

Fidel Ramirez
10-13-2016



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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.

Fidel likes to set his own pace. When others try to rush him, he feels threatened and may balk. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. At times, Fidel would like to slow the world down and cut out some of the activities people want him involved in. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. Fidel can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. Fidel wins through hard work and persistence. He likes to stay with one task until it is completed. When challenged, he becomes more objective.

Fidel is persistent and persevering in his approach to achieving goals. 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 prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Fidel 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." He often thinks over major decisions before acting. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

Fidel likes a friendly, open style of communication. He will be open with those he trusts; however, reaching the required trust level may take time. He 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 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. Fidel is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can support or oppose strongly.
- Big thinker.
- Pioneering.
- Creative approach to problem solving.
- Builds good relationships.
- Self-reliant.
- People-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.

- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if his personal beliefs are attacked.
- 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.
- Need help in prioritizing new assignments.
- 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.

- Define clearly (preferably in writing) individual contributions.
- Provide "yes" or "no" answers--not maybe.
- Start, however briefly, with a personal comment. Break the ice.
- Use a balanced, objective and emotional approach.
- Clarify any parameters in writing.
- Flatter his ego.
- Provide solutions--not opinions.
- Appeal to the benefits he will receive.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Look for his oversights.
- Provide a friendly environment.
- Define the problem in writing.

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.

- Ramble.
- Be paternalistic.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean him by using subtlety or incentive.
- Be abrupt and rapid.
- Muffle or overcontrol.
- Take credit for his accomplishments.
- Let him overpower you with verbiage.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Give him your opinion unless asked.

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.

- Will be persistent about moving toward the greater cause.
- Accommodating and pleasing others is one of his natural talents.
- Wants to control his destiny, but does so in a soft way.
- A "winner" who is consistent but does not brag about accomplishments.
- Wants to be seen as a leader in humanitarian issues.
- Good at promoting causes that improve society.
- Capable of addressing conflict for a win-win scenario.
- Positively promotes the image of the organization.

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.

- Struggles with putting his foot down, as he doesn't want to hurt others.
- May have difficulty correcting others as he wants to help but not offend.
- Forgives but has a hard time forgetting.
- May let other's criticism of his work continually frustrate him.
- When helping others, may talk too much about himself.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Can disclose their agenda to the wrong people.
- May only interact with those he feels complement his goals.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- An opportunity to help others without being in the limelight.
- An environment where interacting with others in an effort to help each person is rewarded.
- Opportunity to be the silent leader behind the team.
- An environment where he can "lead the parade".

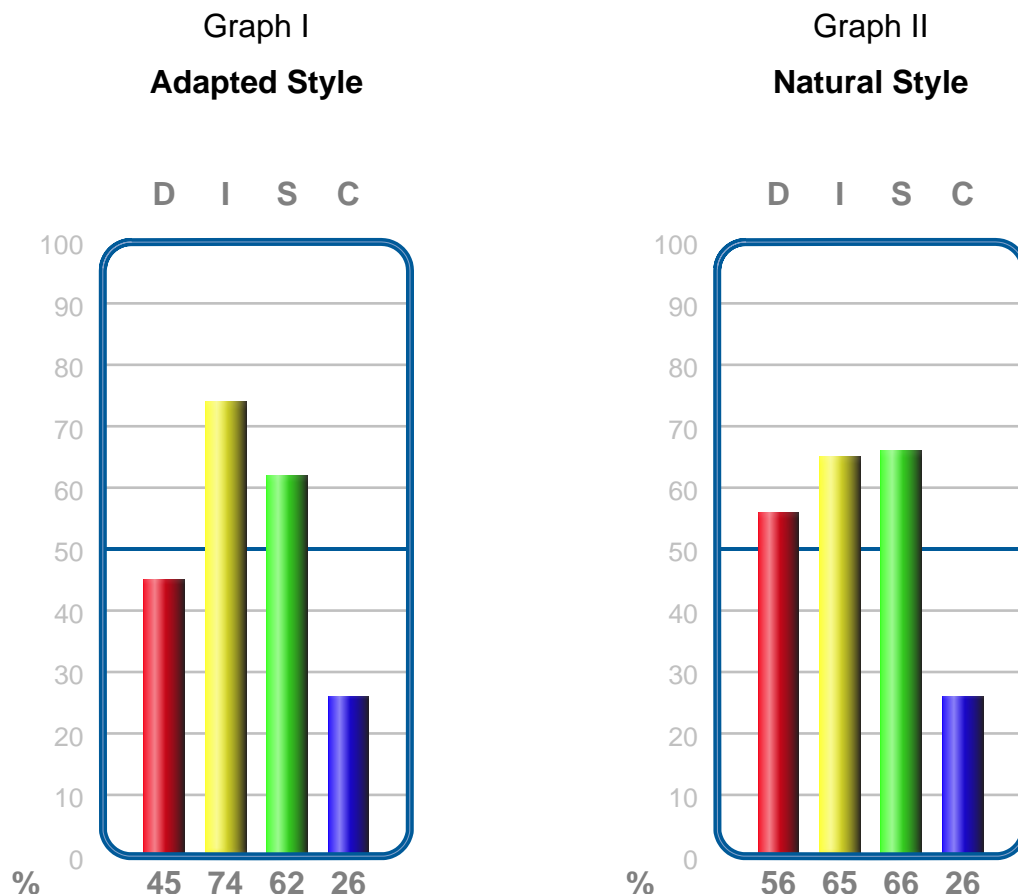
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Public recognition of his ideas and results.
- To develop methodical and fair ways to help others.
- To be a part of the team that contributes to causes and helping others.
- Time to determine when and where to share information.
- A podium to express ideas, vision and experiences.

