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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.

Jose is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. While he is usually considered as people-oriented, he does have a technical side. Jose's flexibility will allow him to fit into almost any environment. At times, Jose would like to slow the world down and cut out some of the activities people want him involved in. Once Jose 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. He is often seen as practical and objective. When people are involved, he may not always be precise about the use of his time. He wins through hard work and persistence. He likes to stay with one task until it is completed. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family.

Jose is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." 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 is persistent and persevering in his approach to achieving goals. He 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." Jose can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He often thinks over major decisions before acting.

Jose will be open with those he trusts; however, reaching the required trust level may take time. He likes a friendly, open style of communication. 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. 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. Jose 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Builds good relationships.
- Works for a leader and a cause.
- Bottom line-oriented.
- Creative approach to problem solving.
- Self-reliant.
- Dependable team player.

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.

- Underestimate his abilities.
- Hold a grudge if his personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Dislike change if he feels the change is unwarranted.
- Be dependent on others for decisions, even if he knows he is right.
- Need help in prioritizing new assignments.
- Take criticism of his work as a personal affront.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Look for his oversights.
- Use a motivating approach, when appropriate.
- Define the problem in writing.
- Provide solutions--not opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Appeal to the benefits he will receive.
- Move casually, informally.
- Ask "how?" questions to draw his opinions.
- Provide a friendly environment.
- Clarify any parameters in writing.
- Define clearly (preferably in writing) individual contributions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

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.

- Let him overpower you with verbiage.
- Ramble.
- Patronize or demean him by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Muffle or overcontrol.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.

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.

- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.
- Accommodating and pleasing others is one of his natural talents.
- Strong supporter, therefore, always willing to help.
- Utilizes people to win and accomplish goals.
- Positively promotes the image of the organization.
- Demonstrates a will and desire to help others in the organization.
- Good at promoting causes that improve society.

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.

- Forgives but has a hard time forgetting.
- Listens to others but wants to act to his own interest.
- May have difficulty correcting others as he wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- As a leader may over focus on self and his own needs.
- May only interact with those he feels complement his goals.
- Does not always listen to those he is helping.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.

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.
- Groups and committees are present in order to assist charities and social causes.
- Ability to achieve results through the interaction with and helping of others.
- Opportunity to display excitement and fun while getting others to act.
- Recognition and rewards for consistency, steadiness and being methodical.

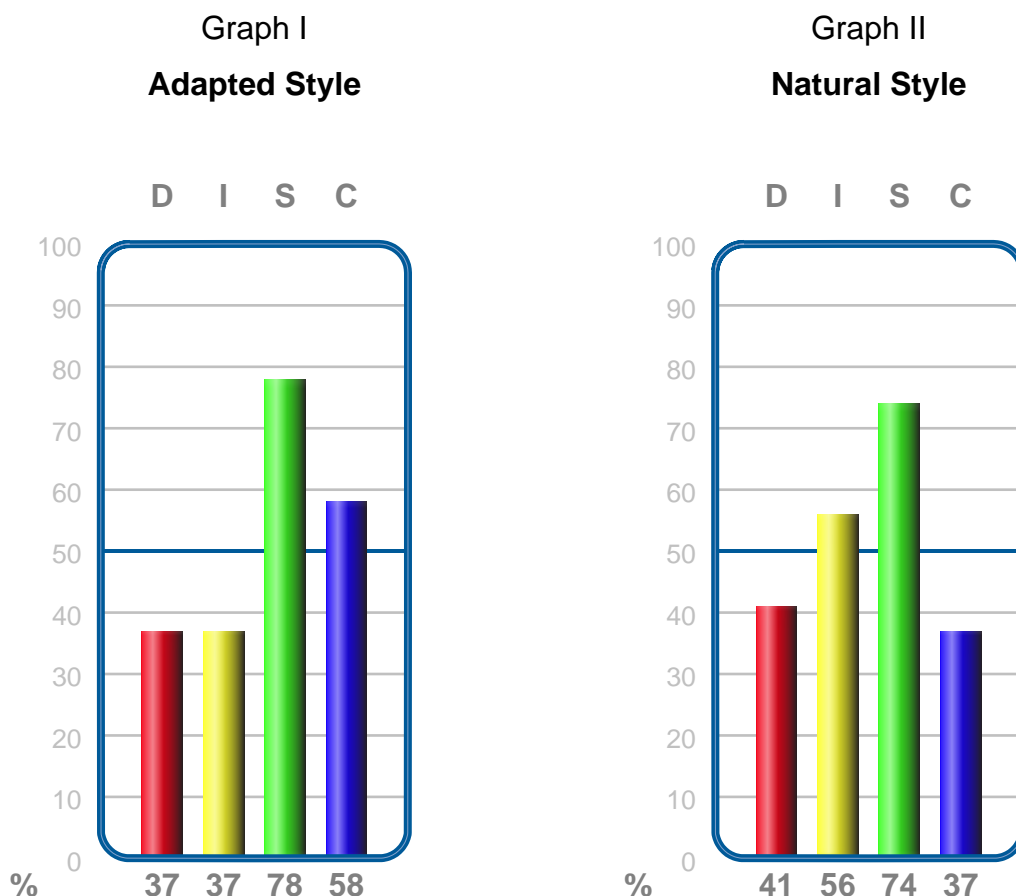
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Work assignments that provide opportunity for recognition.
- To be the promoter for programs that assist others, both on and off the job.
- An opportunity to express how he can improve society.
- Recognition for leadership accomplishments and the results he receives.
- 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:

