** High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

*Famous high C's are Al Gore and Hermione from Harry Potter.*



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

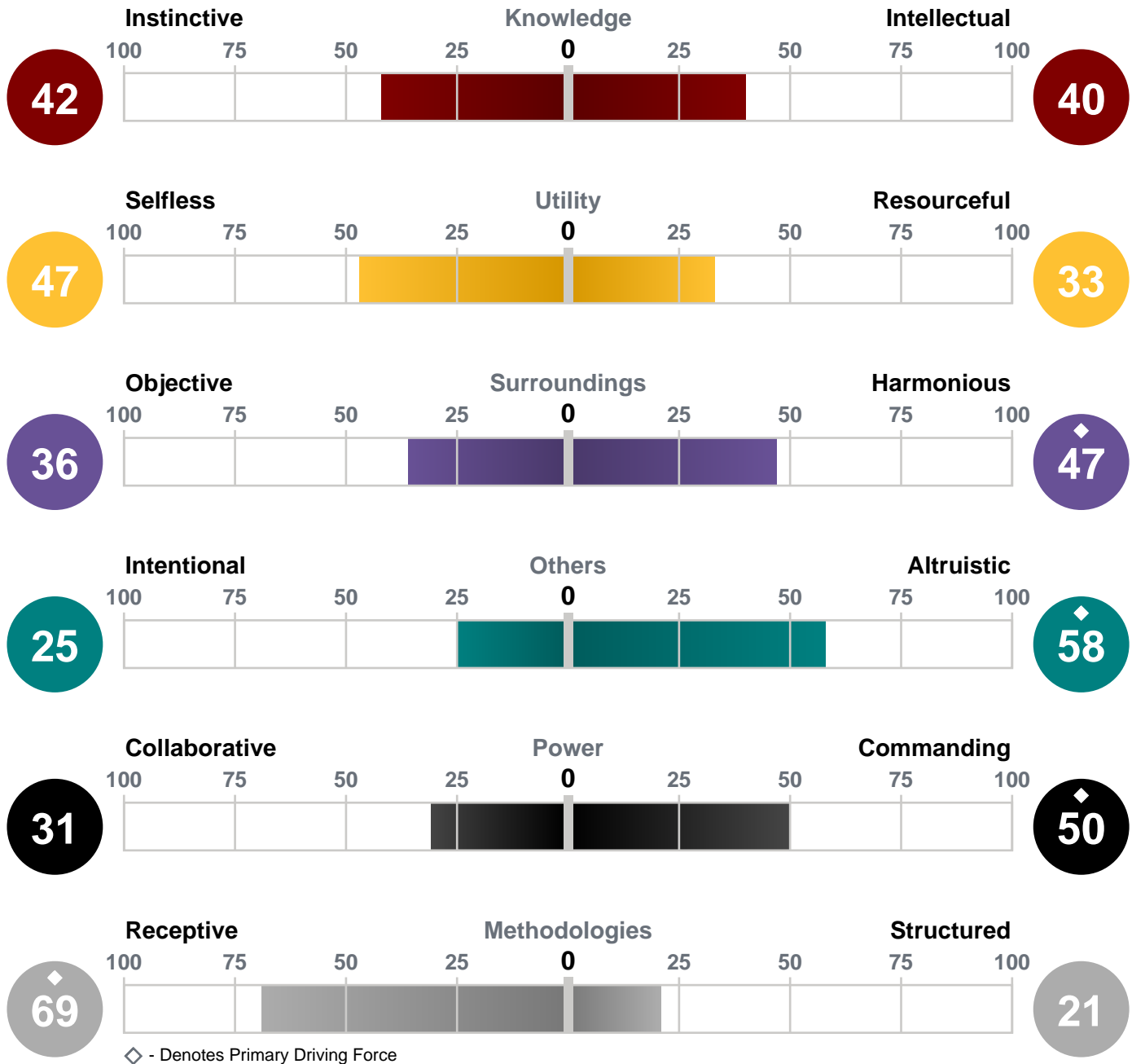
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



## MOTIVATORS: HOW THE 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.*

- Helping the homeless may be one of his concerns.
- He is generous with his time, talent and resources for those in need.
- jason is patient and sensitive to others.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- jason will be generous with time, research and information on social problems.

## 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.*

- jason has the desire to assert himself and to be recognized for his accomplishments.
- jason believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by jason.
- jason takes responsibility for his actions.
- jason likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- He wants to control his own destiny and display his independence.
- He believes "if at first you don't succeed try, try again."
- Maintaining individuality is strived for in relationships.
- If necessary, jason will be assertive in meeting his own needs.

