

devon mares
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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.

devon believes in getting results through other people. He prefers the "team approach." He likes feedback from his manager on how he is doing. He tends to trust people and may be taken advantage of because of his high trust level. He is approachable, affectionate and understanding. devon likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He may tend to agree to avoid confrontation. He can combine and balance enthusiasm and patience. devon places his focus on people. To him, strangers are just friends he hasn't met! He likes quality social relationships. He often will become friends with his customers or clients.

devon is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He likes to participate in decision making. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. devon is good at solving problems that deal with people. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

devon is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, devon will attempt to put them at ease. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is people-oriented and verbally fluent. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. devon is both a good talker and a good listener. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He judges others by their verbal skills and warmth. He is good at negotiating conflict between others. devon feels that "if everyone would just talk it out, everything would be okay!"

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Big thinker.
- Builds confidence in others.
- Positive sense of humor.
- Accomplishes goals through people.
- People-oriented.
- Negotiates conflicts.

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.

- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be unrealistic in appraising people--especially if the person is a "friend."
- Take information at face value without validation or substantial investigation.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be too verbal in expressing criticism.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Overuse praise in motivating others.

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.

- Leave time for relating, socializing.
- Provide ideas for implementing action.
- Appeal to the benefits he will receive.
- Provide a warm and friendly environment.
- Clarify any parameters in writing.
- Provide testimonials from people he sees as important.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Look for his oversights.
- Provide "yes" or "no" answers--not maybe.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Use enough time to be stimulating, fun-loving, fast-moving.

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

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

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

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.

- Being an optimistic leader.
- Utilizes people to win and accomplish goals.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Expresses all that is great about a system of living.
- Leads by example and in a quiet and methodical way.
- Will take a firm stance when his position or status is questioned.
- Acts as the eyes and ears for a leader.
- Loyal to his cause.

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 be viewed as someone who over promises and under delivers.
- As a leader may over focus on self and his own needs.
- May use inappropriate forums to express beliefs.
- May over look contradictions in his own way of living.
- May let other's criticism of his work continually frustrate him.
- Will hide emotions until others push his buttons or take advantage of him.
- May struggle with change even when it complements his way of living.
- Diverse situations can be highly stressful when trying to stay in line with his system of living.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Recognition and rewards for consistency, steadiness and being methodical.
- Ability to blend his creative and traditional problem solving skills within established parameters.
- A forum to express the experience of following the system or process.

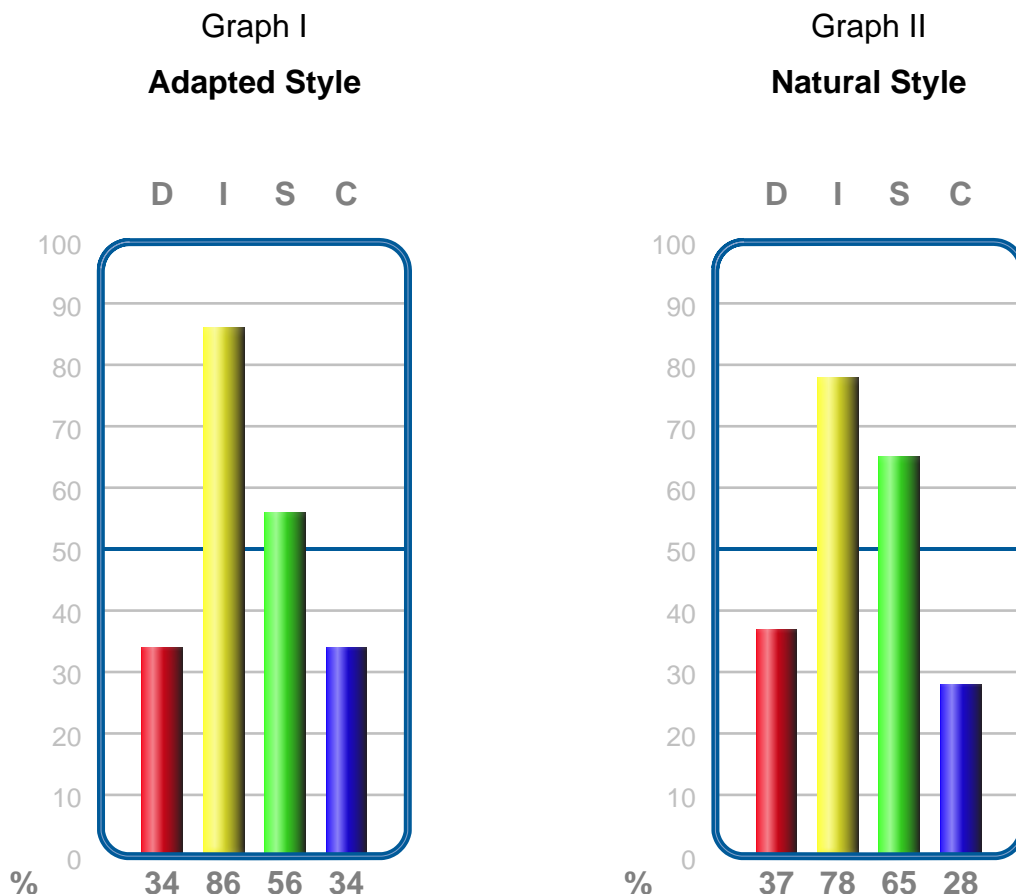
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Participation in meetings on future planning.
- Control over keeping the process consistent and methodical.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- To be recognized as a promoter for the organization and the belief system within the organization.
- To create new ideas for others through the spreading of the organizational message.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