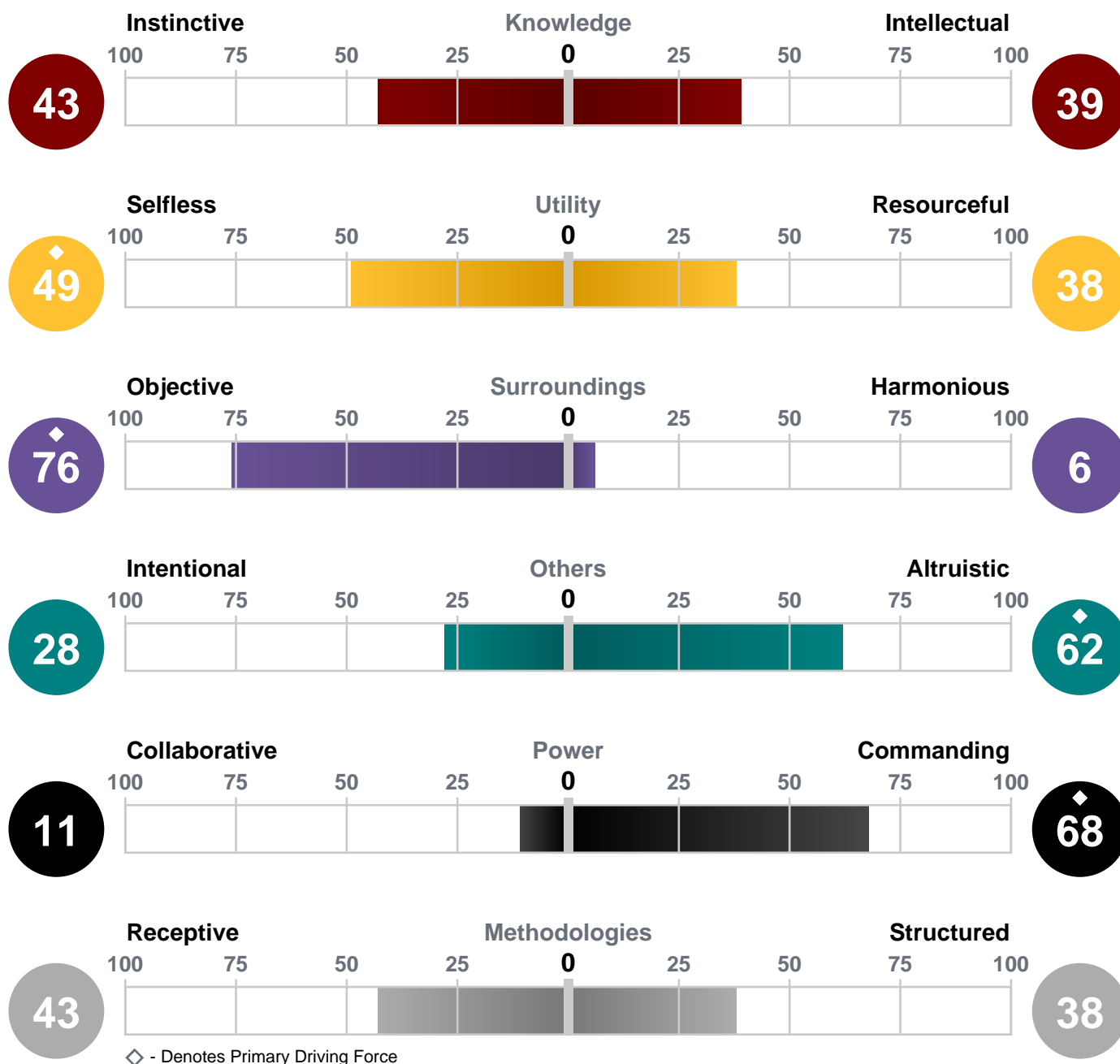
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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 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.

