

angelus campas
10-11-2016



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MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

angelus likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He can be successful at many things, not because of versatility but rather because of his determination to win. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He has high ego strengths and may be viewed by some as egotistical. angelus appreciates others who are team players and will reward those who are loyal. He will work hard at achieving his goals. He loves to win and hates to lose. He seeks his own solutions to problems. In this way, his independent nature comes into play. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. Some may view him as being stubborn and opinionated. He views it as the price you must pay for success. He may try to "explain" his stubbornness in positive terms. He wants to be viewed as self-reliant and willing to pay the price for success.

angelus is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He finds it easy to share his opinions on solving work-related problems. He should realize that at times he needs to think a project through, beginning to end, before starting the project. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. angelus has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data.

angelus is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just his way of getting the appropriate facts. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! angelus challenges people who volunteer their opinions. He tends to influence people by being direct, friendly and results-oriented. He may sometimes mask his feelings in friendly terms. If pressured, angelus' true feelings may emerge. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Has the confidence to do the difficult assignments.
- Will join organizations to represent the company.
- Accomplishes goals through people.
- Can support or oppose strongly.
- Forward-looking and future-oriented.
- Thinks big.
- Creative in his approach to solving problems.

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.

- Set standards for himself and others so high that impossibility of the situation is common place.
- Have trouble delegating--can't wait, so does it himself.

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 questions, alternatives and choices for making his own decisions.
- Flatter his ego.
- Support the results, not the person, if you agree.
- Expect him to return to fight another day when he has received a "no" answer.
- Define the problem in writing.
- Motivate and persuade by referring to objectives and results.
- Understand his defiant nature.
- Provide "yes" or "no" answers--not maybe.
- Provide facts and figures about probability of success, or effectiveness of options.
- Read the body language--look for impatience or disapproval.
- Support and maintain an environment where he can be efficient.
- Ask specific (preferably "what?") questions.

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.

- Let him overpower you with verbiage.
- Try to build personal relationships.
- Ask rhetorical questions, or useless ones.
- Direct or order.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Let disagreement reflect on him personally.
- Take credit for his accomplishments.
- Be paternalistic.
- Try to convince by "personal" means.
- Reinforce agreement with "I'm with you."
- Muffle or overcontrol.
- Be redundant.
- Come with a ready-made decision, or make it for him.

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.

- Sees championing a worthy cause as a challenge.
- Initiates the activity of developing others.
- Seeks the challenge and opportunity to win.
- Not easily deterred by setbacks.
- Good at promoting causes that improve society.
- Great at generating excitement in others and getting people on board.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.

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 try to help too many people.
- Needs immediate results when helping others.
- Takes on too much, too soon, too fast to maintain control.
- May not realize the negative consequences of his quick decisions.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Has trouble making difficult decisions that affect others.
- May only interact with those he feels complement his goals.
- He may overestimate his authority.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Assignments with a high degree of people contacts.
- Groups and committees are present in order to assist charities and social causes.
- A results-driven environment where people are respected and appreciated.
- An environment where competition and winning is viewed as the ideal.
- Continual opportunity to challenge and win.

