

**Jose Armendariz**  
10-11-2016



# TABLE OF CONTENTS

## 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.*

Jose seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is good at creating enthusiasm in others. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He likes to develop people and build organizations. Jose wants to know what others think of him. He wants and tries to please. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He prefers working for a participative manager. He does his best work in this kind of environment. He likes quality social relationships. He often will become friends with his customers or clients. Jose has a good sense of urgency. He, because of high standards, is sensitive to criticism of his work. Sometimes he does his best work in order to gain acceptance from others.

Jose may be inconsistent in disciplining others. 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 is good at solving problems that deal with people. He 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. Jose likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes to be involved in the decision-making process.

Jose will optimistically interact with people in an assured, diplomatic and poised manner. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. Communication can extend from friendly to argumentative discourse. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! Jose is people-oriented and verbally fluent. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Jose will attempt to put them at ease. He judges others by their verbal skills and warmth. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Sense of urgency.
- Creative problem solving.
- Team player.
- Positive sense of humor.
- People-oriented.
- Ability to handle many activities.
- Builds confidence in others.

## 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 unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that he can be seen as superficial.
- Make decisions based on surface analysis.
- Trust people indiscriminately if positively reinforced by those people.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Be too verbal in expressing criticism.

## 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.*

- Provide ideas for implementing action.
- Provide testimonials from people he sees as important.
- Be isolated from interruptions.
- Be open, honest and informal.
- Give strokes for his involvement.
- Understand his sporadic listening skills.
- Read the body language for approval or disapproval.
- Plan interaction that supports his dreams and intentions.
- Leave time for relating, socializing.
- Be specific and leave nothing to chance.
- Deal with details in writing, have him commit to modes of action.
- Use his jargon.

## 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.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Take credit for his ideas.
- Legislate or muffle--don't overcontrol the conversation.
- Let him change the topic until you are finished.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- Kid around too much, or "stick to the agenda" too much.
- Forget to follow-up.
- Be dictatorial.
- Talk too slowly, or dwell on details to excess.
- Use paternalistic approach.

## 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.*

- Motivates others to continue education.
- Looks for the positive side of every situation.
- Capable of addressing conflict for a win-win scenario.
- Motivates others to be the best they can be.
- Uses knowledge to support his position.
- Initiates action to get questions answered.
- Willing to make high-risk decisions.
- A strong influencer.

## 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 desire to share information can impede his ability to listen and learn.
- Will tend to elaborate on limited data.
- Can disclose their agenda to the wrong people.
- He may overestimate his authority.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- Can set personal standards too high.
- Takes on too much, too soon, too fast to maintain control.

## 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.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Ability to be an independent thinker.
- Management that appreciates and rewards powerful risk-taking.
- A forum to celebrate successes as an individual.

