

Alejandro Zavala
10-12-2016



TABLE OF CONTENTS

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.

Alejandro can combine and balance enthusiasm and patience. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He places his focus on people. To him, strangers are just friends he hasn't met! Alejandro is good at creating enthusiasm in others. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He projects a self-assured and self-confident image. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. Alejandro likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He influences most people with his warmth.

Alejandro 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 likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He is good at solving problems that deal with people. 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 prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes to participate in decision making.

Alejandro usually uses many gestures when talking. It is important for Alejandro 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 will optimistically interact with people in an assured, diplomatic and poised manner. He judges others by their verbal skills and warmth. Alejandro is good at negotiating conflict between others. Alejandro feels that "if everyone would just talk it out, everything would be okay!" He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is both a good talker and a good listener. He may use his time imprecisely because he likes to talk to people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accomplishes goals through people.
- Verbalizes his feelings.
- Team player.
- Builds confidence in others.
- Dedicated to his own ideas.
- Negotiates conflicts.
- Positive sense of humor.
- People-oriented.
- Bottom line-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.

- Overestimate his ability to motivate people or change others' behavior.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be so enthusiastic that he can be seen as superficial.
- Be too verbal in expressing criticism.
- Trust people indiscriminately if positively reinforced by those 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.

- Clarify any parameters in writing.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Provide a warm and friendly environment.
- Read the body language for approval or disapproval.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide ideas for implementing action.
- Provide "yes" or "no" answers--not maybe.
- Look for his oversights.
- Define the problem in writing.
- Provide solutions--not opinions.
- Offer special, immediate and continuing incentives for his willingness to take risks.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

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

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.

- Utilizes people to win and accomplish goals.
- Positively promotes the image of the organization.
- Good at promoting causes that improve society.
- Great at generating excitement in others and getting people on board.
- Will take a firm stance when his position or status is questioned.
- Wants to control his destiny, but does so in a soft way.
- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.

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.

- As a leader may over focus on self and his own needs.
- May only interact with those he feels complement his goals.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Has trouble making difficult decisions that affect others.
- Can come across as stubborn and unwilling to change.
- Has strong opinions but may not always share them.
- Sees change for change's sake as negative for himself and others.
- Can take a long time in addressing sensitive issues that could help others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- A stable and predictable environment.
- 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.
- An environment to express ideas to influence people.
- Desires to be seen as the gatekeeper of information and sensitive materials.

