

David Morales
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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.

David likes to develop people and build organizations. He believes in getting results through other people. He prefers the "team approach." He may tend to agree to avoid confrontation. He is optimistic about his ability to do any job. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He prefers working for a participative manager. He does his best work in this kind of environment. He influences most people with his warmth. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. David 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 does not like close supervision.

David 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 usually makes decisions after gathering some facts and supporting data. He likes to be involved in the decision-making process. He is good at solving problems that deal with people. David may be inconsistent in disciplining others. 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. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

David usually uses many gestures when talking. It is important for David 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 good at negotiating conflict between others. David feels that "if everyone would just talk it out, everything would be okay!" Some see him as too talkative and emotional. David is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, David will attempt to put them at ease. He is people-oriented and verbally fluent. He judges others by their verbal skills and warmth. He will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accomplishes goals through people.
- Motivates others towards goals.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Negotiates conflicts.
- Creative problem solving.
- Builds confidence in others.
- 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.

- 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 inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Trust people indiscriminately if positively reinforced by those people.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Overuse praise in motivating others.
- Take information at face value without validation or substantial investigation.

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.

- Deal with details in writing, have him commit to modes of action.
- Speak at a rapid pace.
- Clarify any parameters in writing.
- Use a motivating approach, when appropriate.
- Be brief--be bright--be gone.
- Appeal to the benefits he will receive.
- Look for his oversights.
- Plan interaction that supports his dreams and intentions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide testimonials from people he sees as important.
- Read the body language for approval or disapproval.
- Leave time for relating, socializing.
- Provide a warm and friendly environment.

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.

- "Dream" with him or you'll lose time.
- Ramble.
- Hesitate when confronted.
- Drive on to facts, figures, alternatives or abstractions.
- Legislate or muffle--don't overcontrol the conversation.
- Be dictatorial.
- Let him overpower you with verbiage.
- Talk down to him.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.

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.

- Great at recruiting membership in organizations to which he belongs.
- Expresses all that is great about a system of living.
- Being an optimistic leader.
- Positively promotes the image of the organization.
- Assertively champions causes he strongly believes in.
- Will champion change and be bottom-line focused for results within the system of living.
- Seeks the challenge and opportunity to win.
- Not easily deterred by setbacks.

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.

- May interpret his beliefs as flawless.
- May overlook contradictions in his own way of living.
- May be viewed as someone who overpromises and underdelivers.
- May only interact with those he feels complement his goals.
- Quick decisions may conflict with his system for living.
- A desire for better results may be prohibited by his way of living.
- May always want to display his superiority through problems or challenges.
- May not realize the negative consequences of his quick decisions.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Nonroutine work with challenge and opportunity.
- Continual opportunity to challenge and win.
- A forum to celebrate successes as an individual.
- Forum to champion the way in which things should be done.
- Ability to blend his creative and traditional problem solving skills within established parameters.

