

Che' Rodriguez
10-16-2016



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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.

Che' wants to be liked by fellow workers, as well as be recognized for doing quality work. Coworkers know that his projects will always be done correctly. When Che' sees something that is wrong he wants to fix it. He is oriented toward achieving practical results. Because of high expectations of his own job performance, Che' may sometimes feel that other workers cannot perform up to his standards. He can be characterized by his creativity and attention to quality and detail. Che' can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. He can overanalyze a problem which tends to slow down the decision-making process. He wants the safety features on his equipment to be in good working order. Safety and security are important to him. Che' prefers to work in an environment that is both economically and physically sound. Che' prefers that things be orderly and he will approach work in a systematic manner. He tends to be his own worst critic constantly reminding himself that he could have done better if given more time.

Che' feels tension when forced to make major decisions quickly. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He has an acute awareness of social, economic and political implications of his decisions. He can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. Che', capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He follows company policy, if aware of it. He tends to base decisions on the quality of work--not on efficiency. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations.

Che' is usually slow to anger, but when "enough is enough" he may tend to explode. People will then have no doubt about his feelings. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants. He is patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. Che' does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. Because Che' prefers logical information, he likes people who communicate all the facts in logical order. Random facts in a haphazard format tend to distract and annoy him. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always concerned about quality work.
- Comprehensive in problem solving.
- Proficient and skilled in his technical specialty.
- Adaptable.
- Cooperative member of the team.
- Conscientious and steady.
- Defines, clarifies, gets information, criticizes and tests.
- Maintains standards.
- Turns confrontation into positives.

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.

- Lean on supervisors if information and direction is not clear.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.
- Get bogged down in details and use details to protect his position.
- Be self-deprecating--doesn't project self-confidence.
- Yield his position to avoid controversy.

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.

- Take time to be sure that he is in agreement and understands what you said.
- Prepare your "case" in advance.
- Make an organized presentation of your position, if you disagree.
- Give him time to ask questions.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Follow through, if you agree.
- Support your communications with correct facts and data.
- Give him time to be thorough, when appropriate.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.

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.

- Be haphazard.
- Make conflicting statements.
- Make statements about the quality of his work unless you can prove it.
- Leave things to chance or luck.
- Dillydally, or waste time.
- Use gimmicks or clever, quick manipulations.
- Give your presentation in random order.
- Be vague about what's expected of either of you; don't fail to follow through.
- Make promises you cannot deliver.
- Talk to him when you're extremely angry.
- Threaten, cajole, wheedle, coax or whimper.

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.

- Lets his work demonstrate his uniqueness, rather than talking about himself.
- He brings extreme detail and precision to the project in order to enhance the outcome.
- Asks many questions to find the correct answers.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Steady, consistent and balanced member of the team.
- Patient with and willing to listen to the feelings of others.
- Delivers his knowledge and wisdom objectively.
- Good listener when being presented with accurate facts and figures.

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 feel his view is the only way and not see the subjectivity in his viewpoint.
- Takes criticism personally and may need time to bounce back.
- Can be defensive when hard facts are questioned.
- May appear overly data- or theory-focused.
- Wants to enhance surroundings, but struggles with the need to change.
- Has difficulty in establishing priorities regarding his feelings.
- Resents change without logical facts and reasoning behind the change.
- May withhold sharing of knowledge to meet his security needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- A stable and predictable environment.
- An environment where being prepared for meetings is rewarded.
- Logical approach to problem solving and information-based solutions.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
- An environment where detail orientation and processes create organizational symmetry.

