

**Juan Torres**  
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.*

Juan looks to people for support and inner-satisfaction as a way to reach his personal goals. He wins through hard work and persistence. He likes to stay with one task until it is completed. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He is a team player but can also exhibit a desire for independence. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He wants challenging assignments that can be followed through to completion. He prefers work of a technical nature. When challenged, he becomes more objective. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone.

Juan prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." Once he makes a decision, he can be organized in carrying it out. 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." Juan uses logic to assist him in decision making. This tendency is helpful to others in his group. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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.

Juan tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. 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 can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Juan usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He is more motivated by logic than emotion. To him, logic represents tangible research. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always looking for the logical solutions.
- People-oriented.
- Good listener.
- Suspicious of people with shallow ideas.
- Service-oriented.
- Presents the facts without emotion.
- Tough-minded.
- Excellent troubleshooter.
- Objective and realistic.

## 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.*

- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Take criticism of his work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if his personal beliefs are attacked.
- Underestimate his abilities.

## 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.*

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared with the facts and figures.
- Be patient and persistent.
- Provide a friendly environment.
- Use expert testimonials.
- Listen to him.
- Respect his quiet demeanor.
- Have the facts in logical order.
- Use the proper buzz words that are appropriate to his expertise.
- Give pros and cons on ideas.
- Define clearly (preferably in writing) individual contributions.

## 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.*

- 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 vague; don't offer opinions and probabilities.
- Be abrupt and rapid.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be superficial.
- Use inappropriate buzz words.
- Pretend to be an expert, if you are not.
- Be disorganized.
- Patronize or demean him by using subtlety or incentive.
- Be redundant.

## 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.*

- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.
- Accommodating and pleasing others is one of his natural talents.
- Able to be a strong listener, who can become a lifelong friend.
- A strong influencer.
- Not easily deterred by setbacks.
- Sees championing a worthy cause as a challenge.
- Tough but fair when others are involved.

## 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.*

- A fear of change prevents him from advancing.
- Has strong opinions but may not always share them.
- May have difficulty correcting others as he wants to help but not offend.
- May not always stand up for oneself or others.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Takes on too much, too soon, too fast to maintain control.
- May try to help too many people.
- May set standards too high that causes others to fall short.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Forum to express ideas and viewpoints.
- A results-driven environment where people are respected and appreciated.
- An opportunity to help others without being in the limelight.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.