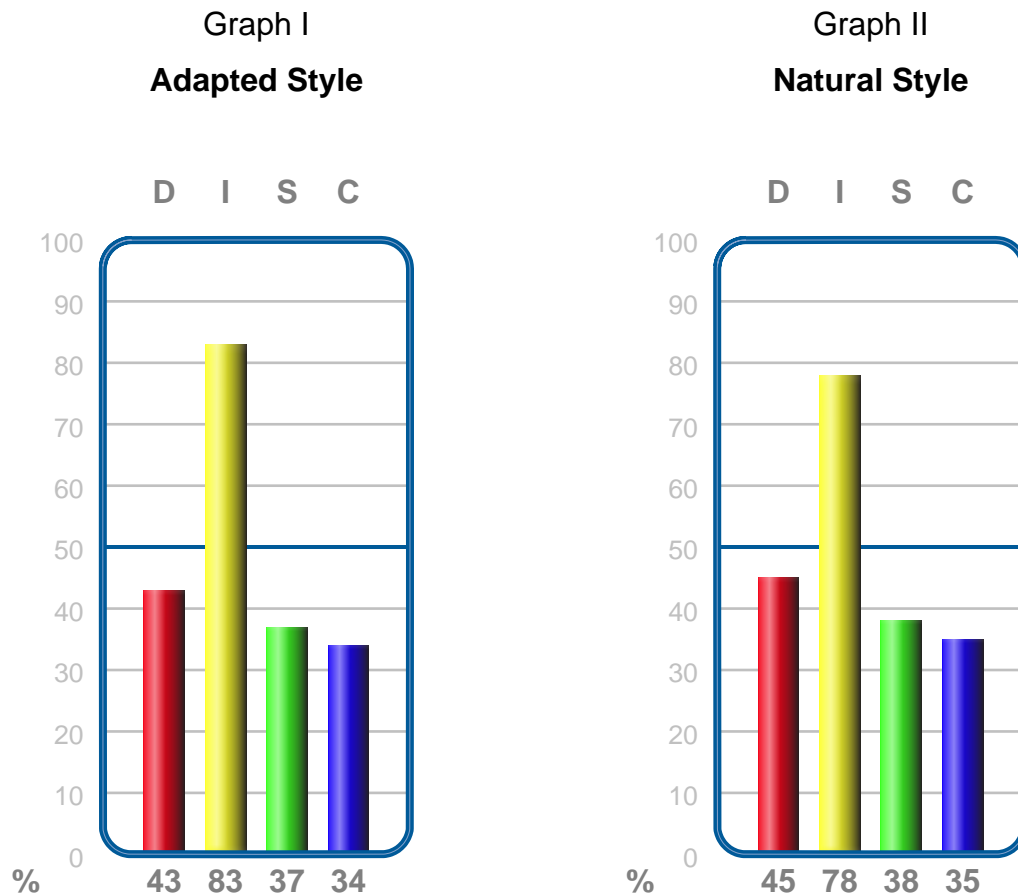
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Power and authority to take the risks to achieve results.
- Rewards to support his dreams.
- New and difficult challenges that lead to prestige and status.
- Opportunities for advancement and new experiences.
- Goals and results that stem from a system he believes in.
- To be recognized as a promoter for the organization and the belief system within the organization.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

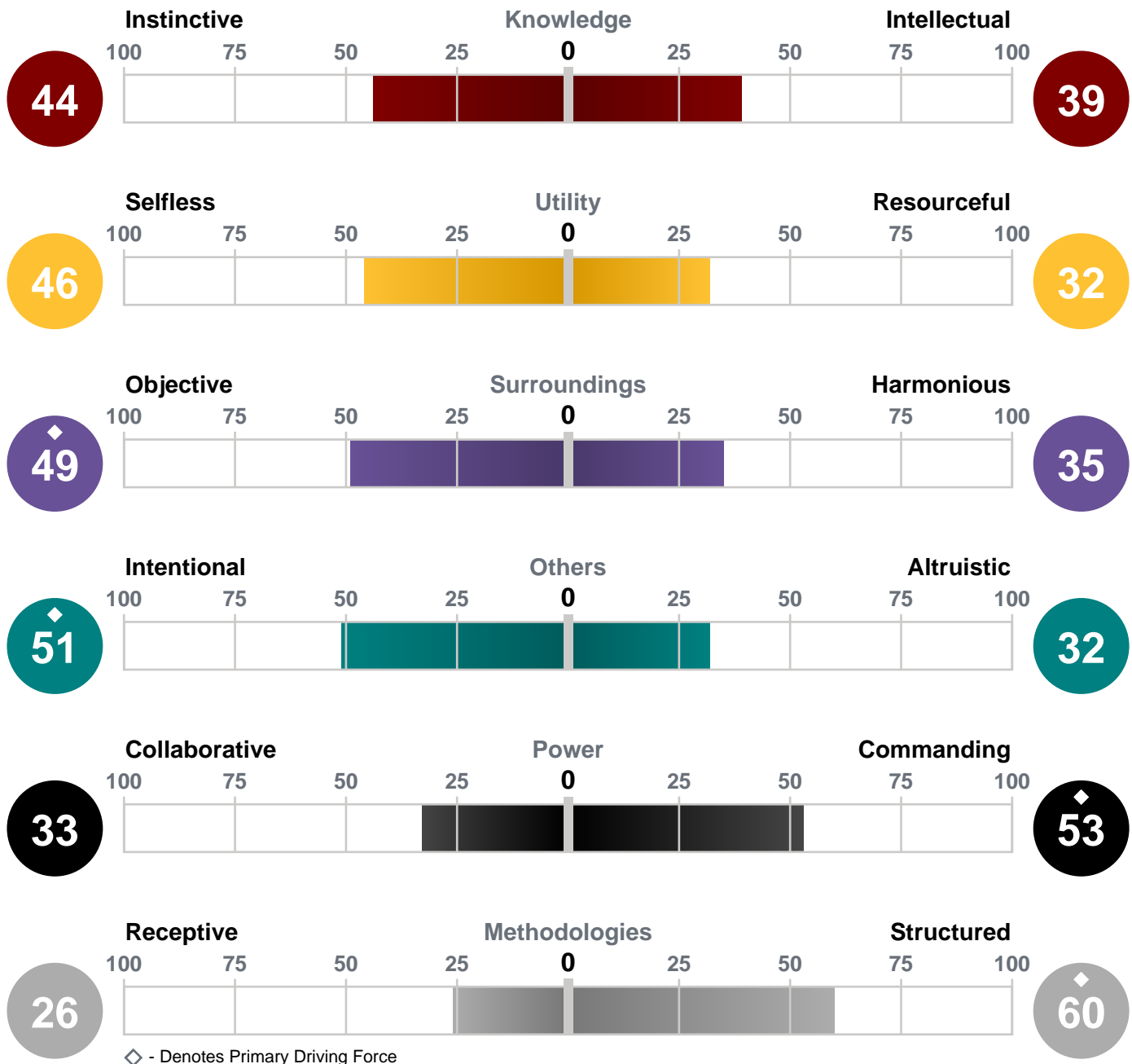
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- David lets his conscience be his guide.
- He believes strongly in his opinions.
- He will evaluate others based on his rules for living.
- He is true to his personal vision.
- Following proven procedures is more important than quick fixes.
- David likes unity and order in his life.