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:

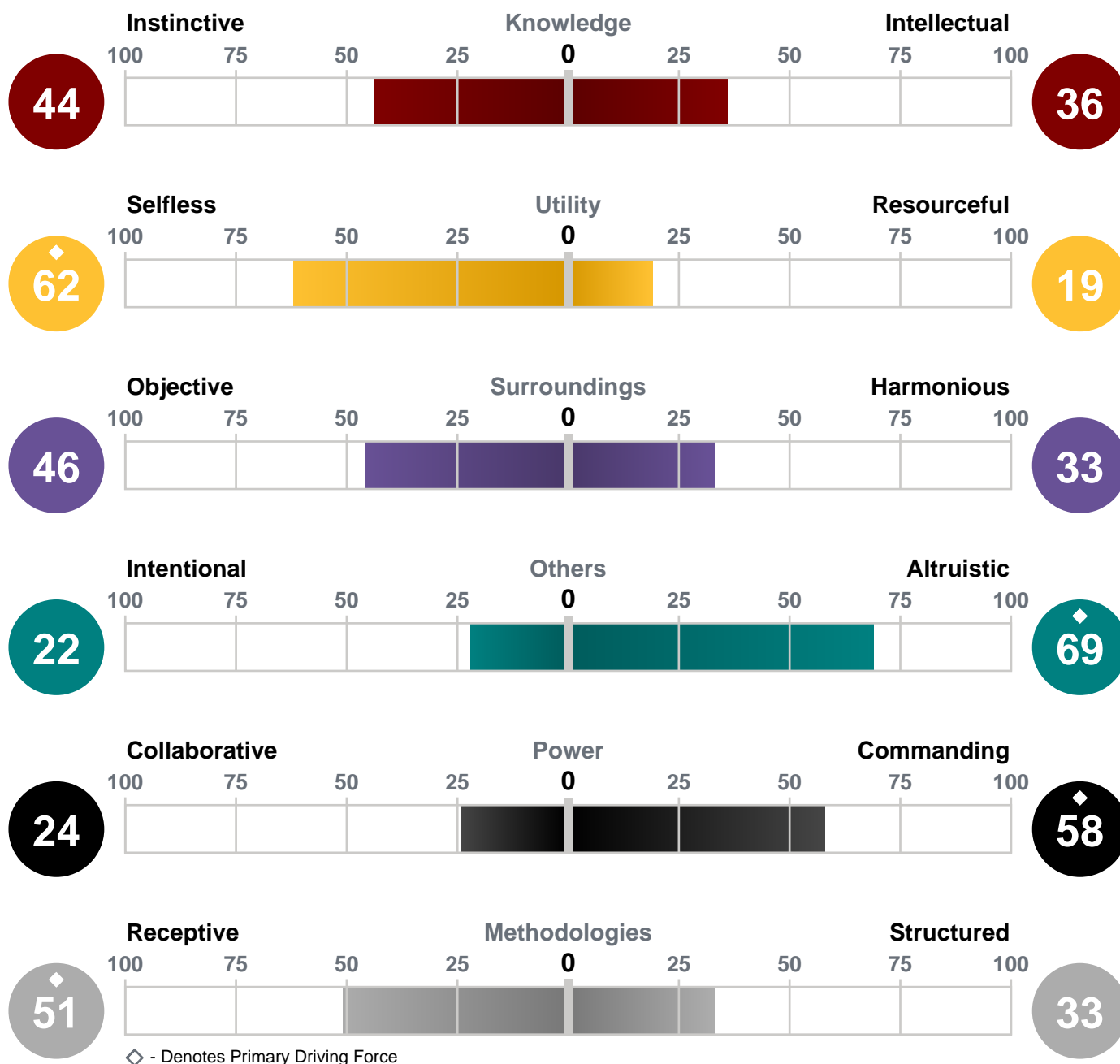
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- Fidel will be generous with time, research and information on social problems.
- He is generous with his time, talent and resources for those in need.
- Fidel is patient and sensitive to others.

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.

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

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.

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

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

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.

