

Daniel Flores
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.

Daniel likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He places his focus on people. To him, strangers are just friends he hasn't met! He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He 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. Daniel wants to be seen as his own person, but usually projects it in friendly terms. He is optimistic and usually has a positive sense of humor. He believes in getting results through other people. He prefers the "team approach." He can be seen as a person of good will. Daniel is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is good at creating enthusiasm in others.

Daniel likes to participate in decision making. He 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 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. 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. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

Daniel has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He usually uses many gestures when talking. Daniel judges others by their verbal skills and warmth. It is important for Daniel to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He may use his time imprecisely because he likes to talk to people. He is both a good talker and a good listener.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Builds confidence in others.
- Negotiates conflicts.
- Bottom line-oriented.
- Creative problem solving.
- Optimistic and enthusiastic.
- Big thinker.
- Dedicated to his own ideas.
- Team player.

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 optimistic regarding possible results of his projects or the potential of his people.
- Take information at face value without validation or substantial investigation.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Overuse praise in motivating others.
- Overestimate his ability to motivate people or change others' behavior.

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 solutions--not opinions.
- Provide testimonials from people he sees as important.
- Look for his oversights.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Provide a warm and friendly environment.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Use a motivating approach, when appropriate.
- Appeal to the benefits he will receive.
- Use a balanced, objective and emotional approach.

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

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

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

- Tends to be futuristic and entrepreneurial in attaining results.
- Promotes efficiency and results.
- Thinks outside of the box when gathering information.
- Volunteers his knowledge on many subjects.
- Good at selling reliable products and service to people he knows.
- Takes a methodical approach to implementing changes that will increase return on investment.
- Methodical and reliable researcher.
- Delivers his knowledge and wisdom objectively.

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.

- Efficiency is diminished with small talk.
- Struggles balancing financial advice with actual results.
- May overlook vital details in his pursuit of information.
- May present facts and figures with too much emotion.
- Sees unwarranted change as a waste of resources.
- Puts all his "eggs in one basket".
- Will have difficulty in establishing priorities in learning new matters.
- Resents change without logical facts and reasoning behind the change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- A stable and predictable environment.
- A leadership team that is optimistic toward learning new concepts or theories.
- A forum to be curious about the discovery of new information.
- People-oriented returns are rewarded higher than task-oriented returns.
- The need for consistent, reliable and stable contributions to the bottom-line.

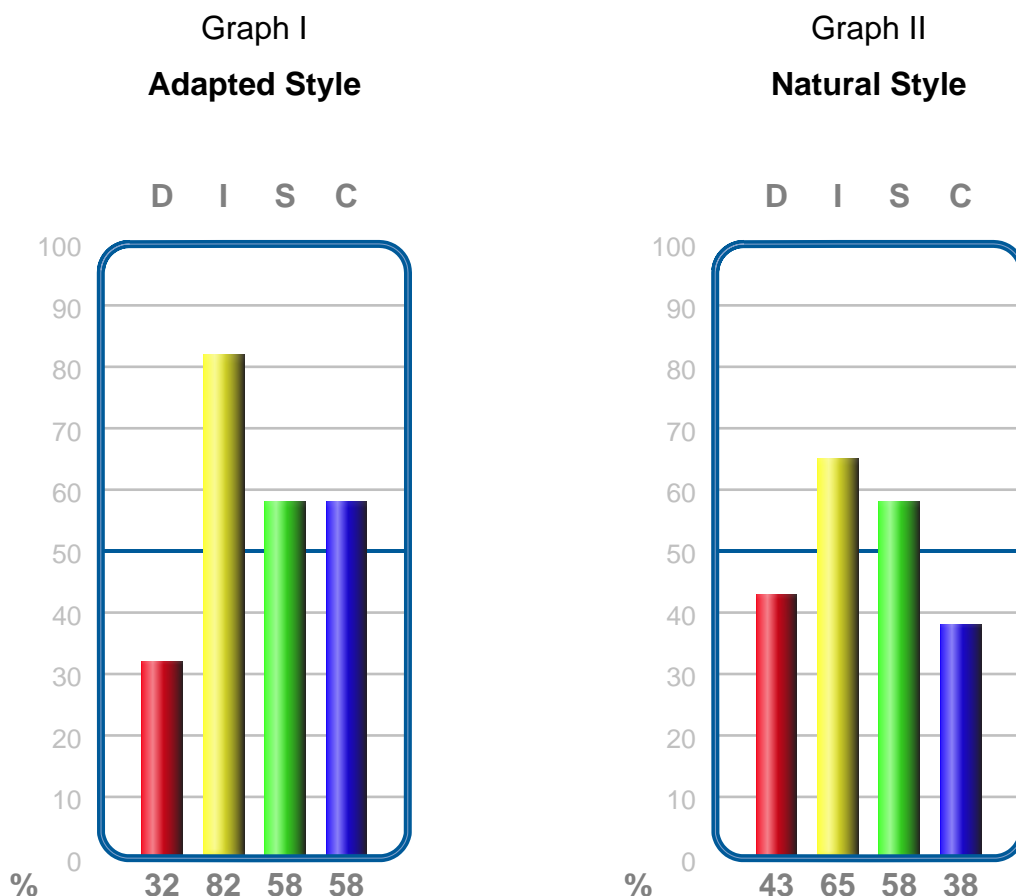
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Rewards to support his dreams.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To be able to seek out new information that will be valuable to share with others.
- Freedom to include others in the celebration of achievements.
- Logical, predictable ways to achieve goals and the time needed to achieve them.