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.

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

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.

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

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

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.

- David will not seek knowledge based on curiosity or just for the sake of knowledge.
- David will only read books that relate to his chosen field or special interests.
- David can be turned off by people who talk about things in detail if he has no interest in the subject.
- David will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- David will use an instinctual approach to problem solving.
- For David, personal experiences are a key factor in decision making.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- He will attempt to take the practical approach and not over-analyze the process.
- When required, David will seek knowledge to better understand a particular situation.

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.

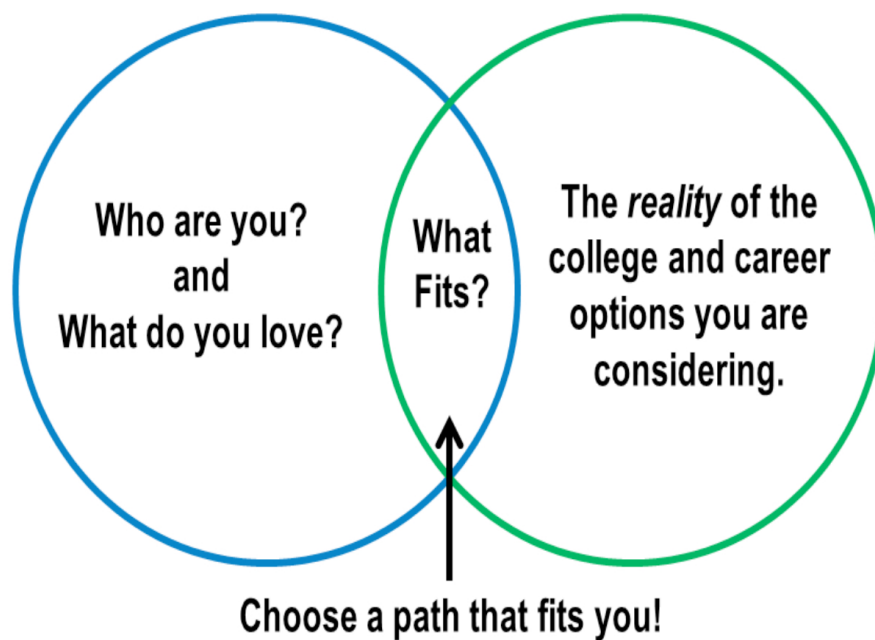
- David's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.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

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
Communications
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Library Science
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Construction Management
Facilities Planning and Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Entrepreneurism
Vehicle Maintenance and Repair

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Computer Programming
Entrepreneurial Studies
Inside Sales
Online Marketing, Social Media

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science
Kinesiology
Pre-Ophthalmology

Other Career Paths

Apparel Fashion
Business Sales
Customer Account Management and Service
Event Planning
Interior Design

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
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-2022	4	Teacher, Middle School
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
11-9081	4	Lodging Manager
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
11-9061	2-4	Funeral Director
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

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

Strengths

Great at recruiting membership in organizations to which he belongs.