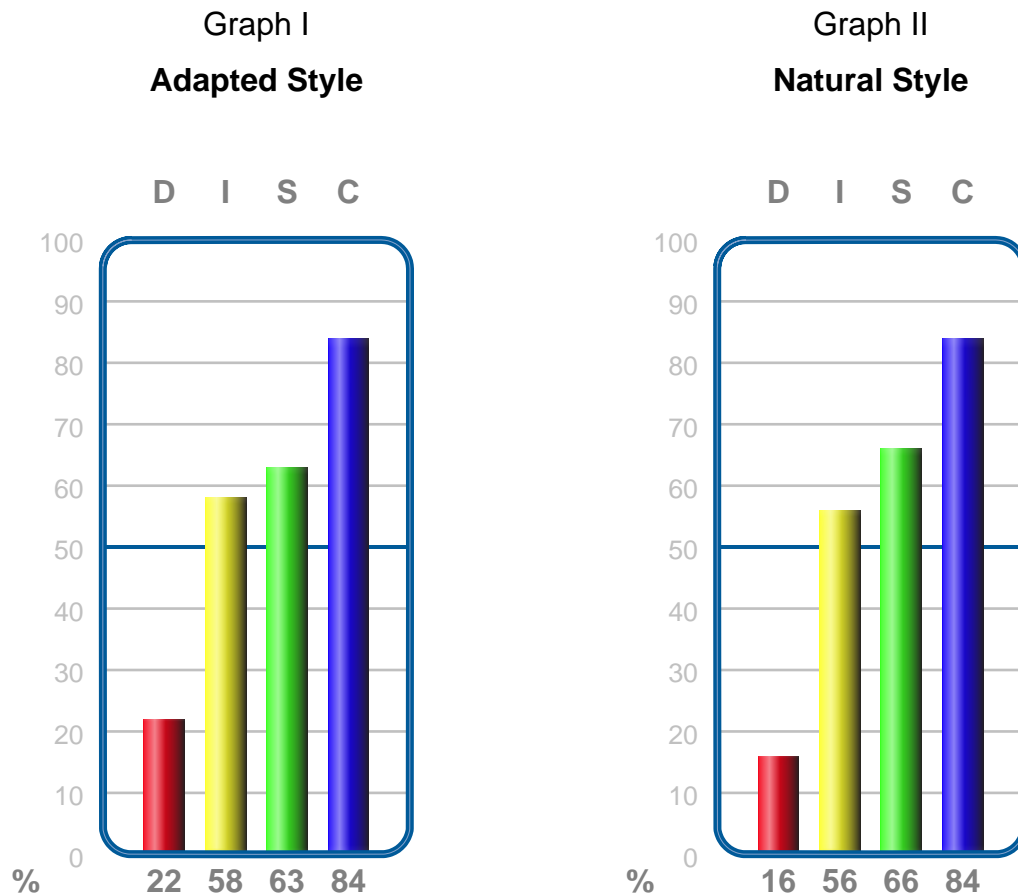
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Time to perform up to his high standards.
- Activities that don't infringe on family life.
- Background and detailed information on process and procedures in order to ensure they are correct.
- Time to gather data and facts in order to work through challenges and conflicts.
- The ability to base company morale initiatives on facts and data.
- Complete and precise systems and procedures that create a harmonious workplace.

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:

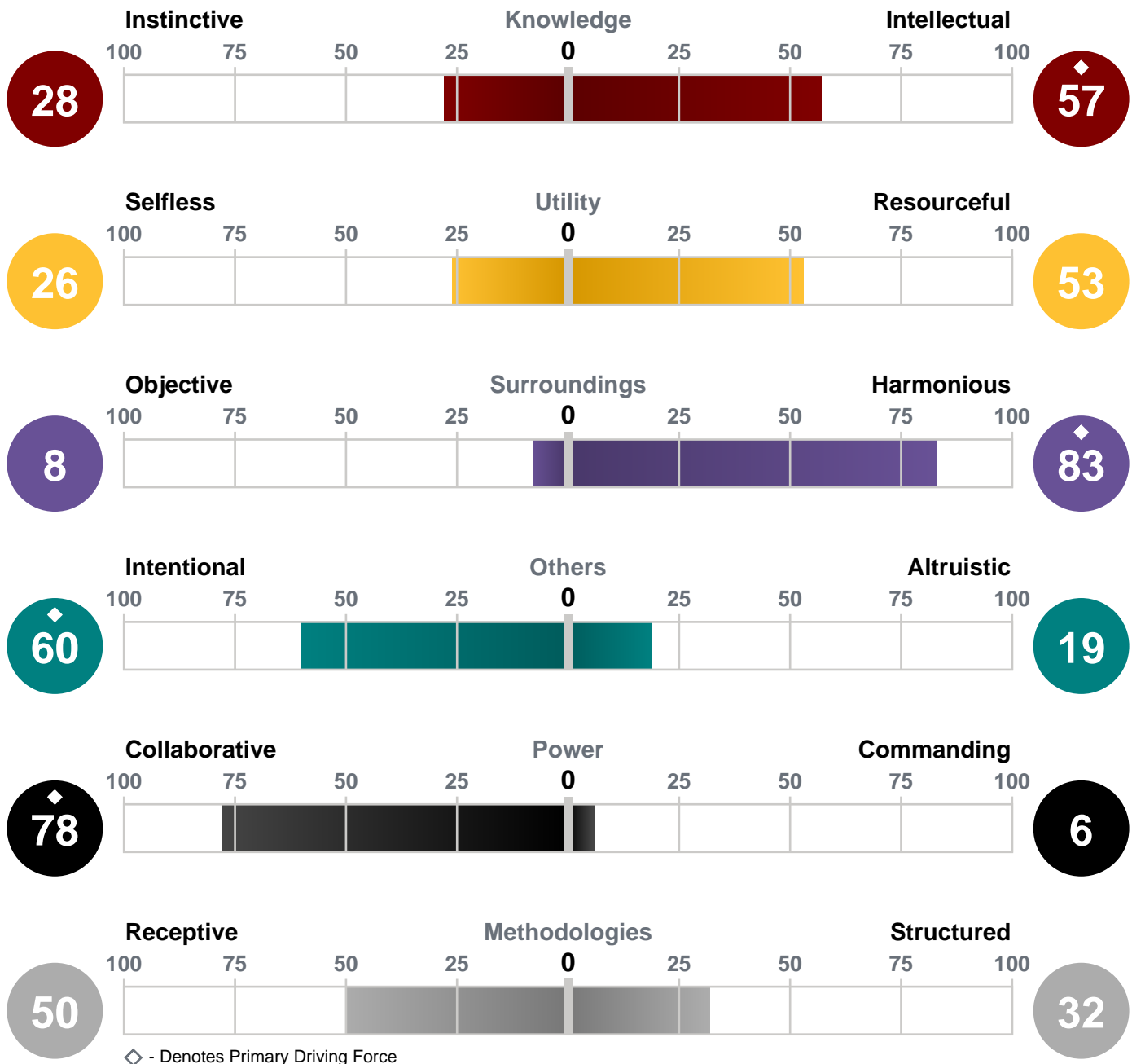
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Che' seeks self-realization and fulfillment.
- He is in tune with his inner feelings and likes surroundings that compliment these feelings.
- Creativity is only limited by external, not internal boundaries.
- He will enjoy the more traditional form of beauty as compared to the abstract.
- Being recognized for creativity is the highest form of achievement for him.
- Che' is interested in studying and appreciating the totality of a situation.
- Che' needs a sense of harmony and balance in his surroundings and relationships.

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.

- Che' is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- He will usually have the data to support his convictions.
- Che' is very good at integrating past knowledge to solve present problems.
- Che' has the potential to become an expert in his chosen field.
- He may have difficulty putting down a good book.
- A comfortable job for Che' is one that challenges his knowledge.

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.

- He will work long and hard to satisfy his needs.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He evaluates things for their utility and economic return.
- Che' is good at achieving goals.
- Che' tends to give freely of time and resources, but will want and expect a return on his investment.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He may use wealth as a yardstick to measure his work effort.

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.

- Che' needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- Che' at times will evaluate others based on his rules for living.
- Che' lets his conscience be his guide.

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.

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

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.

- Che' feels that struggles should be the burden of the team, not just the individuals.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- As long as Che's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Being in total control of a situation is not a primary motivating factor.
- He will not attempt to overpower others' points of view or change their thinking.
- Che' will be less concerned about his ego than others may be.
- Che's passion in life will be found in one or two of the other dimensions discussed in this report.

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

Architecture
Biochemistry, Biophysics
Criminology, Forensics
Interior Design
Microbiology

Career and Technical

Biomedical Equipment Technician
Drafting
Electrician
Electronics, Appliance Installation and Repair
Massage Therapy
Welding

Engineering

Chemical Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

Graphic Design
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Pharmaceutical

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
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1021	4+	Dentist
25-3011	4+	Adult Educator
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary

NEXT STEPS: POSSIBLE CAREER IDEAS

25-2021	4	Teacher, Elementary
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3025	2-4	Environmental Engineering Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1023 HS Floral Designer

STUDY TIPS

- Force yourself to ask your classmates questions.
- Study alone.
- Ask yourself questions - either from the class material or ones you make-up.
- Set goals which challenge your abilities.
- Don't let others intrude upon your study time.
- Listen and think positively about the concepts you are studying.
- Set challenging goals.
- Think positively about your ability to pass every class with high marks.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Make sure you understand course expectations and ask if necessary.
- Identify the time of day you feel best and try to fit studying into these hours.
- Participate in class discussions.

