

alesandro lopez
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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.

alesandro likes to develop people and build organizations. He is enthusiastic and usually slow to anger. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes feedback from his manager on how he is doing. alesandro likes quality social relationships. He often will become friends with his customers or clients. He may tend to agree to avoid confrontation. He, because of high standards, is sensitive to criticism of his work. Sometimes he does his best work in order to gain acceptance from others. He 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." alesandro is gregarious and sociable. He will be seen as a good mixer both on or off the job. He places his focus on people. To him, strangers are just friends he hasn't met!

alesandro prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes to be involved in the decision-making process. He likes working for managers who make quick decisions. 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 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. He may be inconsistent in disciplining others. Decisions are made after gathering facts and supportive data.

alesandro 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 has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He often makes suggestions to others, but rarely attempts to force his ideas on them. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. alesandro will optimistically interact with people in an assured, diplomatic and poised manner. It is important for alesandro 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 is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He judges others by their verbal skills and warmth.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Creative problem solving.
- Positive sense of humor.
- Negotiates conflicts.
- Good mixer.
- Ability to handle many activities.
- Verbalizes his feelings.

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.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Overestimate his ability to motivate people or change others' behavior.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that he can be seen as superficial.
- Be optimistic regarding possible results of his projects or the potential of his 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.

- Give strokes for his involvement.
- Use "feeling" language when appropriate.
- Put projects in writing, with deadlines.
- Use his jargon.
- Understand his sporadic listening skills.
- Plan interaction that supports his dreams and intentions.
- Be open, honest and informal.
- Leave time for relating, socializing.
- Provide systems to follow.
- Read the body language for approval or disapproval.
- Be isolated from interruptions.

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.

- Leave decisions hanging in the air.
- Let him change the topic until you are finished.
- Take credit for his ideas.
- Talk down to him.
- Talk too slowly, or dwell on details to excess.
- Drive on to facts, figures, alternatives or abstractions.
- Be dictatorial.
- Kid around too much, or "stick to the agenda" too much.
- Forget to follow-up.
- Be curt, cold or tight-lipped.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- 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.

- Promotes efficiency and results.
- Resourceful and influential in creating effective results.
- Motivates others to continue education.
- Will bring high energy and enthusiasm to the researching process.
- Completes a due diligence process when making investments or taking risks.
- Expectations are clear, tangible and have a bottom-line focus.
- Detailed and compliant about the research process.
- Wants to know everything about the process, which leads to high standards and results.

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.

- Struggles balancing financial advice with actual results.
- Overestimates what others will contribute.
- A desire to share information can impede his ability to listen and learn.
- Ability to learn is diminished due to his lack of focus on one thing.
- Only looks for the safe investment of time and resources.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- Wants a consistent process but constantly looking to make sure it is correct.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Familiar work environment with a predictable pattern.
- An environment where he can use his intuitive thinking skills.
- Logical approach to problem solving and information-based solutions.
- An environment where being prepared for meetings is rewarded.
- Optimism about expected results is not frowned upon.
- The experience is seen as a part of the desired return on investment.

