

**Jacob Arellano**  
10-11-2016



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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.*

Jacob appreciates others who are team players and will reward those who are loyal. He can be successful at many things, not because of versatility but rather because of his determination to win. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He wants to be viewed as self-reliant and willing to pay the price for success. Jacob embraces visions not always seen by others. Jacob's creative mind allows him to see the "big picture." He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. He has high ego strengths and may be viewed by some as egotistical. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Jacob likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He seeks his own solutions to problems. In this way, his independent nature comes into play.

Jacob is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. Sometimes he becomes emotionally involved in the decision-making process. He finds it easy to share his opinions on solving work-related problems. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data. When faced with a tough decision, he will try to sell you on his ideas. He should realize that at times he needs to think a project through, beginning to end, before starting the project. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits.

Jacob likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. He challenges people who volunteer their opinions. He may sometimes mask his feelings in friendly terms. If pressured, Jacob's true feelings may emerge. Jacob may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He tends to influence people by being direct, friendly and results-oriented. He has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just his way of getting the appropriate facts. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Thinks big.
- Creative in his approach to solving problems.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Tenacious.
- Dedicated to his own ideas.
- Self-starter.
- Usually makes decisions with the bottom line in mind.
- Has the confidence to do the difficult assignments.

## 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.*

- Overstep authority and prerogatives--will override others.
- Blame, deny and defend his position--even if it is not needed.

## 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.*

- Define the problem in writing.
- Provide questions, alternatives and choices for making his own decisions.
- Expect him to return to fight another day when he has received a "no" answer.
- Appeal to the benefits he will receive.
- Clarify any parameters in writing.
- Motivate and persuade by referring to objectives and results.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide "yes" or "no" answers--not maybe.
- Be clear, specific, brief and to the point.
- Ask specific (preferably "what?") questions.
- Read the body language--look for impatience or disapproval.

## 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.*

- Try to build personal relationships.
- Let disagreement reflect on him personally.
- Try to convince by "personal" means.
- Come with a ready-made decision, or make it for him.
- Direct or order.
- Be paternalistic.
- Reinforce agreement with "I'm with you."
- Take credit for his accomplishments.
- Be redundant.
- Ask rhetorical questions, or useless ones.
- Ramble on, or waste his time.

## 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.*

- Forward-looking to improve himself or a situation.
- Willing to make high-risk decisions.
- Generous and effective with their time, talent, and resources.
- Initiates the activity of developing others.
- Being an optimistic leader.
- Utilizes people to win and accomplish goals.
- Demonstrates a will and desire to help others in the organization.
- Sings the praises of peers and the contributions others make.

## 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 always want to display his superiority through problems or challenges.
- May not realize the negative consequences of his quick decisions.
- Method of helping others is not negotiable.
- Needs immediate results when helping others.
- May be viewed as someone who over promises and under delivers.
- As a leader may over focus on self and his own needs.
- Does not always listen to those he is helping.
- May overestimate the impact he can have on others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Evaluation based on results, not the process.
- Ability to utilize own strengths to help others achieve results.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.
- Continual opportunity to challenge and win.