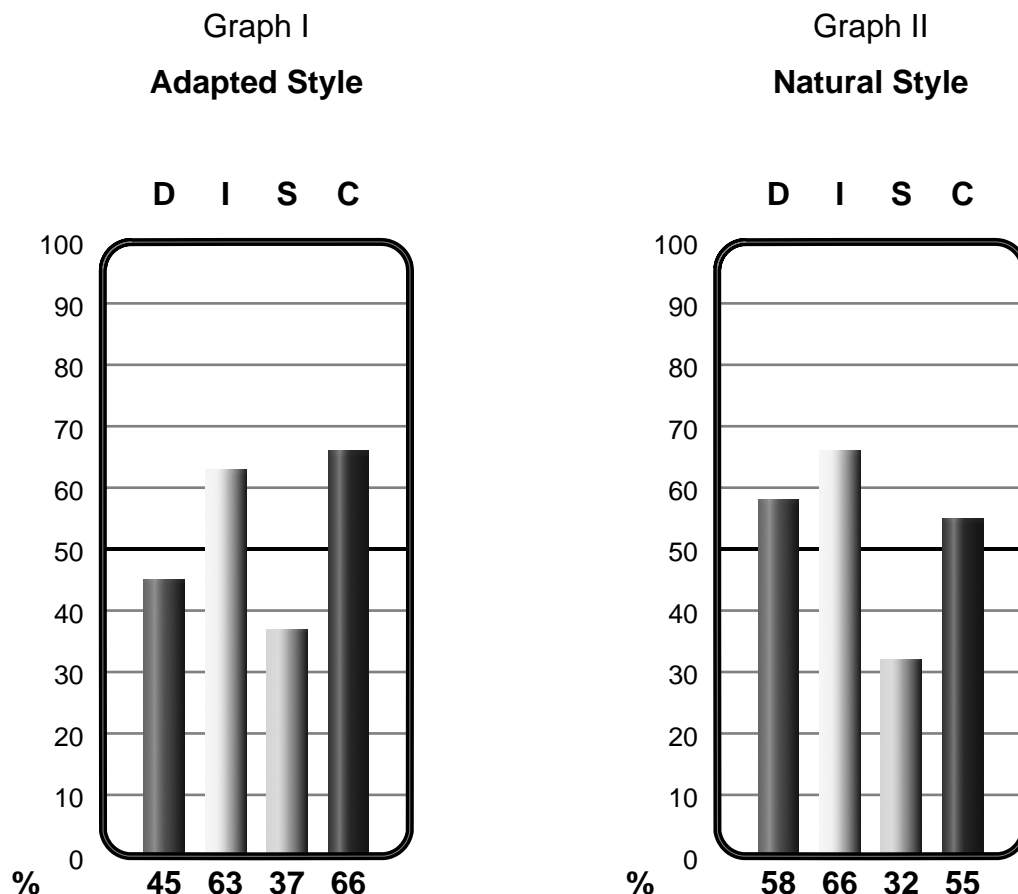
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Group activities outside the job.
- Praise for his knowledge base and research capabilities.
- The opportunity to share knowledge with others.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- Opportunities for advancement and new 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.



Norm 2015 R4

**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:

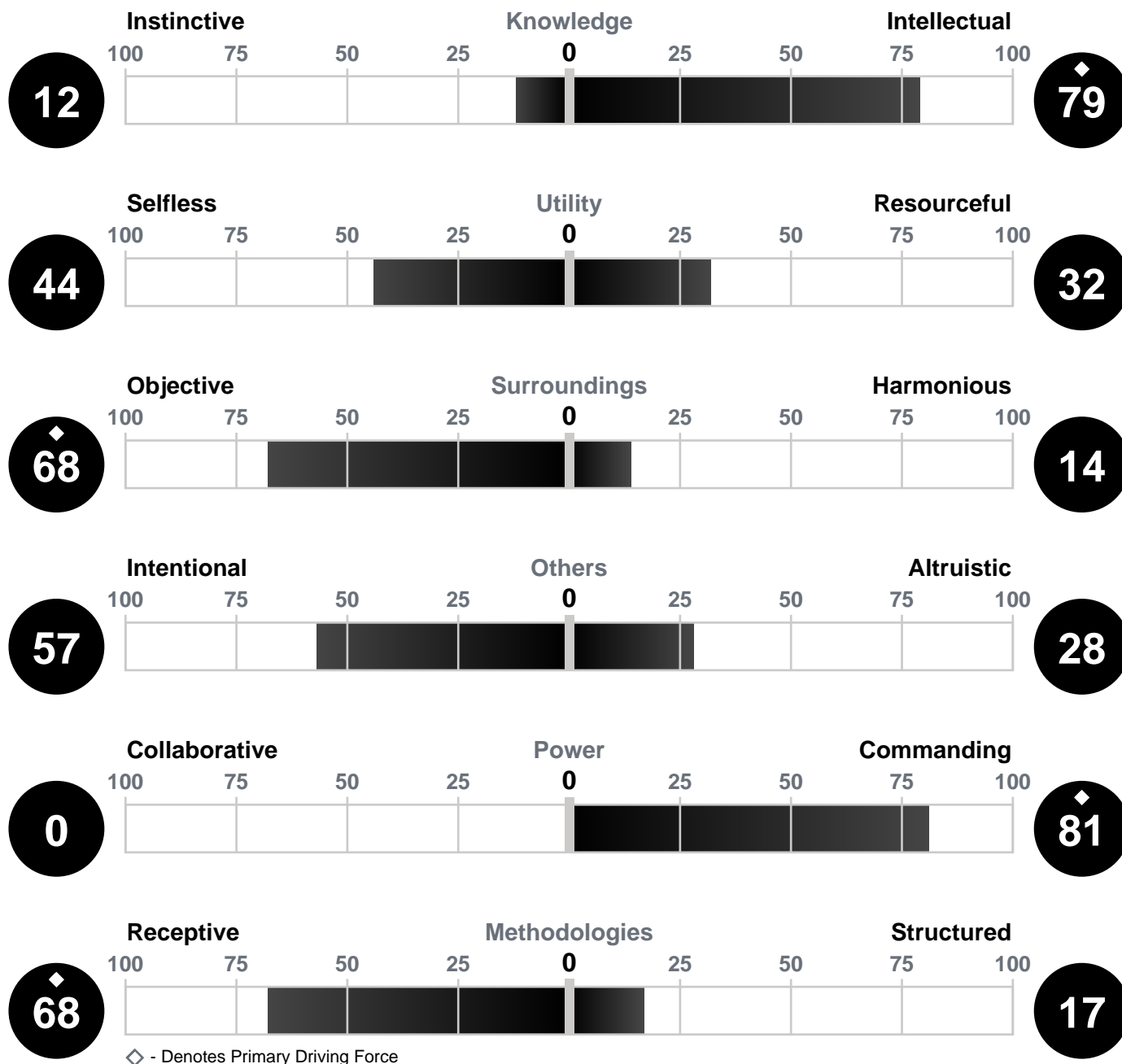
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- The process is not as important to him as the results.
- Understanding social problems and their ramifications is one of his strengths.
- Jose will use his knowledge to ensure economic security.
- Jose will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- He sees the value in having good libraries and bookstores in every community.
- He may have difficulty putting down a good book.
- Jose will spend time and money helping people who have committed their lives to educating themselves and others.
- Jose may use his specialized knowledge of a topic to control the situation.
- People who talk on a subject without adequate knowledge will frustrate him and cause him to lose interest in the conversation.