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

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

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.

- Jose will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- Jose will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Jose can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- Traditions will not place limits or boundaries on Jose.
- Jose's passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate Jose 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.
- He will work within a broadly defined set of beliefs.
- Jose can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, Jose will want to set his own rules which will allow his own intuition to guide and direct his actions.

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 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.
- Jose's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, Jose can see the need for beauty, but has difficulty buying the finer things in life.
- He wants to take a practical approach to events.
- Unpleasant surroundings will not stifle his creativity.
- Jose is not necessarily worried about form and beauty in his environment.

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

Criminal Justice
Criminology, Forensics
Entertainment and Arts Management
Information Technology
International Studies and Relations
Legal Assistance, Paralegal Studies
Library Science
Political Science
Pre-Law

Business

Business Communications, Public Relations
Hospitality, Hotel Management

Career and Technical

Dental Assistance
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Life Coaching
Medical Ethics
Nonprofit Management
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Urban and City Planning

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

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

Other Career Paths

Fitness and Exercise Science
Personal Care Technician

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 |
| 19-3094 | 4+ | Political Scientist |
| 19-3092 | 4+ | Geographer |
| 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 |
| 11-3011 | 4+ | Administrative Services Manager |
| 29-9091 | 4 | Athletic Trainer |
| 29-2021 | 4 | Dental Hygienist |
| 29-2011 | 4 | Medical & Clinical Lab Technician |
| 29-1031 | 4 | Dietician & Nutritionist |
| 27-3031 | 4 | Public Relations Specialist |
| 27-2011 | 4 | Actor & Actress |
| 27-1024 | 4 | Graphic Designer |
| 25-2031 | 4 | Teacher, Secondary |
| 43-4051 | 2-4 | Customer Service Representative |
| 43-1011 | 2-4 | Office and Administrative Support |
| 25-1194 | 2-4 | Teacher, Post-secondary Vocation Education |
| 17-3024 | 2-4 | Electro-mechanical Technician |
| 11-9061 | 2-4 | Funeral Director |

NEXT STEPS: POSSIBLE CAREER IDEAS

| | | |
|------------|------|--|
| 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 |
| 31-2022 | 2 | Physical Therapist Aide |
| 29-2061 | 2 | LPN (Licensed Practical Nurse) |
| 25-9031 | 2 | Instructional Coordinator |
| 21-1093 | HS-4 | Social & Human Services Assistant |
| 25-9041 | HS-2 | Teacher 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 |
| 39-1011 | HS | Gaming Supervisor |
| 29-2041 | HS | Emergency Medical Technician & Paramedic |
| 27-1023 | HS | Floral Designer |

STUDY TIPS

- Plan a block of time for studying - take 10-minute breaks every hour.
- Study in groups of two or more.
- Set realistic goals.
- Meditate and think positive thoughts before taking an exam.
- Study and review notes just before class starts.
- Don't let your ego keep you from studying.
- Think positively about subjects that give you difficulty.
- Try new ways of learning.
- Develop good study habits and follow them everyday.
- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Put words you have trouble spelling on your mirror so you see them daily.