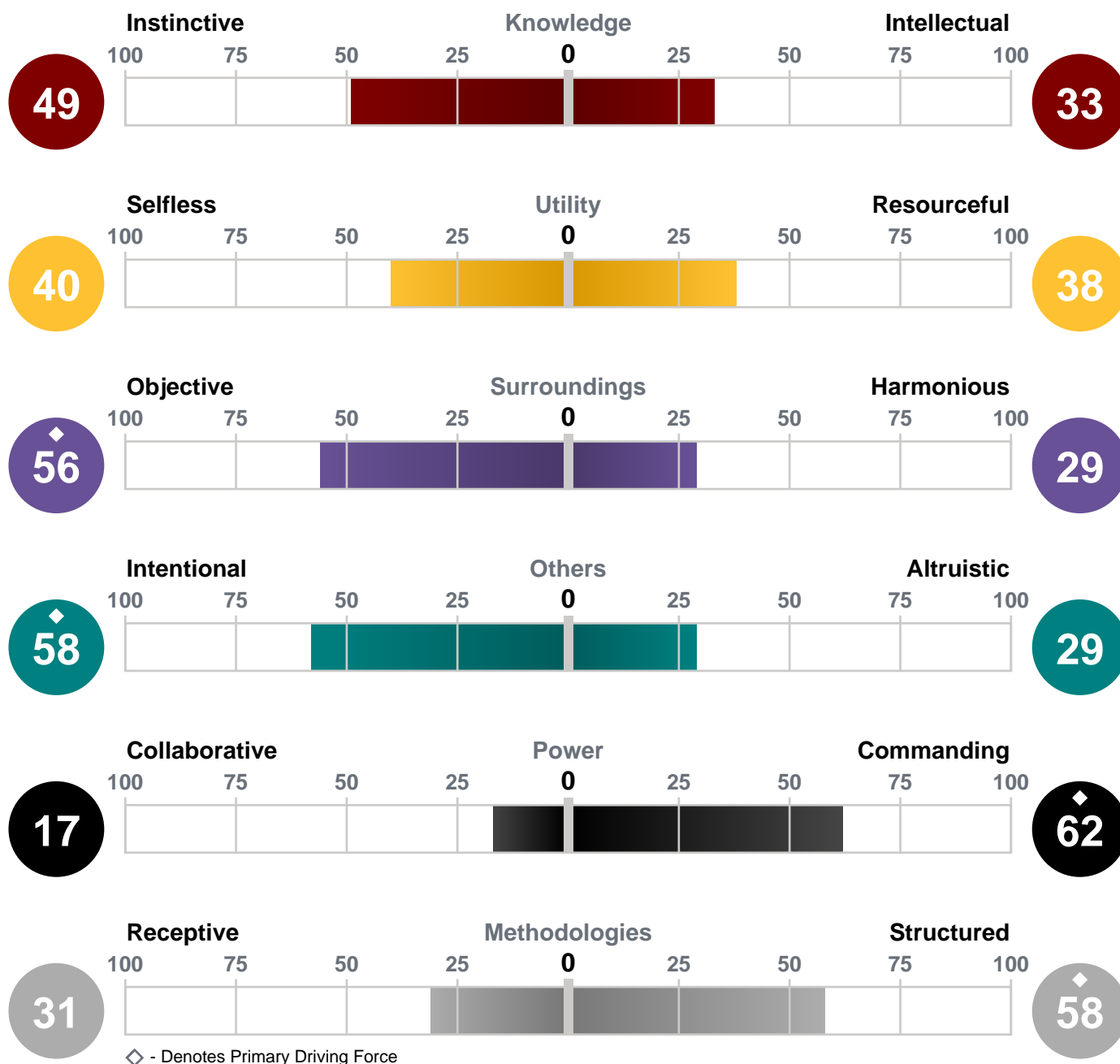
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

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

- devon lets his conscience be his guide.
- devon likes unity and order in his life.
- He believes strongly in his opinions.
- Following proven procedures is more important than quick fixes.
- He will evaluate others based on his rules for living.
- He is true to his personal vision.

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.

- devon can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- Money itself is not as important as what it will buy.
- He will use wealth as a yardstick to measure his work effort with certain activities.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- devon will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- devon will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.

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.

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

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.

- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- devon's passion in life will be found in one or two of the other motivators discussed in this report.
- devon is not necessarily worried about form and beauty in his environment.
- Intellectually, devon can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- Unpleasant surroundings will not stifle his creativity.
- He wants to take a practical approach to events.