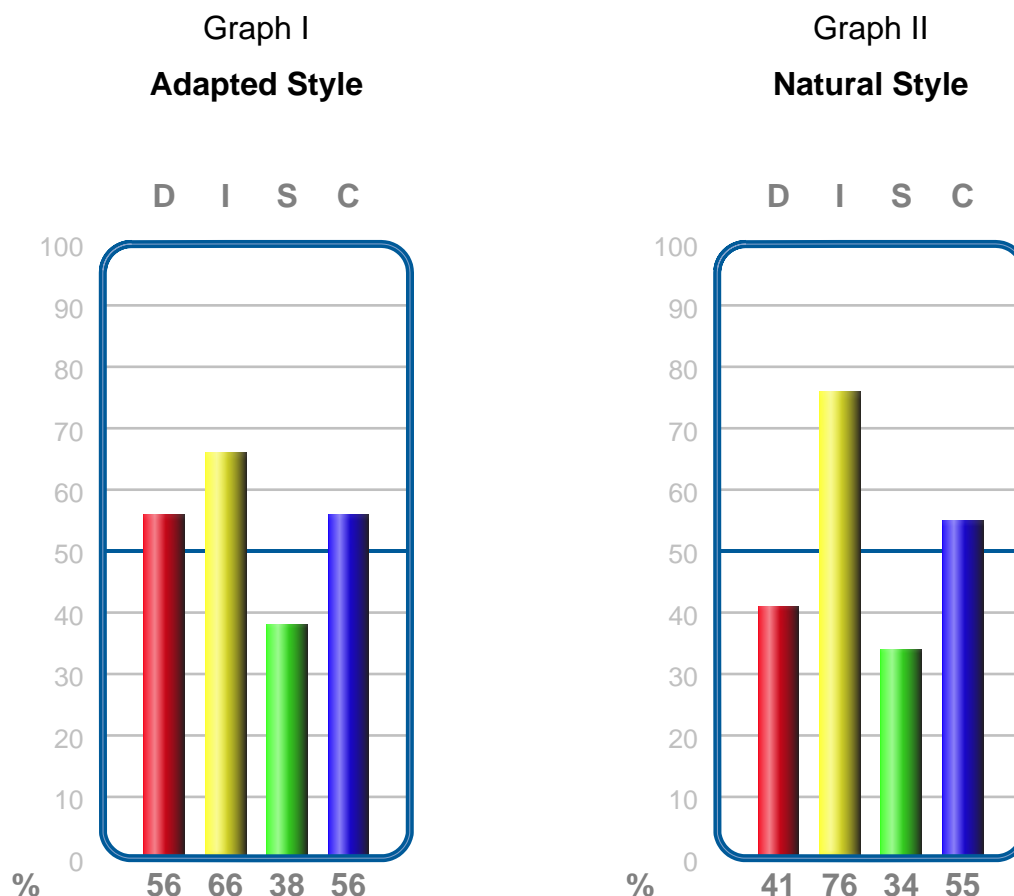
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- To be recognized for his continuance of quality work.
- Background and detailed information on process and procedures in order to ensure they are correct.
- Praise for his knowledge base and research capabilities.
- Recognition for solid use of resources and investments.
- Public recognition of financial rewards for returns and efficiency.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