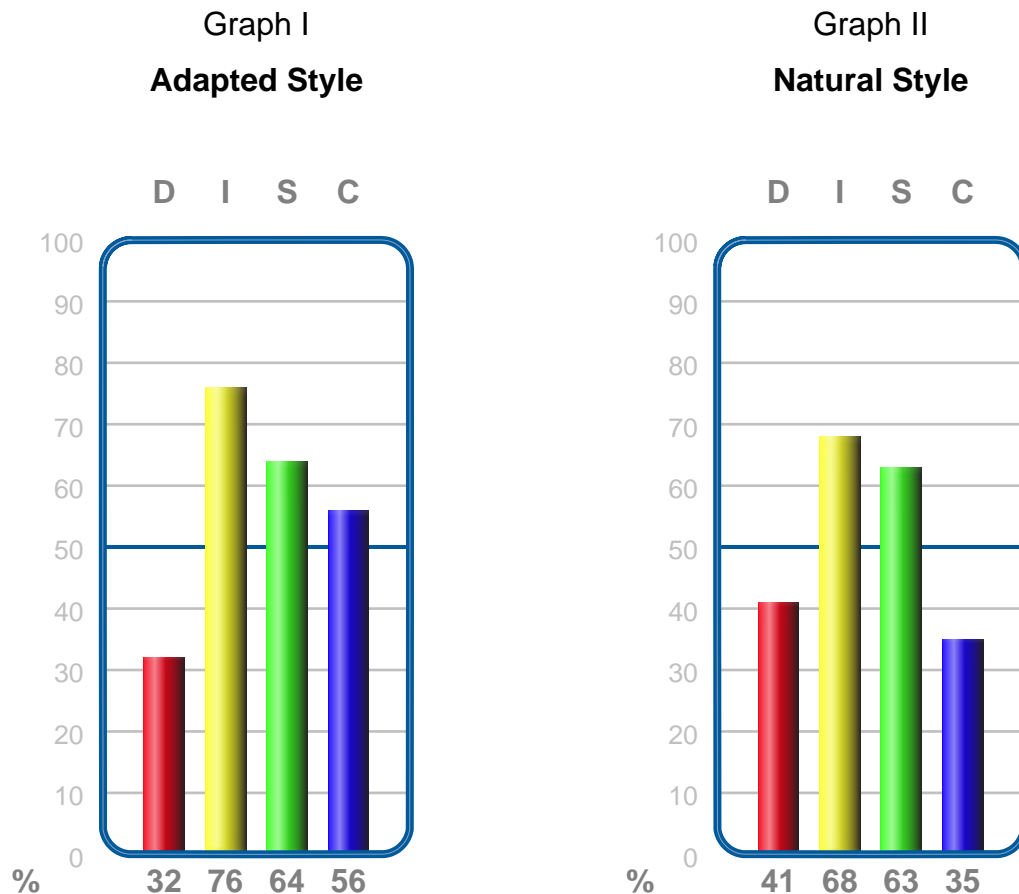
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- Participation in meetings on future planning.
- To be the promoter for programs that assist others, both on and off the job.
- An opportunity to express how he can improve society.
- Public recognition of power and prestige.
- The power to protect those he trusts or is loyal to.

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:

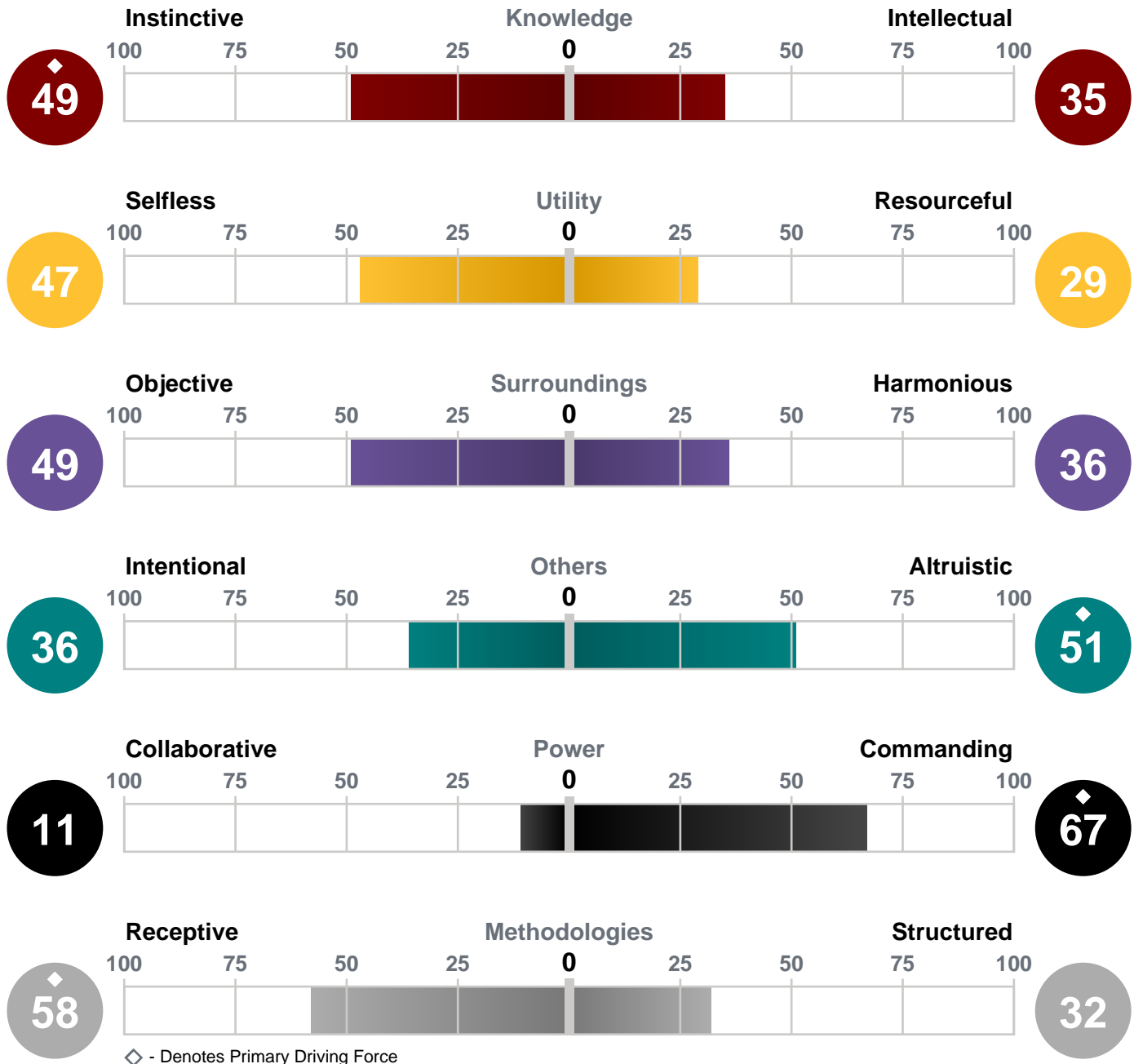
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Maintaining individuality is strived for in relationships.
- He wants to control his own destiny and display his independence.
- Alejandro takes responsibility for his actions.
- Alejandro believes "when the going gets tough, the tough get going."
- Alejandro 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, Alejandro will be assertive in meeting his own needs.
- People who are determined and competitive are liked by Alejandro.
- Alejandro 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."