## 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.*

- He believes "if at first you don't succeed try, try again."
- Jose believes "when the going gets tough, the tough get going."
- He wants to control his own destiny and display his independence.
- Jose has the desire to assert himself and to be recognized for his accomplishments.
- Jose takes responsibility for his actions.
- If necessary, Jose will be assertive in meeting his own needs.
- People who are determined and competitive are liked by Jose.
- Maintaining individuality is strived for in relationships.
- Jose 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 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 use wealth as a yardstick to measure his work effort with certain activities.
- Jose will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Jose can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- Jose 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.
- Money itself is not as important as what it will buy.

## 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.*

- Jose's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Jose will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

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

*High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.*

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

## 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.*

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

Broadcasting  
Computer Science  
Entertainment and Arts Management  
Film and Television Production  
Information Technology  
Mathematics, Applied Math  
Meteorology  
Physics, Applied Physics  
Pre-Law  
Quantitative Analysis  
Radio and Broadcast Communications  
Statistics  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Facilities Planning and Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Chef, Food Preparation  
Entrepreneurism  
Vehicle Maintenance and Repair

### Engineering

Aerospace Engineering  
Bio Engineering  
Computer Engineering

### Evolving Opportunities

Computer Programming  
Entrepreneurial Studies

### Health Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Kinesiology  
Pre-Medicine  
Pre-Ophthalmology



## 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
53-2021	4+	Air Traffic Controller
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
13-1061	4+	Emergency Management Specialist
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3061	4+	Purchasing Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2021	4+	Marketing Manager
55-1016	4	Infantry Officer
43-3061	4	Procurement Clerk
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer

## NEXT STEPS: POSSIBLE CAREER IDEAS

27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3022	4	Survey Researcher
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1011	2-4+	Computer & Information Scientist, Research
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
51-9061	2	Inspector and Tester
47-4011	2	Construction and Building Inspector
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

## STUDY TIPS

- Review notes from previous lessons to prepare yourself for the next.
- Use a quiet place for studying when possible.
- Review your notes after class.
- Listen for ideas and facts to support the main idea.
- Determine the grade you want in each class before the term begins and study accordingly.
- Write detailed instructions for each class assignment.
- Track your time and see how you are spending it and add more time for studying if needed.
- Use short sentences when taking notes - leave out unnecessary words.
- Socialize after studying - not before.
- Set aside time to plan.
- Take meaningful notes.