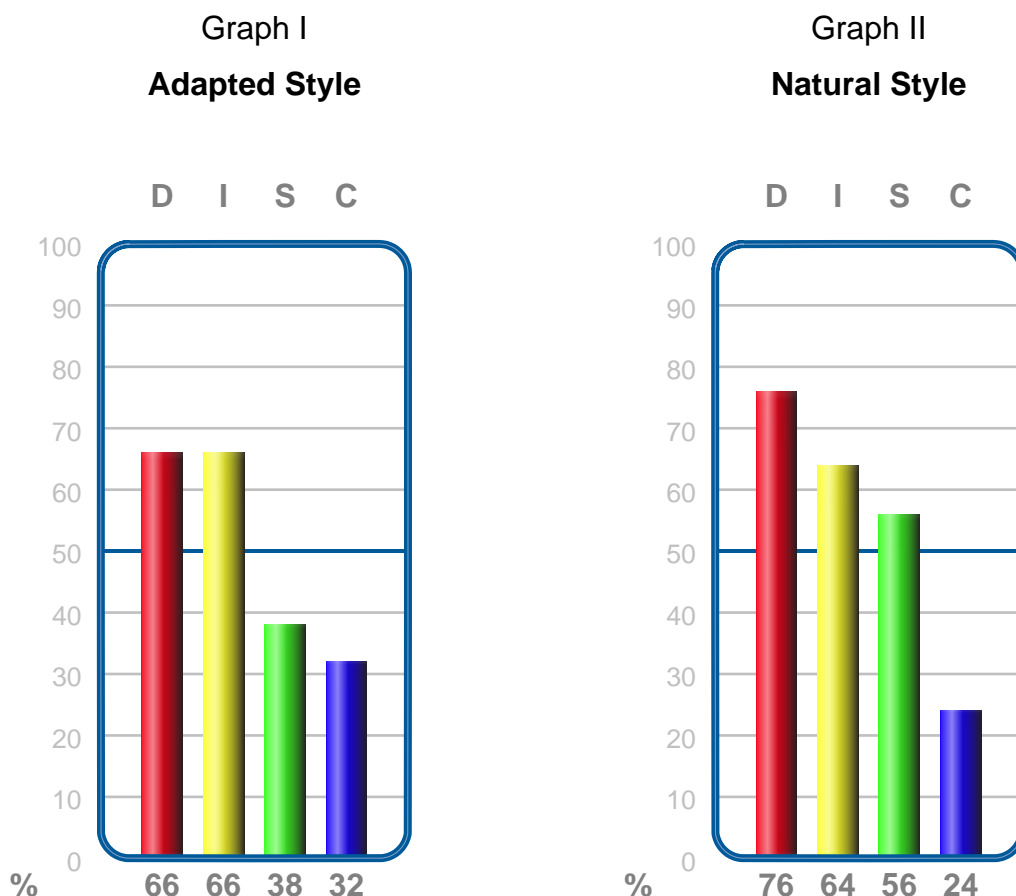
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- A support system to do the detail work.
- To be the promoter for programs that assist others, both on and off the job.
- Recognition for helping others and being the catalyst for changing the world for the better.
- Ability to create, share and control the vision.
- New and difficult challenges that lead to prestige and status.

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:

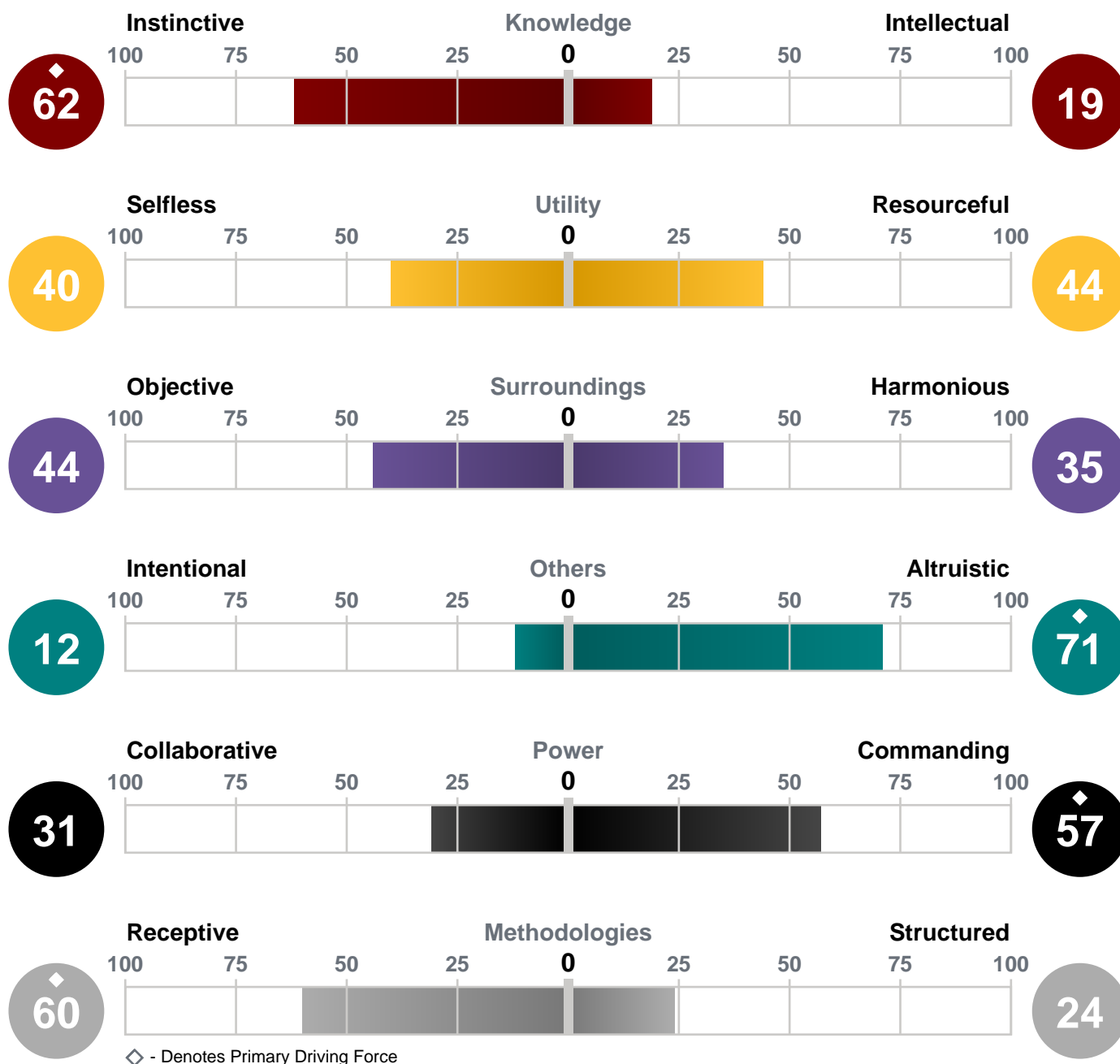
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Saying "no" is difficult when others need his time or talent.
- He is generous with his time, talent and resources for those in need.
- angelus is patient and sensitive to others.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.

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.

- angelus takes responsibility for his actions.
- angelus 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.
- People who are determined and competitive are liked by angelus.
- Maintaining individuality is strived for in relationships.
- If necessary, angelus will be assertive in meeting his own needs.
- angelus has the desire to assert himself and to be recognized for his accomplishments.
- angelus believes "when the going gets tough, the tough get going."
- 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 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 may use wealth as a yardstick to measure his work effort.
- angelus is good at achieving goals.
- angelus tends to give freely of time and resources, but will want and expect a return on his investment.
- He evaluates things for their utility and economic return.

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 need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- At times angelus will look for the beauty in all things.
- 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.
- angelus may desire fine things for his spouse or family members.

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.

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

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditional" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

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

NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at www.IndigotheAssessment.com .

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
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Building Inspector

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Desktop Publishing
Educational Administrator
Entrepreneurial Studies
Graphic Design
Inside Sales
Life Coaching
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Outside Sales
Peace and Conflict Resolution Studies
Social Entrepreneurism
Videography
Yoga Therapy and Training

Health Sciences

Exercise Science
Nursing
Occupational Therapy

Other Career Paths

Business Sales
Publishing
Real Estate Development

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion 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
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
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
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5011 HS Cargo & Freight Agent

STUDY TIPS

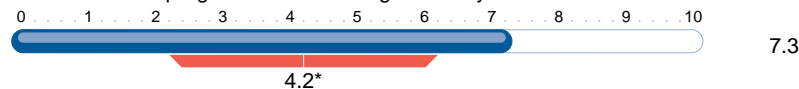
- Read an article on listening and note taking.
- Chunk big assignments into smaller pieces.
- Use recitation to embed fact and ideas.
- Develop good study habits and follow them everyday.
- Set up an area for studying only.
- Think visually - convert words into pictures.
- Plan ahead - don't put off completing assignments until the last minute.
- Plan tomorrow today and put your plan in writing.
- Organize your study area and keep it organized.
- Don't put off studying until the last minute.
- Work on your listening skills.