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.

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

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.
- Alejandro may desire fine things for his spouse or family members.
- At times Alejandro 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.

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

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

- It may be hard to manipulate Alejandro because he has not defined a philosophy or system that can provide immediate answers to every situation.
- In many cases, Alejandro will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Alejandro'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.
- Alejandro can be creative in interpreting other systems or traditions and selective in applying those traditions.
- He will work within a broadly defined set of beliefs.
- Traditions will not place limits or boundaries on Alejandro.

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.

- Alejandro will not use money as a scorecard to impress others.
- Alejandro will use his money to satisfy his true motivation.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Financial security is not a necessity, but a long-term goal.
- Alejandro will accept his financial situation and not strive to change it.
- Overemphasizing the value of money will bore Alejandro and turn him off.
- Alejandro will seek a comfort level in his standard of living and try to maintain that level.
- Money and material possessions are not a high priority for Alejandro.
- Alejandro will not be swayed or motivated by what he feels are excessive material goals.
- There is not a tremendous need for Alejandro to have great sums of money.

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

Criminology, Forensics
Entertainment and Arts Management
Journalism
Library Science
Web Design, Web Administration

Business

Business Communications, Public Relations
Hospitality, Hotel Management
Marketing

Career and Technical

Speech and Language Pathology
Vehicle Maintenance and Repair

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Environment, Conservation and Sustainability
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

Apparel Fashion

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
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
13-1199.04	4	Business Continuity Planner
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager
43-4051	2-4	Customer Service Representative
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent

NEXT STEPS: POSSIBLE CAREER IDEAS

41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
21-1093	HS-4	Social & Human Services Assistant
43-5031	HS	Dispatcher
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
39-6012	HS	Concierge
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Utilizes people to win and accomplish goals.

Positively promotes the image of the organization.