Strengths

Leads by example and in a quiet and methodical way.

The ideal right hand to a goal-driven leader.

Accommodating and pleasing others is one of his natural talents.

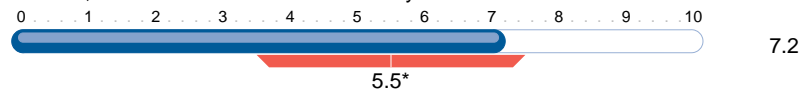
Strong supporter, therefore, always willing to help.

Utilizes people to win and accomplish goals.

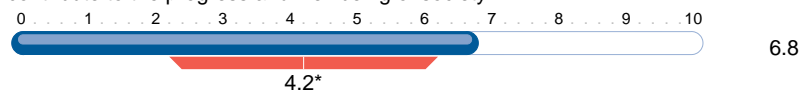
Demonstrates a will and desire to help others in the organization.

Motivators

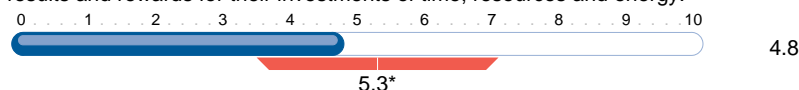
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



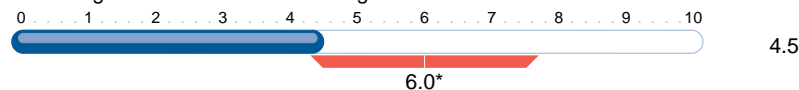
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



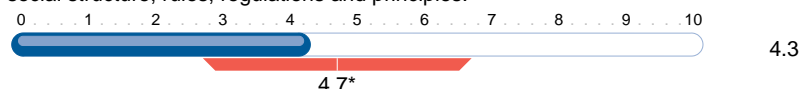
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



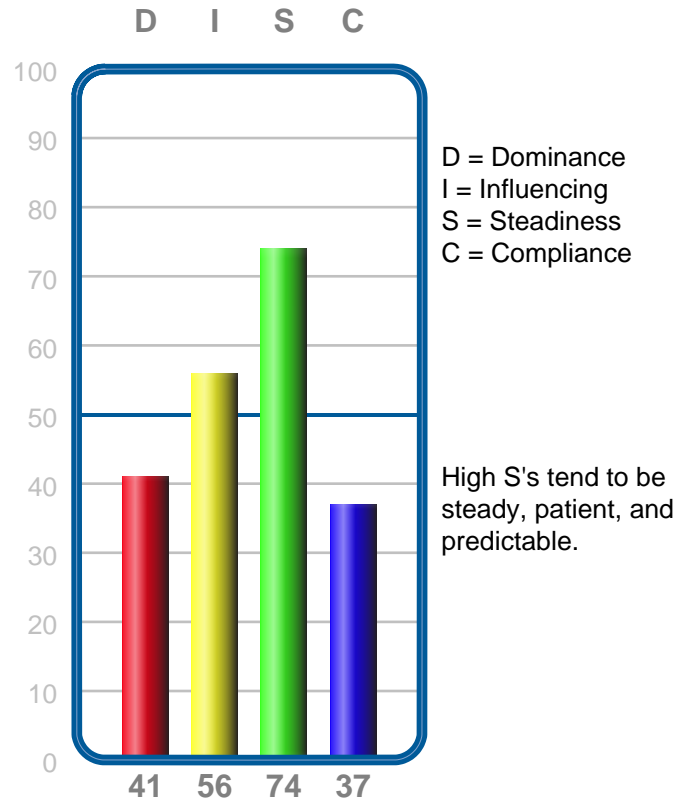
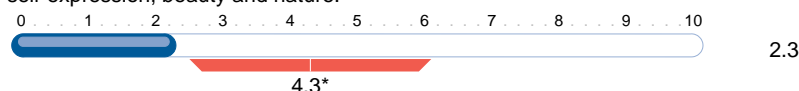
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Bottom line-oriented.

Self-reliant.

Patient and empathetic.

Builds good relationships.

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

Dedicated to his own ideas.