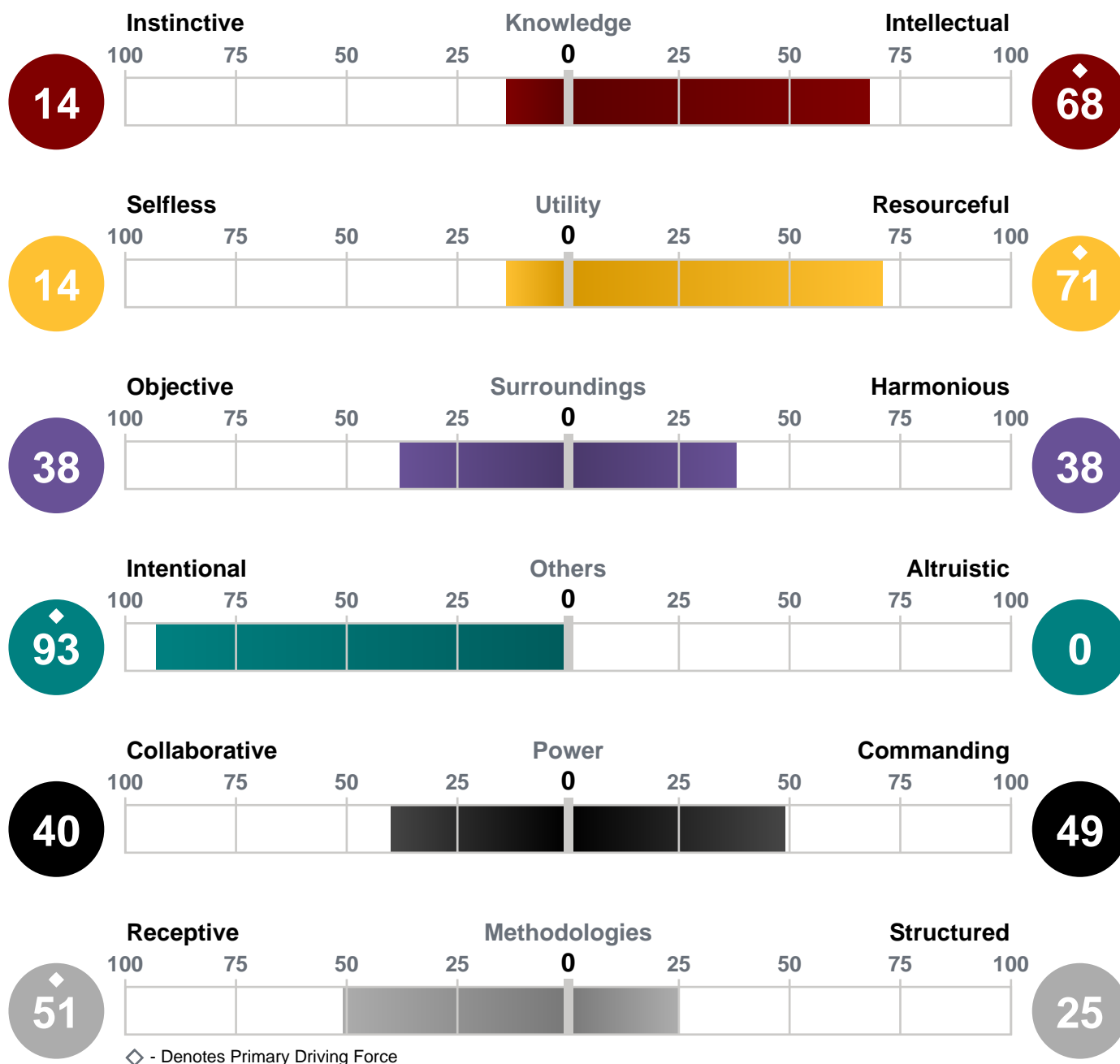
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

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

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.

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

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.

- At times alesandro can be very competitive.
- alesandro can be assertive in meeting his needs.
- 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.

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.

- 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.
- 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.
- alesandro may desire fine things for his spouse or family members.
- At times alesandro will look for the beauty in all things.

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.

- alesandro can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on alesandro.
- It may be hard to manipulate alesandro 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.
- alesandro's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, alesandro 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.

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.

- alesandro is willing to help others if they are working as hard as possible to achieve their goals.
- alesandro will be torn if helping others proves to be detrimental to him.
- alesandro's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

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
Film and Television Production
International Studies and Relations
Meteorology
Political Science
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
Finance and Investments
General Business
General Management
Logistics, Transport Management
Marketing
Supply Chain Management

Engineering

Aerospace Engineering
Computer Engineering
Industrial Engineering
Operations Research

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Inside Sales
Online Marketing, Social Media
Outside Sales
Videography
Web Development

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Hospital and Health Administration
Kinesiology

Other Career Paths

Apparel Fashion
Business Sales

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
27-1011	4+	Art Director
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3011	4	Announcer - Radio & TV
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
13-1199.04	4	Business Continuity Planner
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1011	2-4+	Computer & Information Scientist, Research
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
43-4151	HS	Order Clerk

NEXT STEPS: POSSIBLE CAREER IDEAS

39-6012 HS Concierge

STUDY TIPS

- Review notes from previous lessons to prepare yourself for the next.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Track your time and see how you are spending it and add more time for studying if needed.
- Do only one class assignment at a time.
- Take meaningful notes.
- Use a quiet place for studying when possible.
- Write detailed instructions for each class assignment.
- Don't doodle.
- Cut down on some of your activities and devote this time to studying.
- Socialize after studying - not before.
- Determine the grade you want in each class before the term begins and study accordingly.