Strengths

Lets his work demonstrate his uniqueness, rather than talking about himself.

He brings extreme detail and precision to the project in order to enhance the outcome.

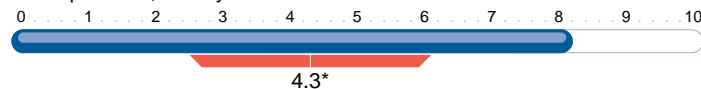
Asks many questions to find the correct answers.

Will ask all of the questions and gather all the data to make every outcome the best it can be.

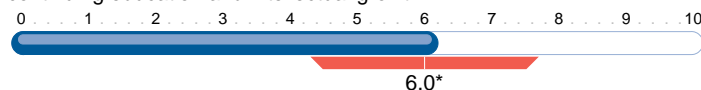
Steady, consistent and balanced member of the team.

Motivators

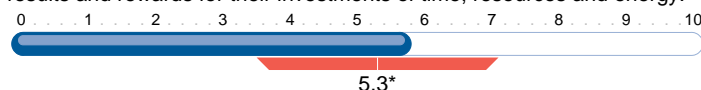
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



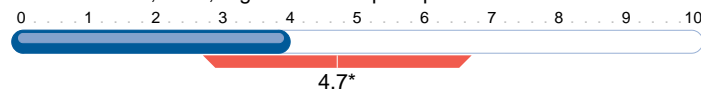
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



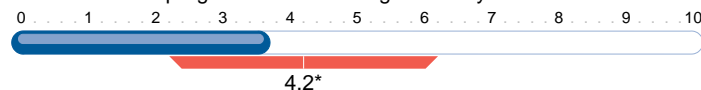
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



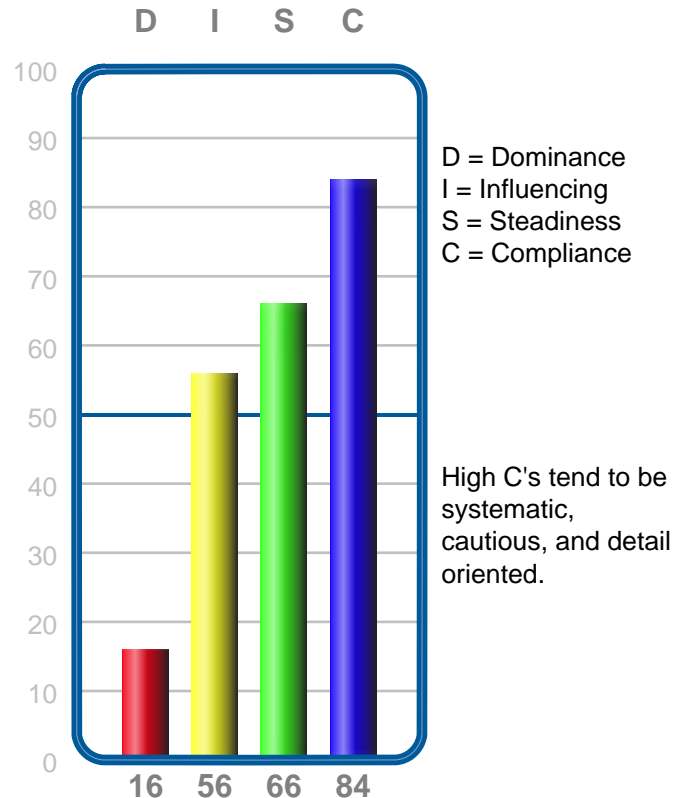
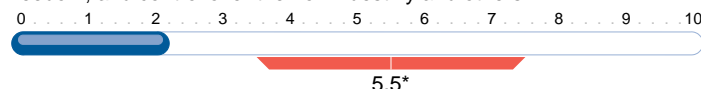
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Will gather data for decision making.

Proficient and skilled in his technical specialty.

Cooperative member of the team.

Flexible.

Respect for authority and organizational structure.

Maintains standards.