

**Ernesto Perez**  
10-13-2016



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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.*

Ernesto has great abilities to concentrate on details. This concentration may be intense. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He looks to people for support and inner-satisfaction as a way to reach his personal goals. He prefers to help and support others rather than compete against them. Ernesto likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He tends to be incisive and analytical.

Ernesto tends to make decisions based on past experiences. He prefers the "tried and true." He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He is persistent and persevering in his approach to achieving goals. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. 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. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions.

Ernesto can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. Ernesto is more motivated by logic than emotion. To him, logic represents tangible research. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Adaptable.
- Service-oriented.
- Respect for authority and organizational structure.
- Patient and empathetic.
- Builds good relationships.
- People-oriented.

## 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.*

- Hold a grudge if his personal beliefs are attacked.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.
- Be defensive when risk is involved--move towards maintaining status quo.
- Dislike change if he feels the change is unwarranted.
- Take criticism of his work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Underestimate his abilities.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

## 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.*

- Limit your use of gestures.
- Support your communications with correct facts and data.
- Look for hurt feelings or personal reasons if you disagree.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Use scheduled timetable when implementing new action.
- Provide a friendly environment.
- Provide solid, tangible, practical evidence.
- Give him time to ask questions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep conversation at discussion level.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.

## 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.*

- Use testimonies from unreliable sources.
- Make promises you cannot deliver.
- Rush him in the decision-making process.
- Push too hard, or be unrealistic with deadlines.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Overuse gestures.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.
- Overuse emotions.
- Give your presentation in random order.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.

## 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.*

- Supports a leader and a cause.
- Wants to do his part to keep things efficient and consistent.
- Wants to control his destiny, but does so in a soft way.
- A "winner" who is consistent but does not brag about accomplishments.
- Offers an objective perspective on how the goal can be obtained within the established framework.
- Expectations are clear, tangible and have a bottom-line focus.
- Gives clear instruction to what he needs to accomplish goals.
- Sets high expectations for himself and has a process for achieving them.

## 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.*

- Could miss out on opportunities by not acting swiftly.
- May overlook opportunity for added efficiency out of fear of change.
- Forgives but has a hard time forgetting.
- Will hide emotions until others push his buttons or take advantage of him.
- Calculates every variable, which may not be the best use of his time.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Nothing is good enough, unless it's the best.
- Can come across as cool and distant because he wants to do everything his way.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- An environment where he can use his intuitive thinking skills.
- The ability to achieve goals in a logical and practical manner.
- The need for consistent, reliable and stable contributions to the bottom-line.
- Rewards for strict adherence to processes and procedures.
- Recognition and rewards for consistency, steadiness and being methodical.

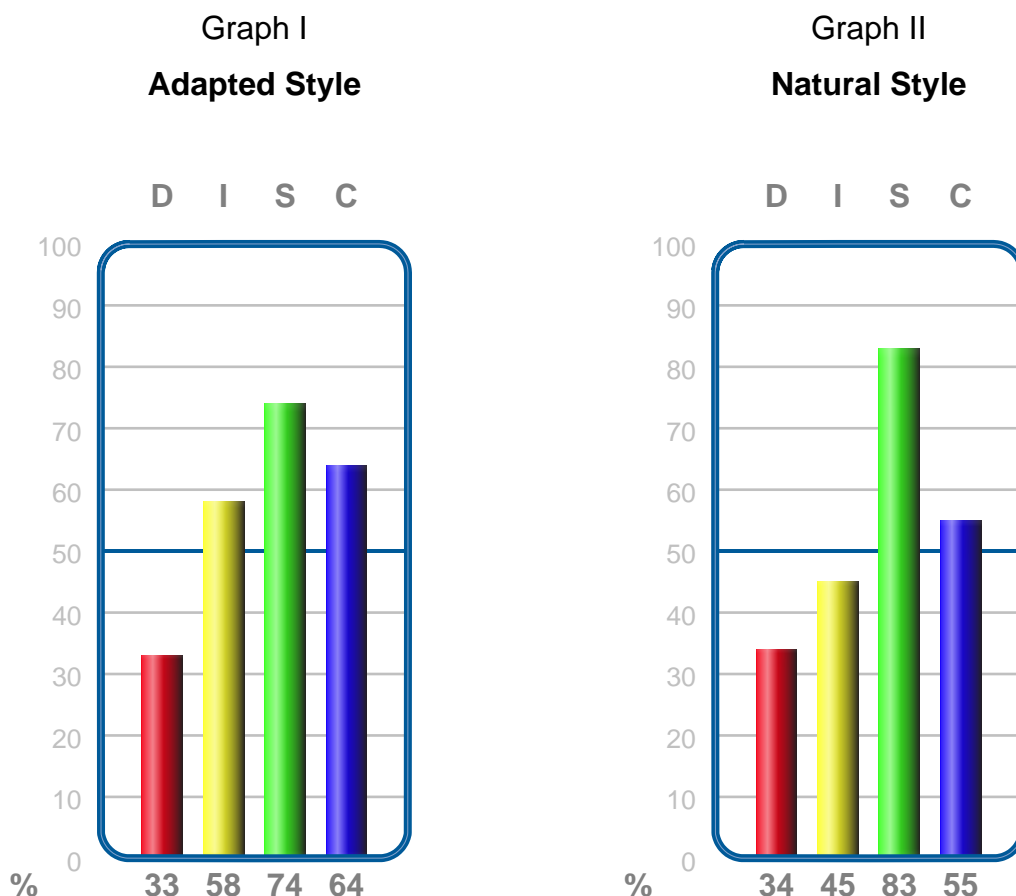
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Instructions so he can do the job right the first time.
- Operating procedures in writing.
- Documentation of potential returns for projects and goals.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Appreciation for following procedures and protocol and how that protects the organization's image.
- A manager that appreciates his ability to be steadfast in his approach to the way of 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:

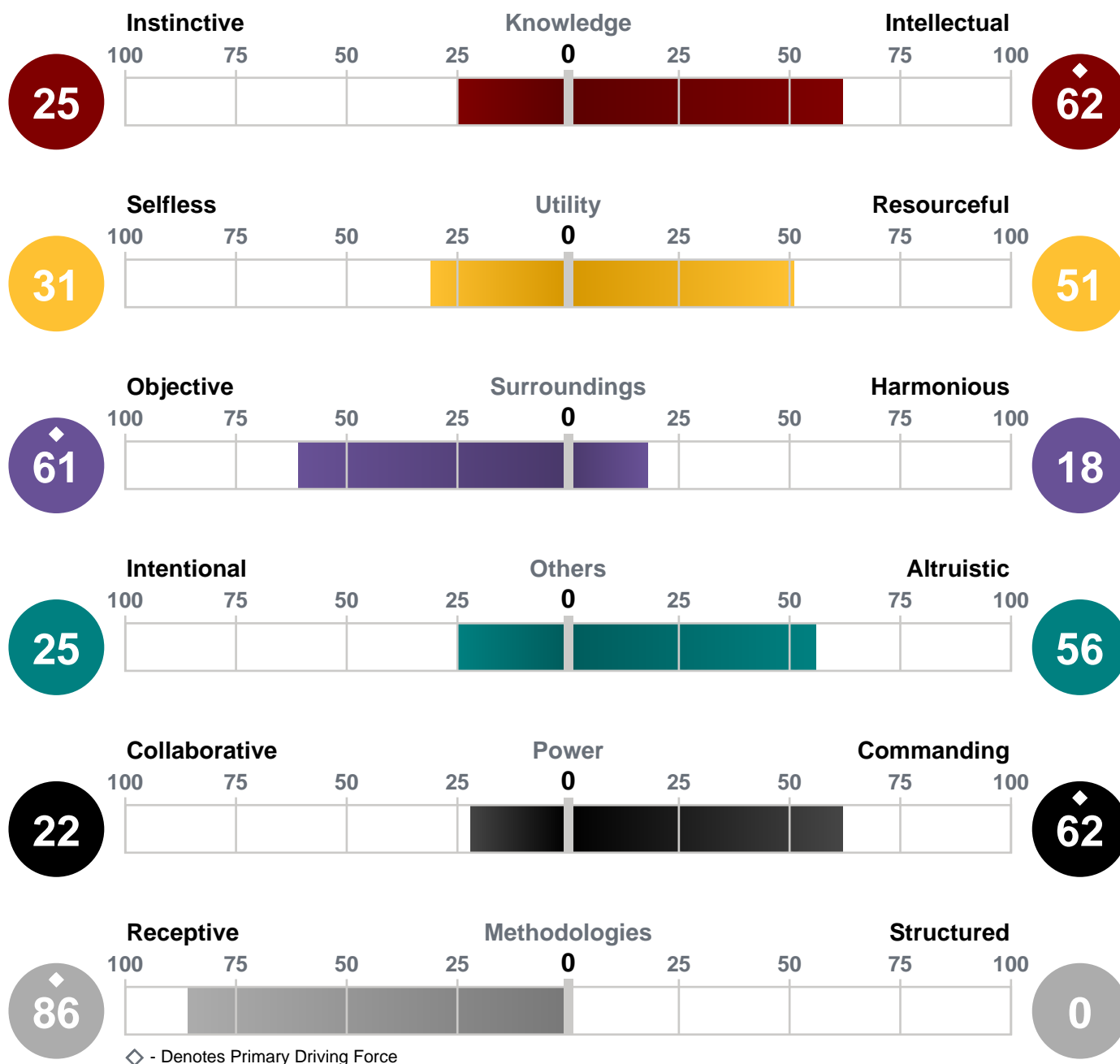
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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](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 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.
- He will work long and hard to satisfy his needs.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- Ernesto tends to give freely of time and resources, but will want and expect a return on his investment.
- Ernesto is good at achieving goals.
- He evaluates things for their utility and economic return.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