Strengths

Promotes efficiency and results.

Resourceful and influential in creating effective results.

Motivates others to continue education.

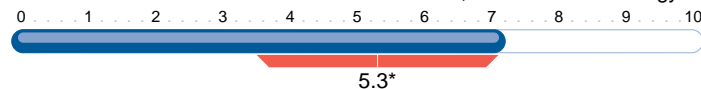
Will bring high energy and enthusiasm to the researching process.

Completes a due diligence process when making investments or taking risks.

Detailed and compliant about the research process.

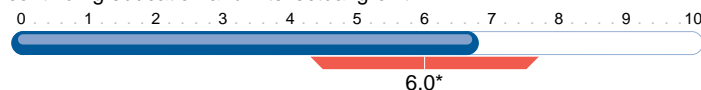
Motivators

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



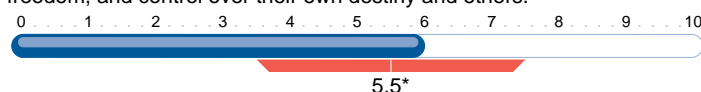
7.2

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



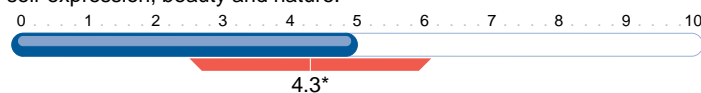
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



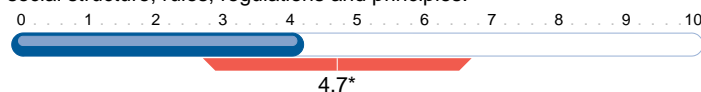
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



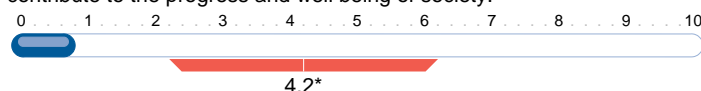
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

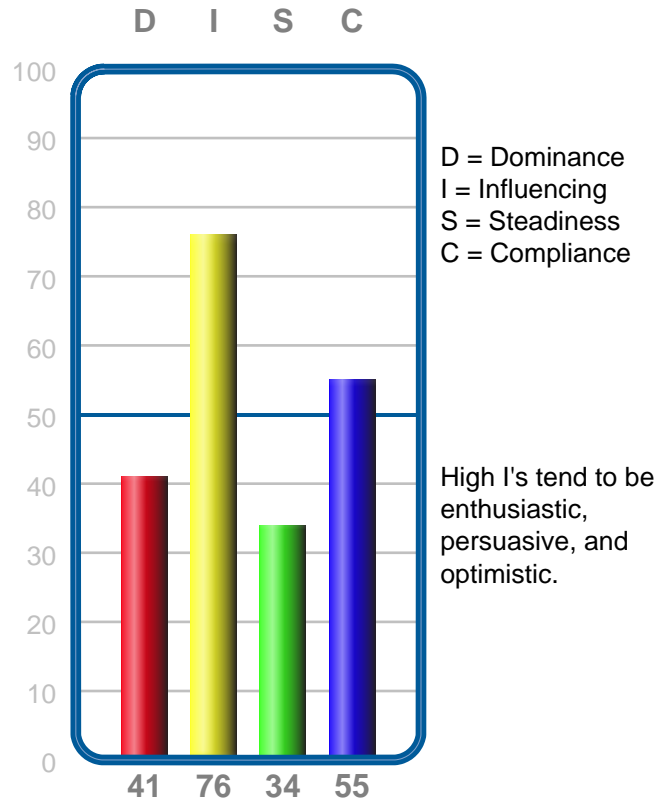


4.2

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



0.8



Value to a Team

Optimistic and enthusiastic.

Good mixer.

Accomplishes goals through people.

People-oriented.

Verbalizes his feelings.

Team player.