Expresses all that is great about a system of living.

Being an optimistic leader.

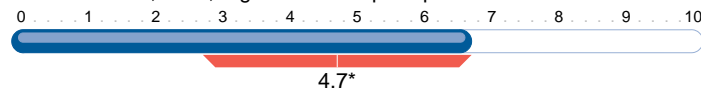
Positively promotes the image of the organization.

Assertively champions causes he strongly believes in.

Seeks the challenge and opportunity to win.

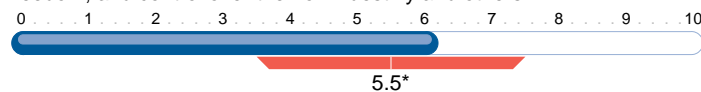
Motivators

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



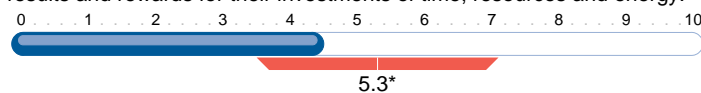
6.7

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



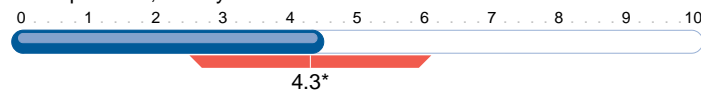
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



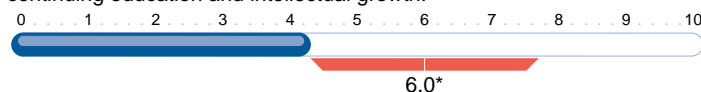
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



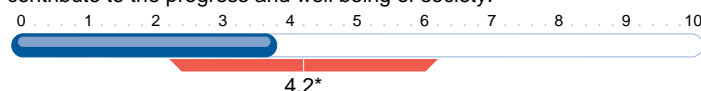
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

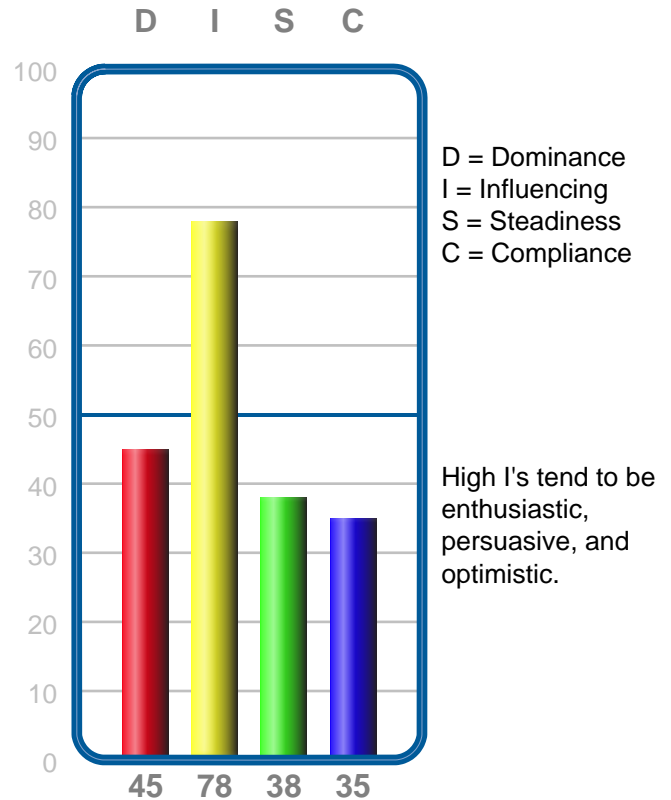


4.3

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



3.8



Value to a Team

Verbalizes his feelings.

Negotiates conflicts.

Dedicated to his own ideas.

People-oriented.

Creative problem solving.

Builds confidence in others.