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:

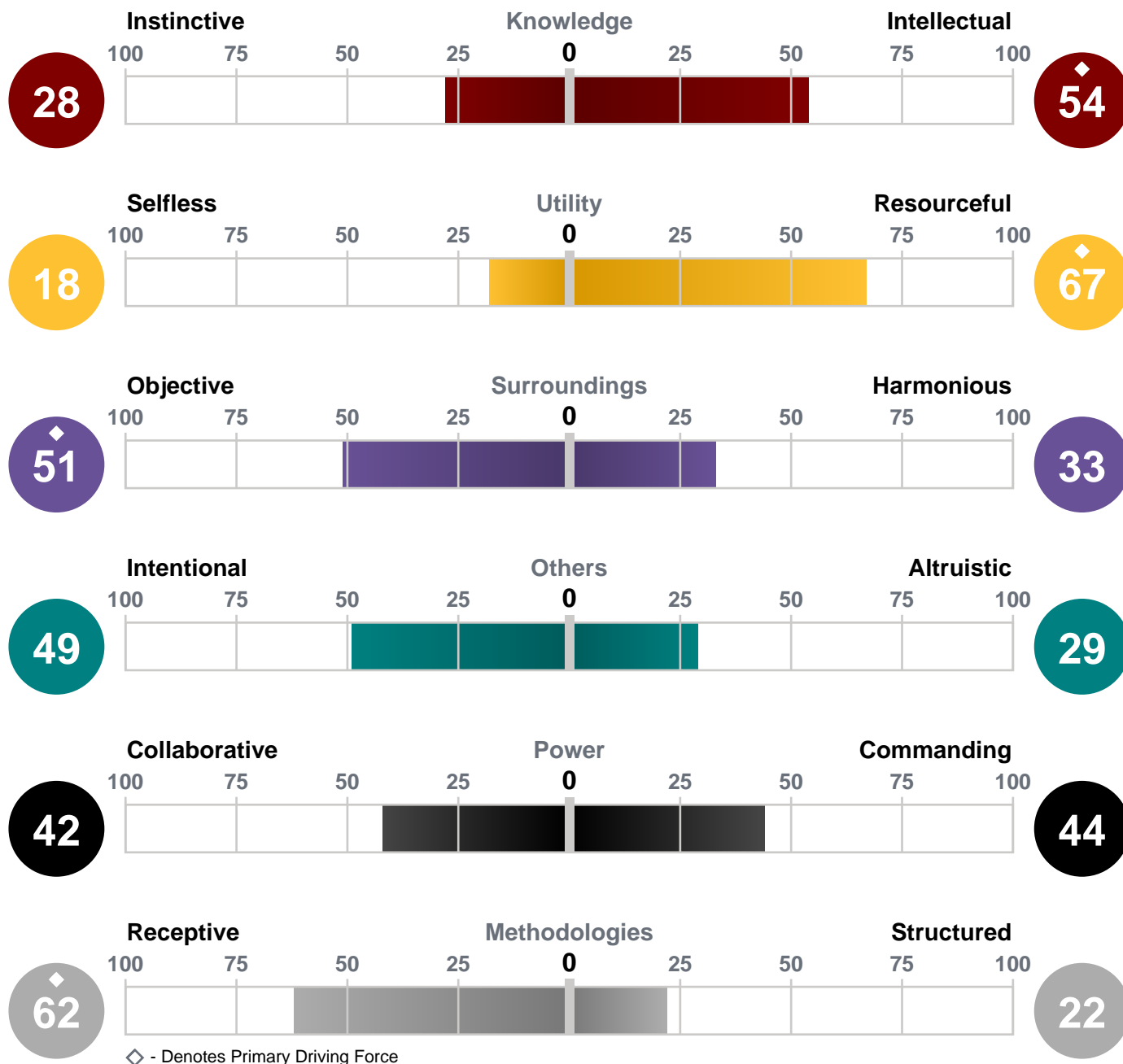
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He will work long and hard to satisfy his needs.
- Daniel 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.
- He may use wealth as a yardstick to measure his work effort.
- Daniel is good at achieving goals.

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.

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

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.

- At times Daniel can be very competitive.
- Daniel can be assertive in meeting his needs.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.