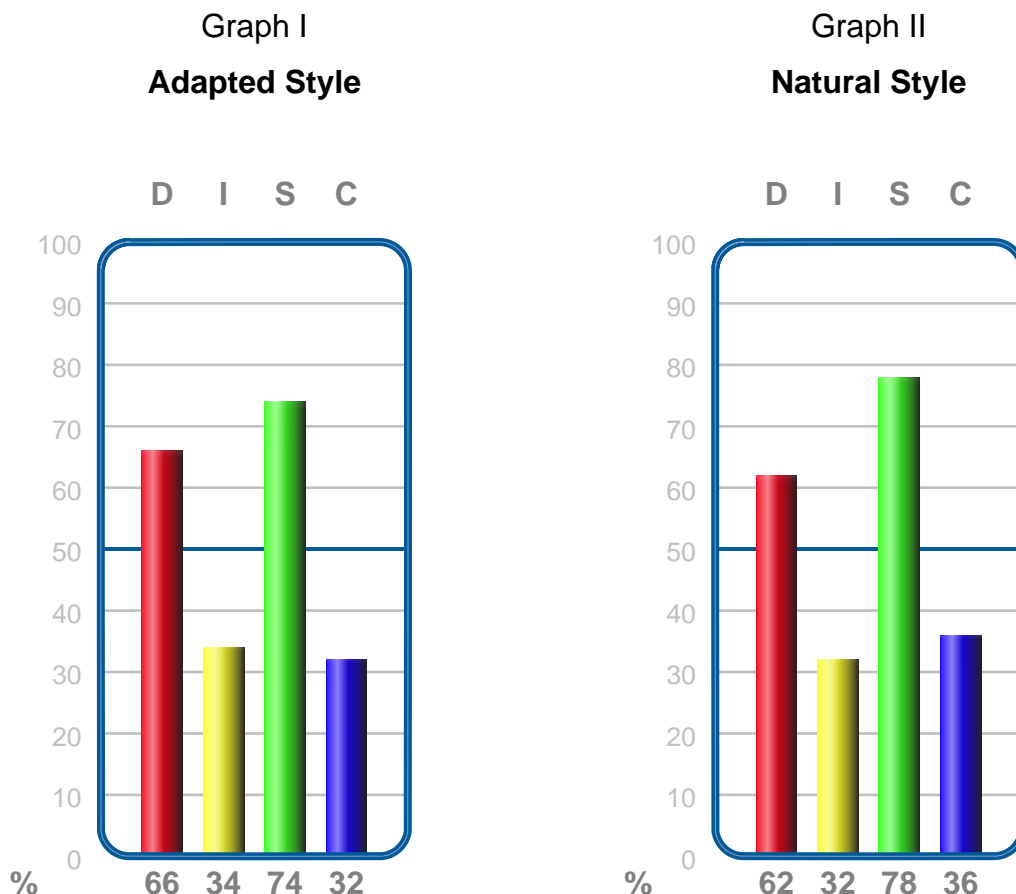
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Specific questions--not general or open-ended.
- Constant appreciation, and a feeling of security on the team.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To develop methodical and fair ways to help others.
- Control over keeping the process consistent and methodical.
- Space and latitude to do what it takes to get the job done.

## 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:

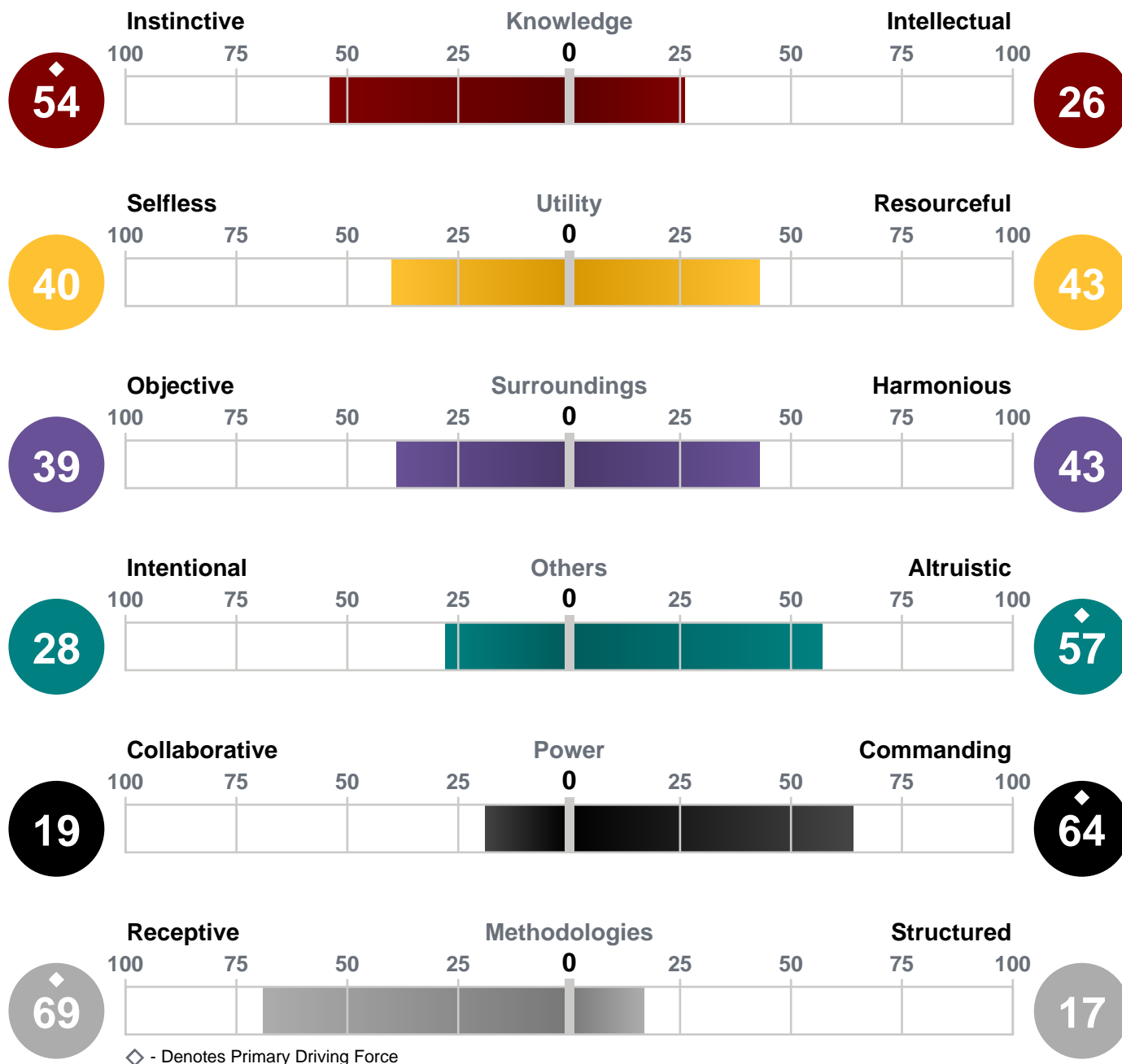
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.
- He believes charities should be supported.
- Juan is patient and sensitive to others.
- Saying "no" is difficult when others need his time or talent.