Good at promoting causes that improve society.

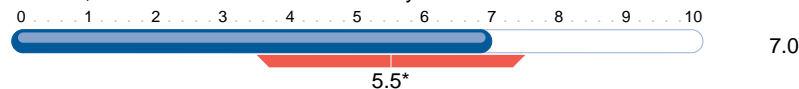
Great at generating excitement in others and getting people on board.

Will take a firm stance when his position or status is questioned.

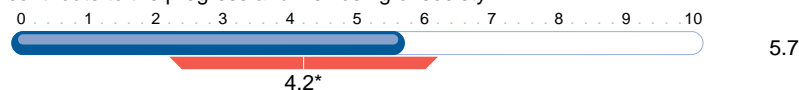
Wants to methodically solve people-related problems that benefit the greater good.

Motivators

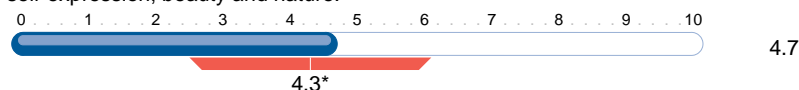
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



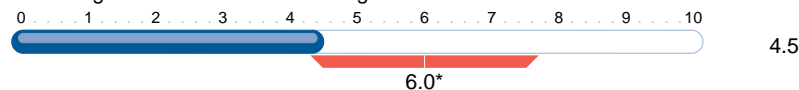
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



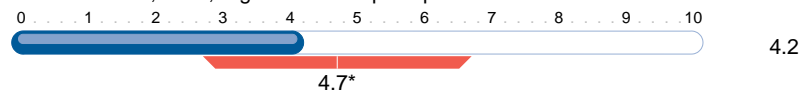
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



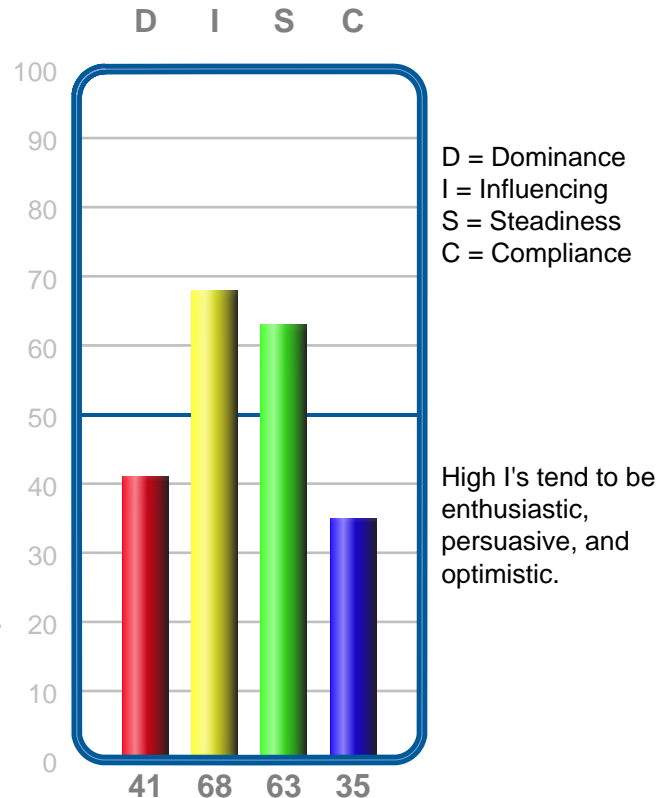
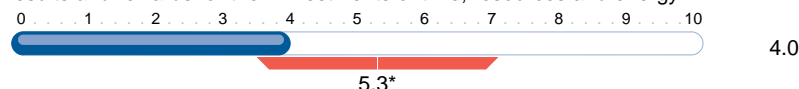
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Team player.

Negotiates conflicts.

Big thinker.

Positive sense of humor.

Creative problem solving.

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