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 Daniel 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.
- Daniel may desire fine things for his spouse or family members.

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 not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Daniel will be torn if helping others proves to be detrimental to him.
- Daniel'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.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Daniel is willing to help others if they are working as hard as possible to achieve 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.

- Daniel's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will work within a broadly defined set of beliefs.
- It may be hard to manipulate Daniel because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Daniel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on Daniel.
- In many cases, Daniel 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.

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

Entertainment and Arts Management
Film and Television Production
Pre-Law
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Construction Management
General Business
General Management
Labor and Industrial Relations
Marketing

Career and Technical

Building Inspector

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Industrial Engineering
Materials Engineering
Operations Research

Environmental, Agriculture and Food

Landscape Architecture
Natural Sciences

Evolving Opportunities

Computer Programming
Ecommerce
Online Marketing, Social Media

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Apparel Fashion
Business Sales

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
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-2012	4	Producer & Director
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
31-9092	2	Medical Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Tends to be futuristic and entrepreneurial in attaining results.

Promotes efficiency and results.

Thinks outside of the box when gathering information.

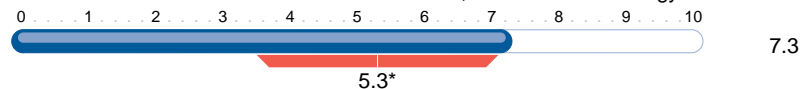
Volunteers his knowledge on many subjects.

Good at selling reliable products and service to people he knows.

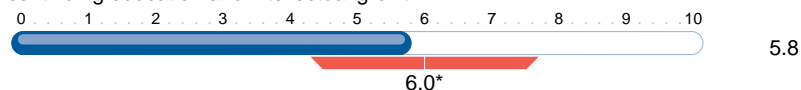
Methodical and reliable researcher.

Motivators

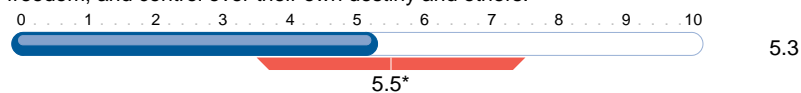
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



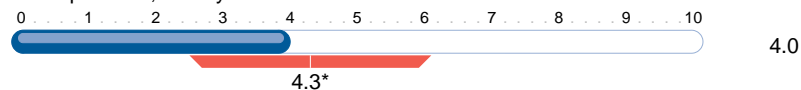
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



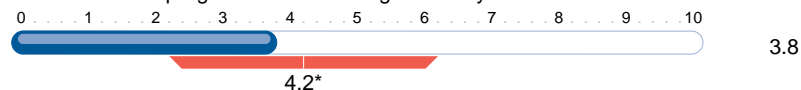
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



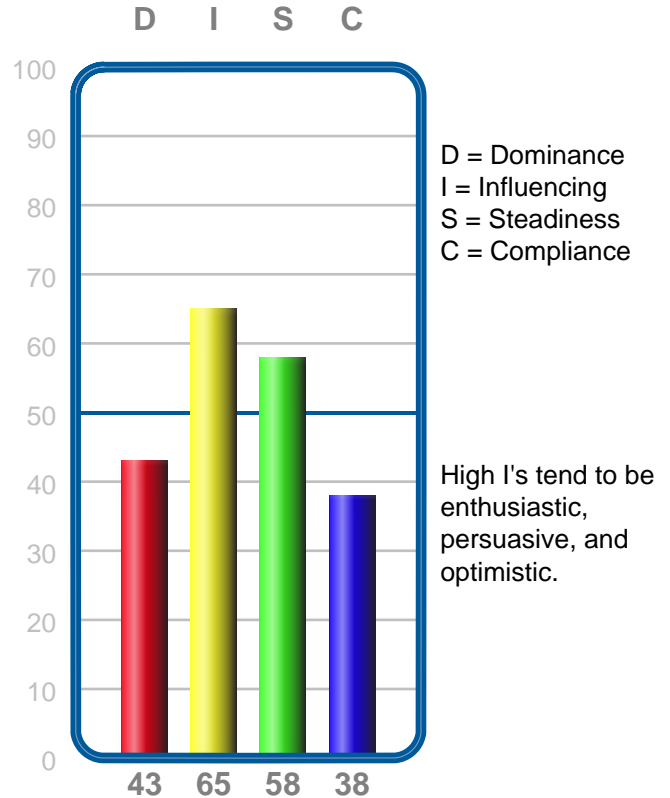
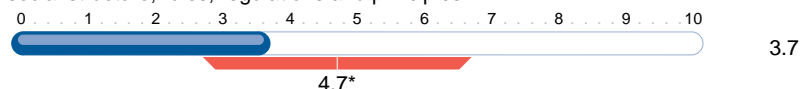
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Negotiates conflicts.

Creative problem solving.

Dedicated to his own ideas.

Bottom line-oriented.

Self-reliant.

Accomplishes goals through people.