## 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.*

- Ernesto believes "when the going gets tough, the tough get going."
- Maintaining individuality is strived for in relationships.
- Ernesto takes responsibility for his actions.
- People who are determined and competitive are liked by Ernesto.
- Ernesto 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 believes "if at first you don't succeed try, try again."
- Ernesto has the desire to assert himself and to be recognized for his accomplishments.
- If necessary, Ernesto will be assertive in meeting his own needs.
- He wants to control his own destiny and display his independence.

## 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.*

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

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

## 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.*

- Ernesto's passion in life will be found in one or two of the other motivators discussed in this report.
- Unpleasant surroundings will not stifle his creativity.
- The utility of "something" is more important than its beauty, form and harmony.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Intellectually, Ernesto can see the need for beauty, but has difficulty buying the finer things in life.
- He wants to take a practical approach to events.
- Ernesto is not necessarily worried about form and beauty in his environment.

## 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.*

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

## 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

Chemistry  
Geography  
Information Technology  
Microbiology  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Biomedical Equipment Technician  
Chef, Food Preparation  
Dental Assistance  
Electrician  
Emergency Medical Technician  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Vehicle Maintenance and Repair  
Welding

### Engineering

Aerospace Engineering  
Bio Engineering  
Chemical Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Agriculture and Farming  
Natural Sciences  
Plants and Horticulture

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Biotechnology  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Genetics, Reproductive Technology and Research  
Health Technology  
Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Chiropractic Assistance  
Counseling  
Health and Fitness, Personal Training  
Hospital and Health Administration  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Optometry  
Pre-Dental  
Pre-Medicine  
Pre-Ophthalmology  
Pre-Veterinary Medicine  
Psychology

### Other Career Paths

Fitness and Exercise Science



## 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
29-1131	4+	Veterinarian
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
23-1011	4+	Lawyer
19-3094	4+	Political Scientist
19-2012	4+	Physicist
17-2171	4+	Petroleum Engineer
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2071	4+	Electrical Engineer
17-2061	4+	Computer Hardware Engineer
17-2051	4+	Civil Engineer
17-2011	4+	Aerospace Engineer
17-1011	4+	Architect, Except Landscape & Naval
13-2031	4+	Budget Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
27-3031	4	Public Relations Specialist
27-3021	4	News Analyst
27-2011	4	Actor & Actress
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3012	4	Electrical & Electronic Drafter

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-1021	4	Cartographer & Photogrammetrist
15-1071	4	Network & Computer Systems Administrator
15-1021	4	Computer Programmer
13-2081	4	Tax Examiner, Collector & Revenue Agent
13-2051	4	Financial Analyst
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1061	2-4+	Database Administrator
49-3011	2-4	Aircraft Mechanic
41-1012	2-4	Manager, Supervisor, non retail
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
33-3051.01	2	Police Patrol Officer
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Set goals which challenge your abilities.
- Study and review notes just before class starts.
- Ask questions about things for which you are unsure.
- Quiz yourself and others about ideas you are learning.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Study in groups of two or more.
- Identify the time of day you feel best and try to fit studying into these hours.
- Don't let others intrude upon your study time.