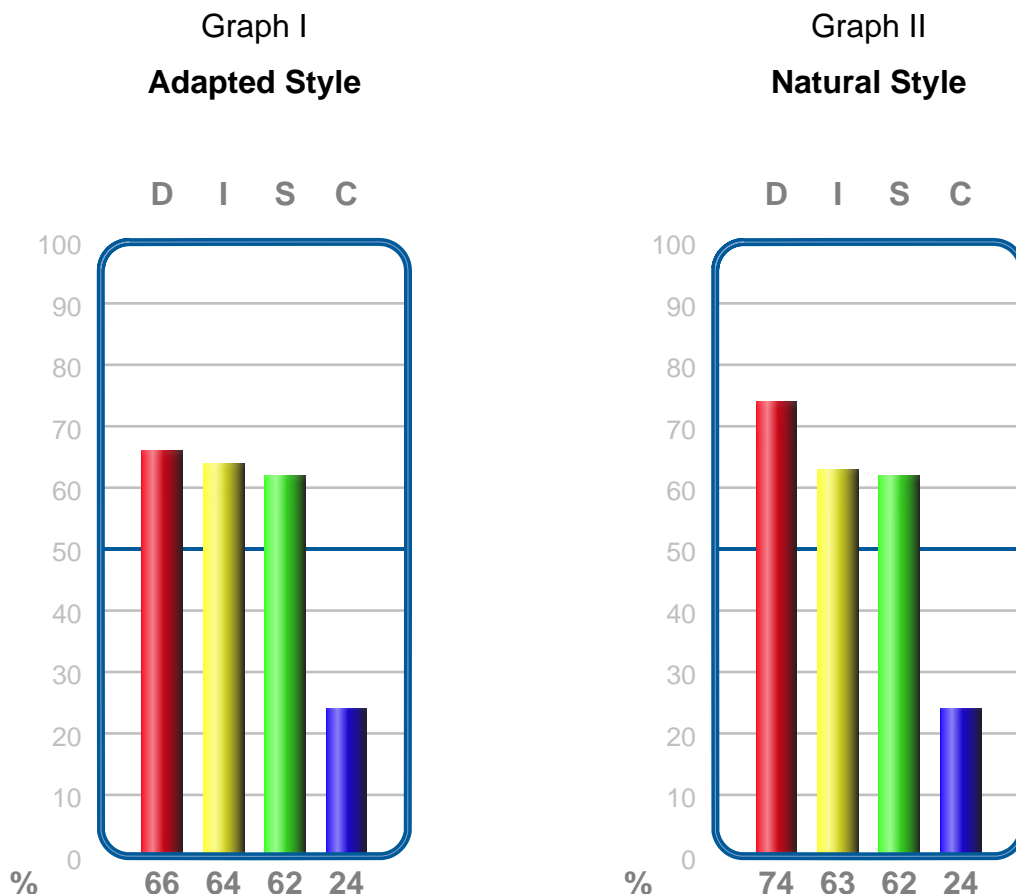
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of his ideas and results.
- Opportunity for rapid advancement.
- To get results through his ability to help others and champion causes.
- To be seen as an internal resource for people to express problems and challenges.
- Space and latitude to do what it takes to get the job done.
- New and difficult challenges that lead to prestige and status.