## 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.*

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

## 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.*

- Juan 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.
- Juan 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.
- Juan 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.*

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

## 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 "traditional" 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 Juan.
- In many cases, Juan will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Juan's passion in life will be found in one or two of the other dimensions discussed in this report.
- Juan can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate Juan 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.

## 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

Criminology, Forensics  
Film and Television Production  
Information Technology  
Web Design, Web Administration

### Business

Construction Management  
Hospitality, Hotel Management

### Career and Technical

Building Inspector

### Environmental, Agriculture and Food

Agriculture and Farming  
Culinary Science  
Landscape Architecture  
Plants and Horticulture

### Evolving Opportunities

Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Environment, Conservation and Sustainability  
Graphic Design  
Multimedia, Digital Communications  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Social Entrepreneurism  
Videography

### Health Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Chiropractic Assistance  
Human Development and Family Services  
Nursing  
Pre-Dental  
Pre-Ophthalmology  
Psychology

### Other Career Paths

Apparel Fashion  
Child Care, Family Services  
Fitness and Exercise Science  
Personal Care Technician  
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
29-2056	4+	Veterinary Technician
29-1131	4+	Veterinarian
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1011	4+	Chiropractor
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-1042	4+	Medical Scientist, except Epidemiologist
17-2161	4+	Nuclear Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
29-2034	4	Radiologic Technician
27-1024	4	Graphic Designer
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
15-1041	4	Computer Support Specialist
13-2072	4	Loan Officer
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
47-4011	2	Construction and Building Inspector
33-2011	2	Fire Fighter
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4011	HS	Brokerage Clerk
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Study and review notes just before class starts.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Break your habit of studying alone and study or share new insights with friends.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Plan your study week on Sunday.
- Think positively about each class.
- Quiz yourself and others about ideas you are learning.
- Don't listen so critically that you miss the intended ideas.
- Listen for ideas and think how they may apply to your future.
- Study in groups of two or more.

## Strengths

Methodically follows a strategy to achieve.

The ideal right hand to a goal-driven leader.

Accommodating and pleasing others is one of his natural talents.