## 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.*

- At times jason will look for the beauty in all things.
- jason may desire fine things for his spouse or family members.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around 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.*

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

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

## 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.*

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

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Entertainment and Arts Management  
Library Science

### Business

Hospitality, Hotel Management

### Career and Technical

Speech and Language Pathology

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Desktop Publishing  
Educational Administrator  
Environment, Conservation and Sustainability  
Graphic Design  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning  
Videography

### Health Sciences

Counseling  
Exercise Science  
Kinesiology

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Nursing



## NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O\*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
13-1121	4	Meeting & Convention Planner
43-4051	2-4	Customer Service Representative

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Demonstrates a will and desire to help others in the organization.

Sings the praises of peers and the contributions others make.

Capable of addressing conflict for a win-win scenario.

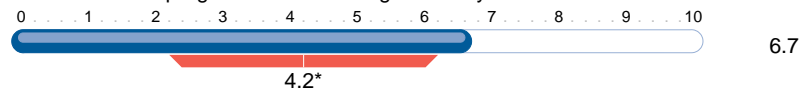
Willing to be the spokesperson for the team.

Willing to be the support system behind the cause.

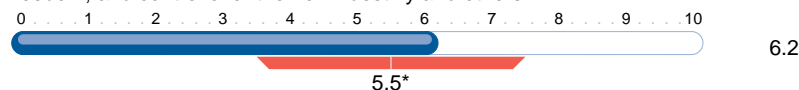
Wants to control his destiny, but does so in a soft way.

## Motivators

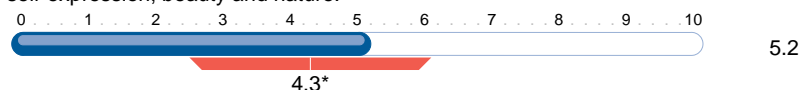
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



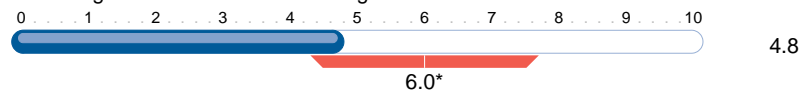
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



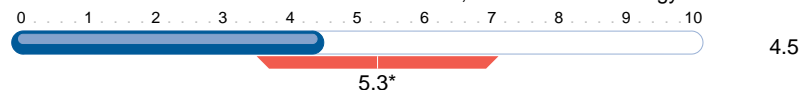
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



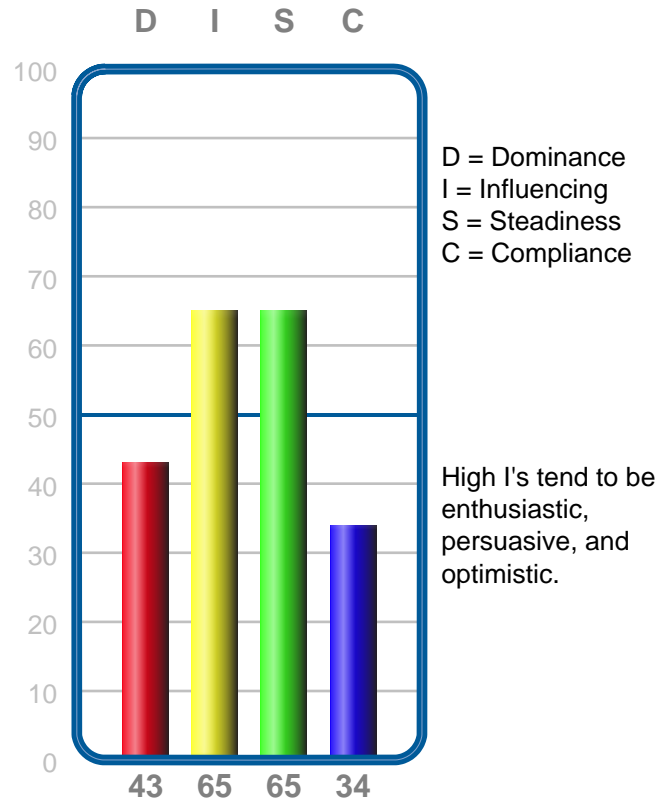
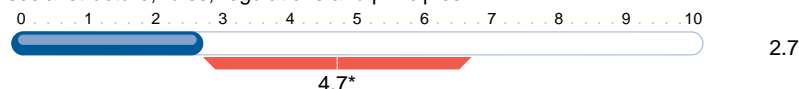
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Verbalizes his feelings.

Builds confidence in others.

People-oriented.

Self-reliant.

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

Negotiates conflicts.