## Strengths

Supports a leader and a cause.

Wants to do his part to keep things efficient and consistent.

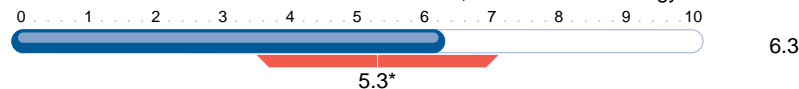
Wants to control his destiny, but does so in a soft way.

A "winner" who is consistent but does not brag about accomplishments.

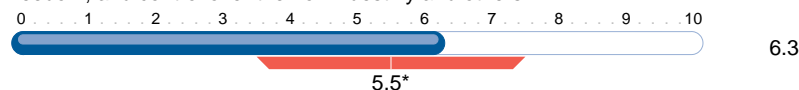
Offers an objective perspective on how the goal can be obtained within the established framework.

## Motivators

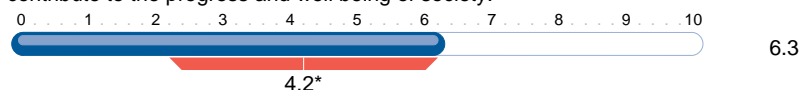
**1. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



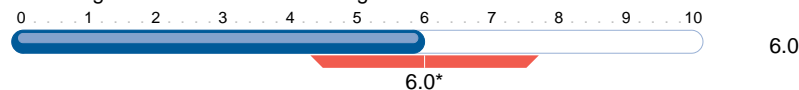
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



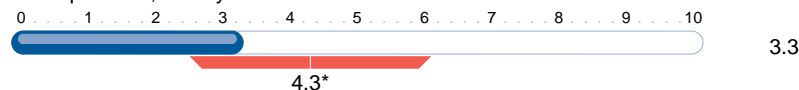
**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



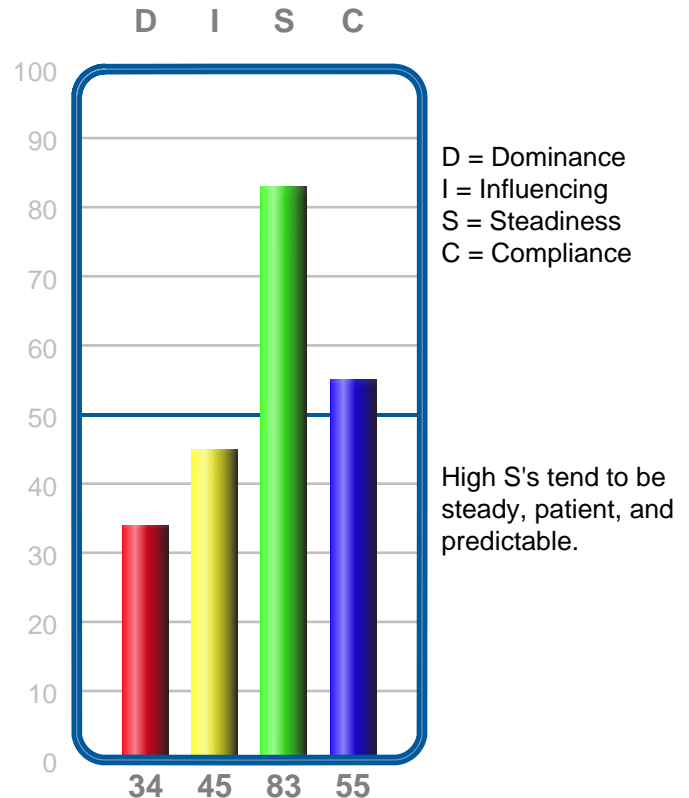
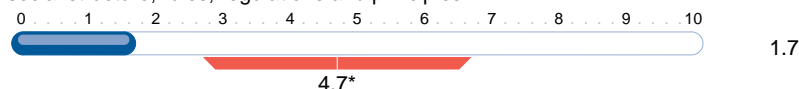
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Respect for authority and organizational structure.

Service-oriented.

Will gather data for decision making.

Turns confrontation into positives.

Good at reconciling factions--is calming and adds stability.

Adaptable.