Strengths

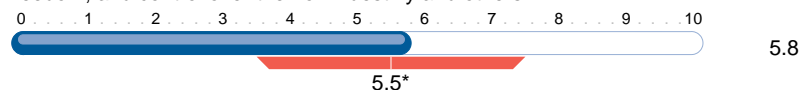
- Sees championing a worthy cause as a challenge.
- Initiates the activity of developing others.
- Seeks the challenge and opportunity to win.
- Not easily deterred by setbacks.
- Good at promoting causes that improve society.
- Positively promotes the image of the organization.

Motivators

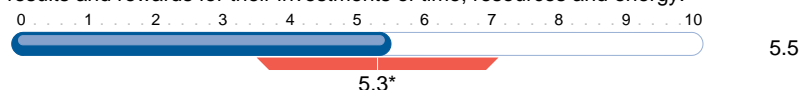
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



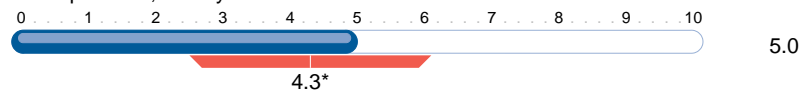
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



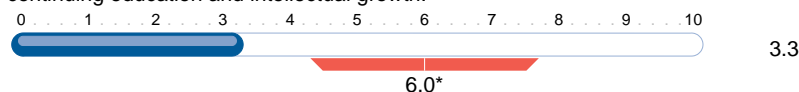
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



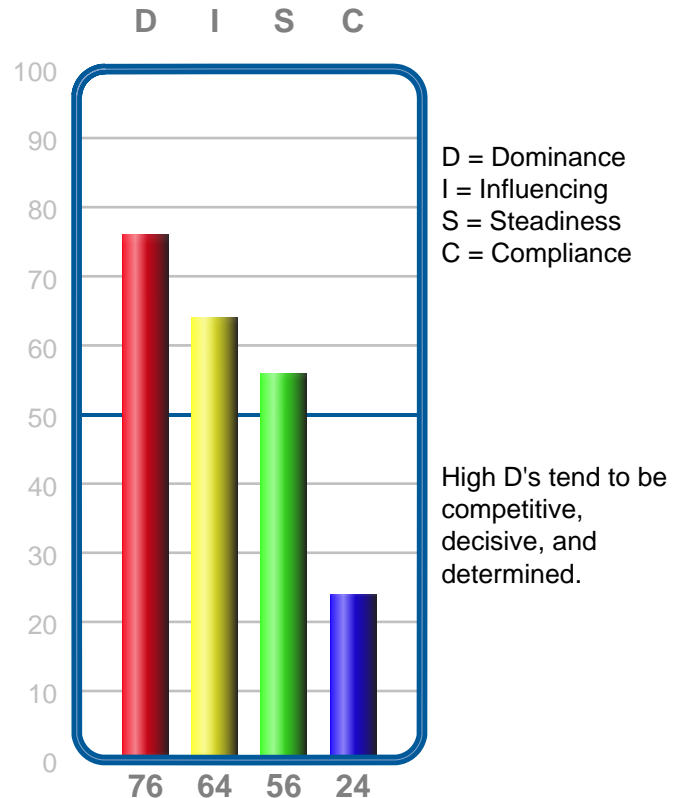
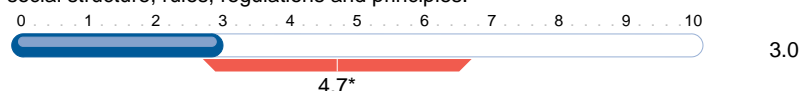
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Thinks big.

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

Self-reliant.

Tenacious.

Forward-looking and future-oriented.

Will join organizations to represent the company.