## 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:

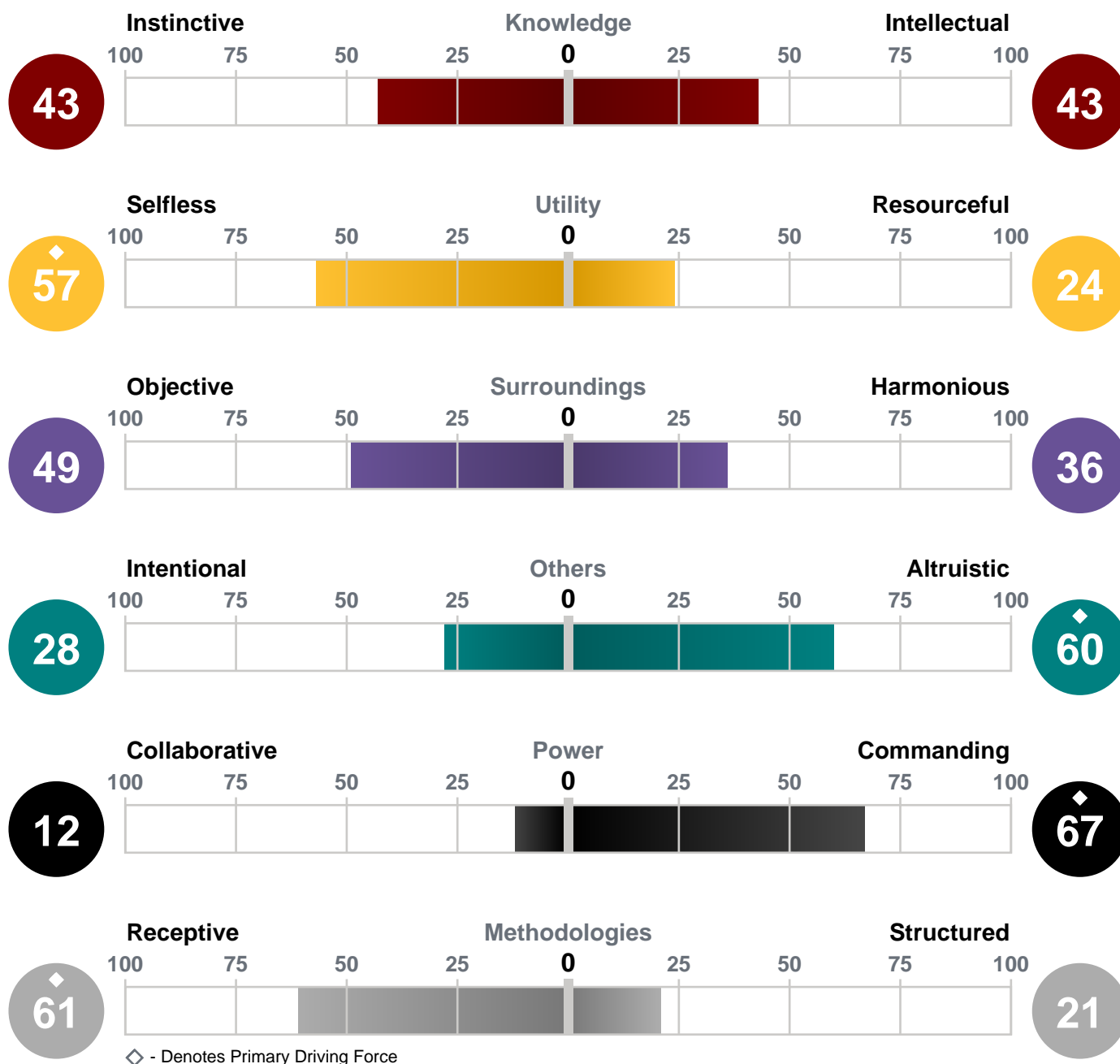
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- Jacob has the desire to assert himself and to be recognized for his accomplishments.
- Jacob takes responsibility for his actions.
- Jacob believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by Jacob.
- He believes "if at first you don't succeed try, try again."
- If necessary, Jacob will be assertive in meeting his own needs.
- Jacob 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.

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

## 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, Jacob will have a tendency to rely on his intuition or practical information in this area.
- If Jacob 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.
- In those areas where Jacob has a special interest he will be good at integrating past knowledge to solve current problems.
- Jacob will seek knowledge based on his needs in individual situations.
- Jacob has the potential to become an expert in his chosen field.
- A job that challenges the knowledge will increase his job satisfaction.
- Jacob will usually have the data to support his convictions.

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

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "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.*

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

## 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.*

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

## 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

Botany  
Entertainment and Arts Management  
Film and Television Production  
Geology, Earth Sciences  
International Studies and Relations  
Paleontology  
Philosophy, Religious Studies  
Political Science  
Sociology  
Teaching, Education  
Theology  
Web Design, Web Administration

### Business

General Management  
Marketing

### Engineering

Bio Engineering

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Educational Administrator  
Environment, Conservation and Sustainability  
Life Coaching  
Multimedia, Digital Communications  
Nonprofit Management  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Entrepreneurism  
Social Work  
Yoga Therapy and Training

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Psychology

### Other Career Paths

Fitness and Exercise Science  
Publishing



## 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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-5011      HS      Cargo & Freight Agent

## STUDY TIPS

- Think visually - convert words into pictures.
- Think positively about subjects that give you difficulty.
- Plan tomorrow today and put your plan in writing.
- Don't put off studying until the last minute.
- Plan ahead - don't put off completing assignments until the last minute.
- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Set up an area for studying only.
- Chunk big assignments into smaller pieces.
- Work on your listening skills.
- Don't let your ego keep you from studying.

## Strengths

Forward-looking to improve himself or a situation.