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- devon will be torn if helping others proves to be detrimental to him.
- devon's passion in life will be found in one or two of the other dimensions discussed in this report.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- devon 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.

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

Broadcasting
Composition, Writing
Film and Television Production
International Studies and Relations
Library Science
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Business Communications, Public Relations
Marketing

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Computer Programming
Multimedia, Digital Communications
Online Marketing, Social Media

Health Sciences

Exercise Science
Health and Fitness, Personal Training
Kinesiology
Occupational Therapy
Physical Therapy, Sports Medicine

Other Career Paths

Apparel Fashion
Computer Support
Event Planning

NEXT STEPS: POSSIBLE DEGREE MATCHES

Fitness and Exercise Science
Interior Design
Recreation and Tourism

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
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
11-9081	4	Lodging Manager
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Track your time and see how you are spending it and add more time for studying if needed.
- Review your notes after class.
- Don't let your ego keep you from studying.
- Socialize after studying - not before.
- Review notes from previous lessons to prepare yourself for the next.
- Think positively about subjects that give you difficulty.
- Use short sentences when taking notes - leave out unnecessary words.
- Take meaningful notes.
- Develop good study habits and follow them everyday.
- Use recitation to embed fact and ideas.

Strengths

Being an optimistic leader.

Utilizes people to win and accomplish goals.

Willing to talk to "naysayers" about conforming to the system or structure.

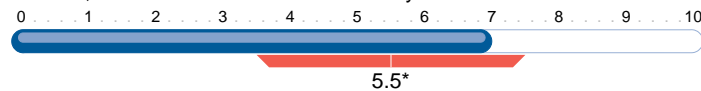
Expresses all that is great about a system of living.

Leads by example and in a quiet and methodical way.

Acts as the eyes and ears for a leader.

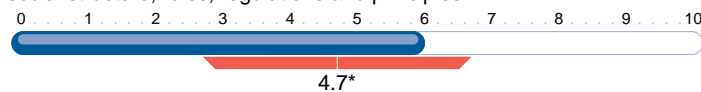
Motivators

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



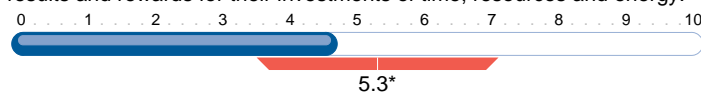
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2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



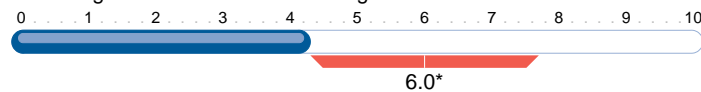
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



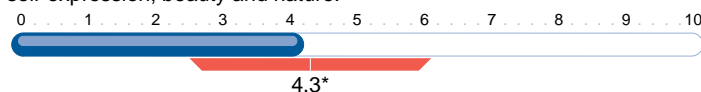
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



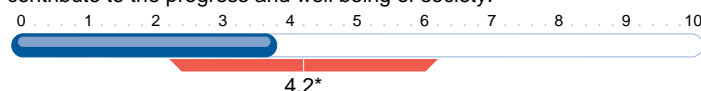
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

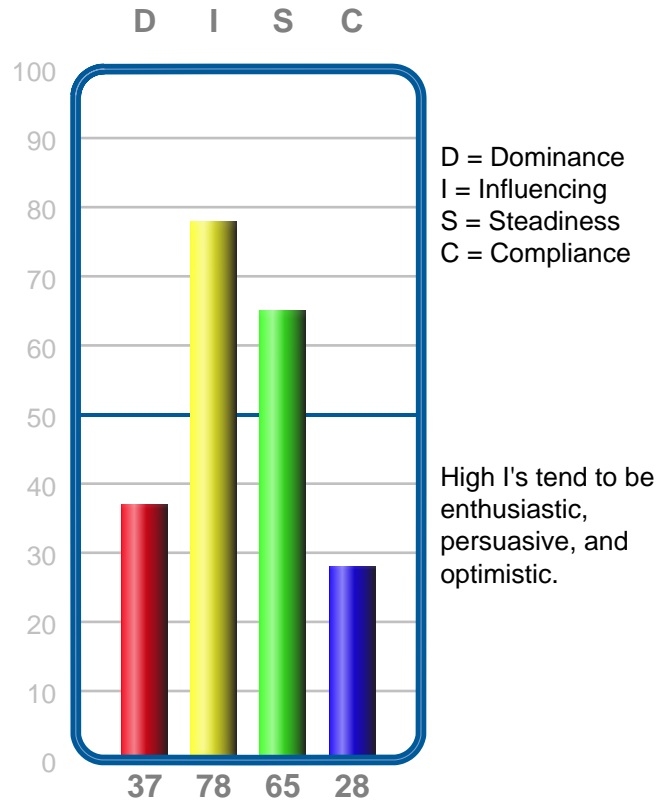


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6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



3.8



Value to a Team

Creative problem solving.

Negotiates conflicts.

Optimistic and enthusiastic.

Verbalizes his feelings.

Accomplishes goals through people.

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