- Fidel's passion in life will be found in one or two of the other dimensions discussed in this report.
- Traditions will not place limits or boundaries on Fidel.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- It may be hard to manipulate Fidel because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will work within a broadly defined set of beliefs.
- Fidel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, Fidel will want to set his own rules which will allow his own intuition to guide and direct his actions.

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.

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

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

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

Business

General Management
Marketing

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Educational Administrator
Environment, Conservation and Sustainability
Life Coaching
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work

NEXT STEPS: POSSIBLE DEGREE MATCHES

Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

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

Other Career Paths

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
29-1126	4+	Respiratory 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
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales 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
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool

NEXT STEPS: POSSIBLE CAREER IDEAS

41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Think positively about subjects that give you difficulty.
- Don't put off studying until the last minute.
- Develop good study habits and follow them everyday.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Quiz yourself and others about ideas you are learning.
- Study and review notes just before class starts.
- Set realistic goals.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Try new ways of learning.
- Read an article on listening and note taking.
- Use recitation to embed fact and ideas.
- Don't let your ego keep you from studying.

Strengths

Will be persistent about moving toward the greater cause.

Accommodating and pleasing others is one of his natural talents.

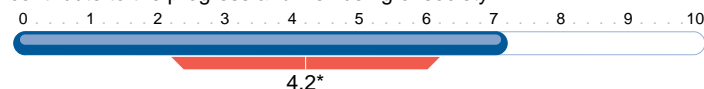
Wants to control his destiny, but does so in a soft way.

A "winner" who is consistent but does not brag about accomplishments.

Wants to be seen as a leader in humanitarian issues.

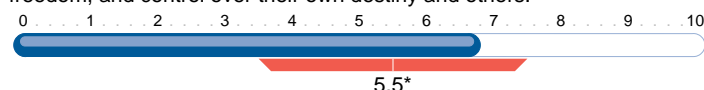
Motivators

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



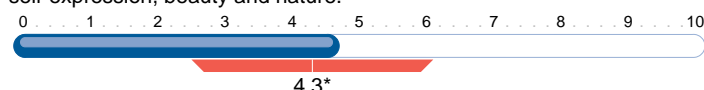
7.2

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



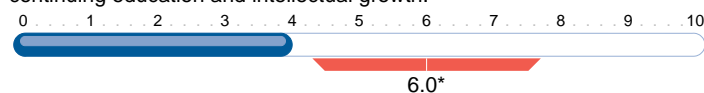
6.8

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



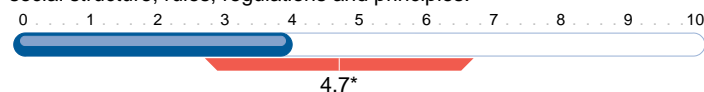
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



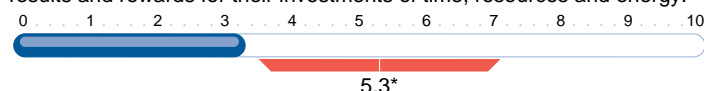
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

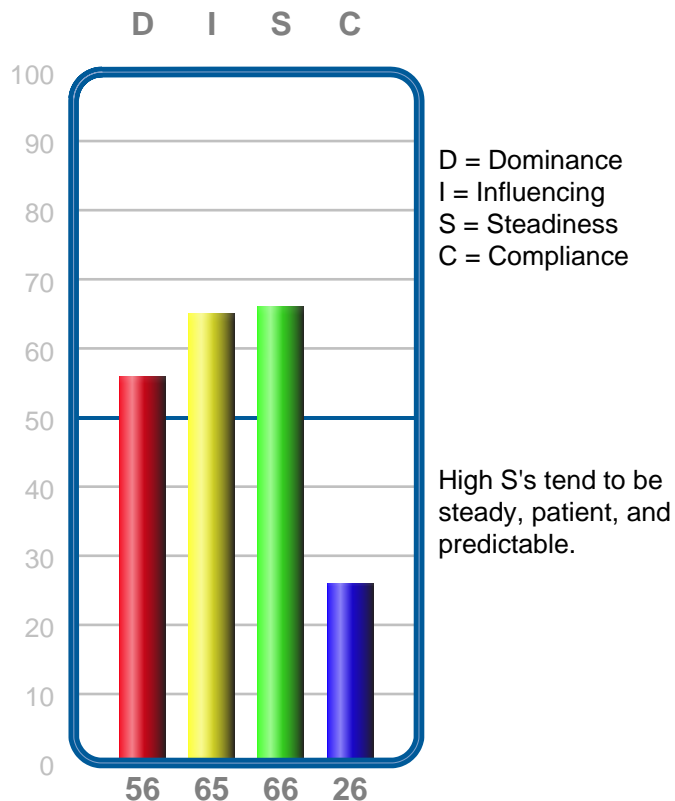


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.3



Value to a Team

Pioneering.

People-oriented.

Service-oriented.

Can support or oppose strongly.

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

Patient and empathetic.