Willing to make high-risk decisions.

Generous and effective with their time, talent, and resources.

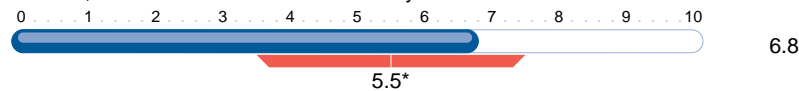
Initiates the activity of developing others.

Being an optimistic leader.

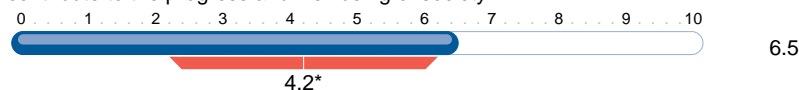
Demonstrates a will and desire to help others in the organization.

## Motivators

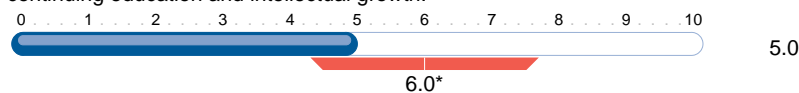
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



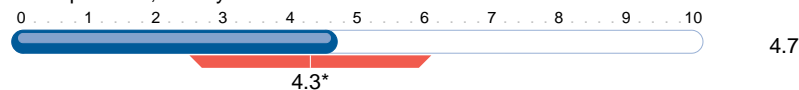
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



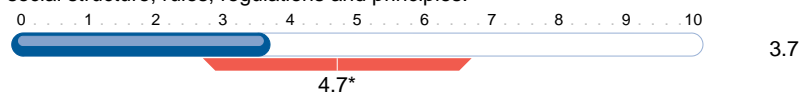
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



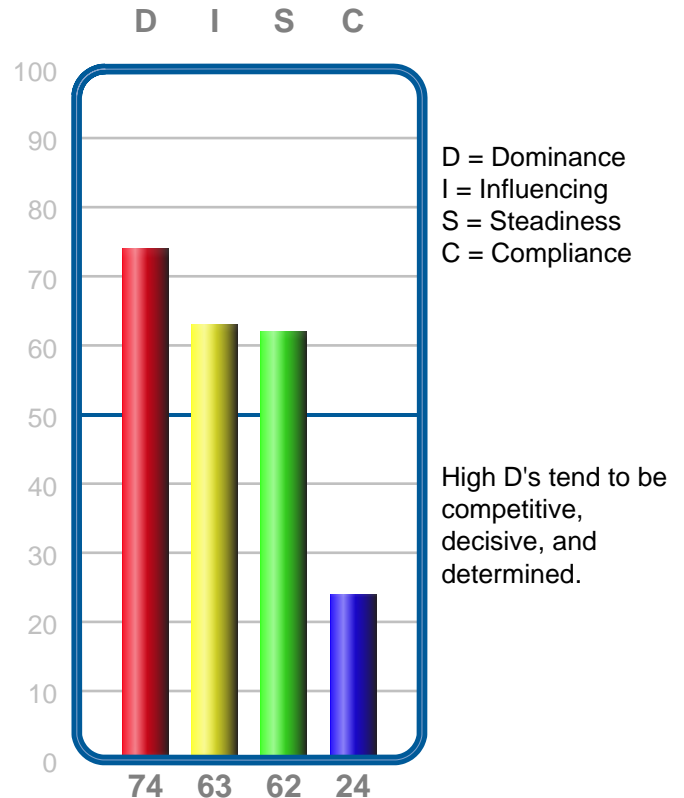
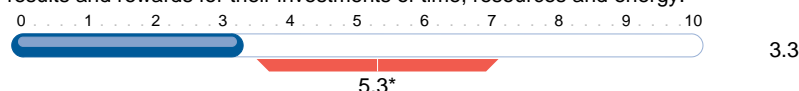
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



**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

Creative in his approach to solving problems.

Competitive.

Forward-looking and future-oriented.

Usually makes decisions with the bottom line in mind.

Innovative.

Tenacious.