## Strengths

- Motivates others to continue education.
- Looks for the positive side of every situation.
- Capable of addressing conflict for a win-win scenario.
- Motivates others to be the best they can be.
- Uses knowledge to support his position.
- Willing to make high-risk decisions.

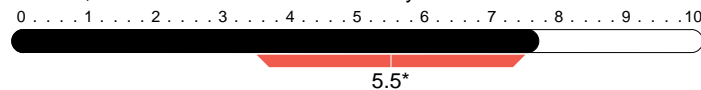
## Motivators

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



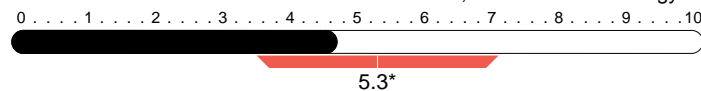
8.3

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



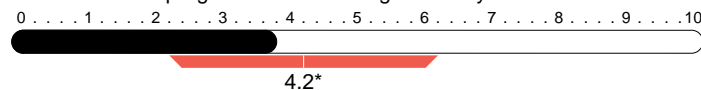
7.7

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



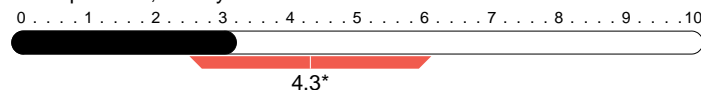
4.7

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



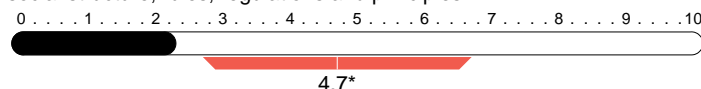
3.8

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

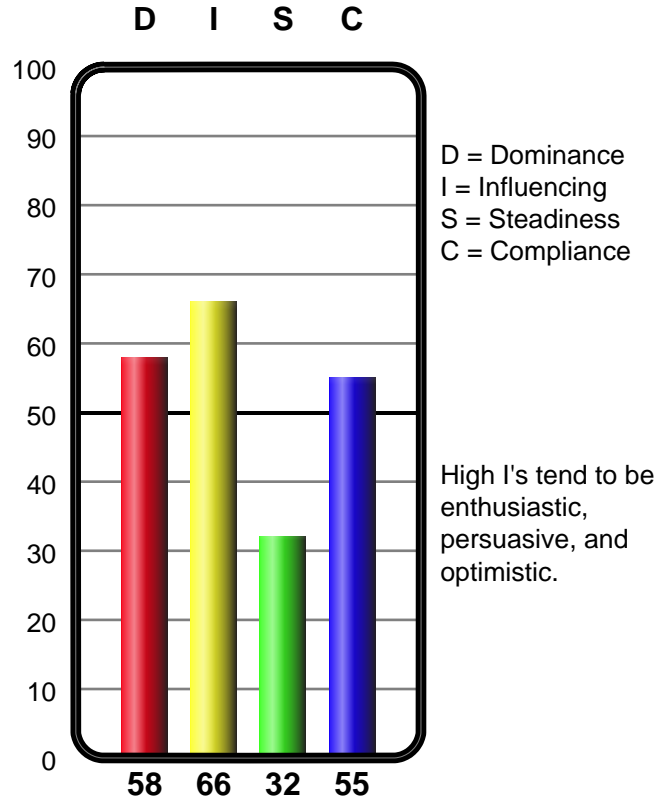


3.2

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



2.3



## Value to a Team

- Ability to handle many activities.
- Few dull moments.
- Deadline conscious.
- Creative problem solving.
- People-oriented.
- Good mixer.