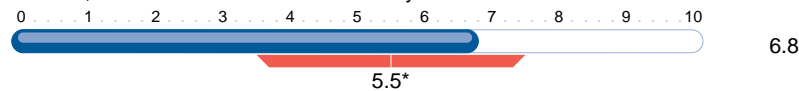
Able to be a strong listener, who can become a lifelong friend.

A strong influencer.

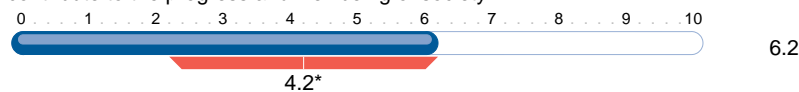
Sees championing a worthy cause as a challenge.

## Motivators

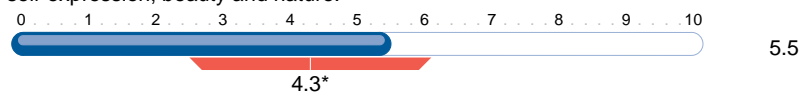
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



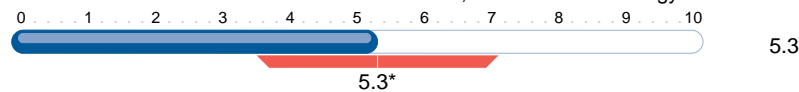
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



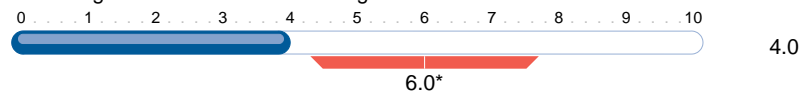
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



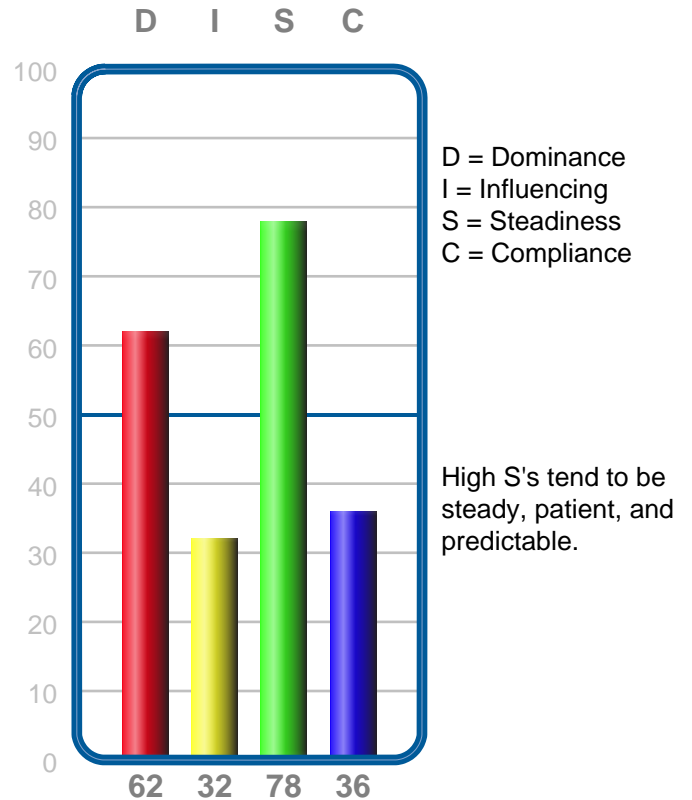
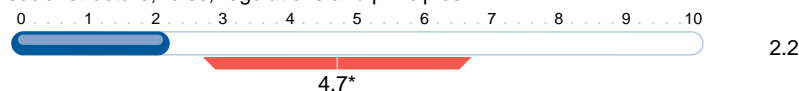
**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



## Value to a Team

Presents the facts without emotion.

Tough-minded.

Builds good relationships.

Dependable team player.

People-oriented.

Objective and realistic.