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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.

Joel is adaptable. He likes to work behind the scene and be seen as someone who is organized and has his life in order. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. He prefers that things be orderly and he will approach work in a systematic manner. Joel may be overly sensitive to criticism of his work. If you do comment on his work you had better be right, since he may not take criticism lightly. He wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. Rules and procedures provide security for his job performance. Joel can devote all his energy to the job, and that offers security to his work situation. He can overanalyze a problem which tends to slow down the decision-making process. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. Because of high expectations of his own job performance, Joel may sometimes feel that other workers cannot perform up to his standards.

Joel tends to make his decisions after deliberation and gives weight to all the pros and cons. He usually judges others by the quality of their work. He may find it difficult to recognize others' strengths, if their work does not meet his high standards. He tends to base decisions on the quality of work--not on efficiency. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Joel takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He likes to collect data for decision making and may collect so much it makes the decision harder. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject.

Joel is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants. He likes to have contact with a variety of individuals in his area of expertise. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. Joel wants to establish good will with others and to influence them in a friendly and sociable manner. Because Joel wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. He is patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." He is usually soft-spoken, but his demeanor may be deceptive to those who work with him.



STYLE: YOUR STYLE

possess strong and unwavering convictions that are not always apparent to others.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good mixer.
- Deadline conscious.
- Ability to handle many activities.
- Conscientious and steady.
- Always concerned about quality work.
- Comprehensive in problem solving.
- Accurate and intuitive.

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 defensive when threatened and use the errors and mistakes of others to defend his position.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.
- Want full explanation before changes are made to ensure his understanding.
- Be self-deprecating--doesn't project self-confidence.
- Lean on supervisors if information and direction is not clear.
- Prefer not to verbalize feelings unless in a cooperative and noncompetitive environment.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Yield his position to avoid controversy.

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 systems to follow.
- Be specific and leave nothing to chance.
- Follow through, if you agree.
- Be open, honest and informal.
- Use his jargon.
- Provide solid, tangible, practical evidence.
- Give him time to be thorough, when appropriate.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Use "feeling" language when appropriate.
- Make an organized presentation of your position, if you disagree.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.

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.

- Make conflicting statements.
- Use gimmicks or clever, quick manipulations.
- Let him change the topic until you are finished.
- Make statements about the quality of his work unless you can prove it.
- Rush the decision-making process.
- Leave things to chance or luck.
- Threaten, cajole, wheedle, coax or whimper.
- Dillydally, or waste time.
- Say "trust me"--you must prove it.
- Talk too slowly, or dwell on details to excess.
- Be disorganized or messy.

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.

- Holds others to high standards.
- Has a calculated plan to advance or win within the organizational framework.
- Brings a good mixture of procedure orientation and creativity.
- He brings extreme detail and precision to the project in order to enhance the outcome.
- Being an optimistic leader.
- Positively promotes the image of the organization.
- Brings balance to the organization in a positive and friendly way.
- Will convey optimism for new ideas.

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.

- Nothing is good enough, unless it's the best.
- May set unreachable standards for himself and others.
- His process may not always translate to beauty or creativity.
- Takes criticism personally and may need time to bounce back.
- May be viewed as someone who over promises and under delivers.
- May only interact with those he feels complement his goals.
- Spends too much time self-reflecting and not enough time following through.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Familiar work environment with a predictable pattern.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
- A fun and creative working environment.
- An environment to express ideas to influence people.
- To be seen as the "go to" person for all factual and data analysis.

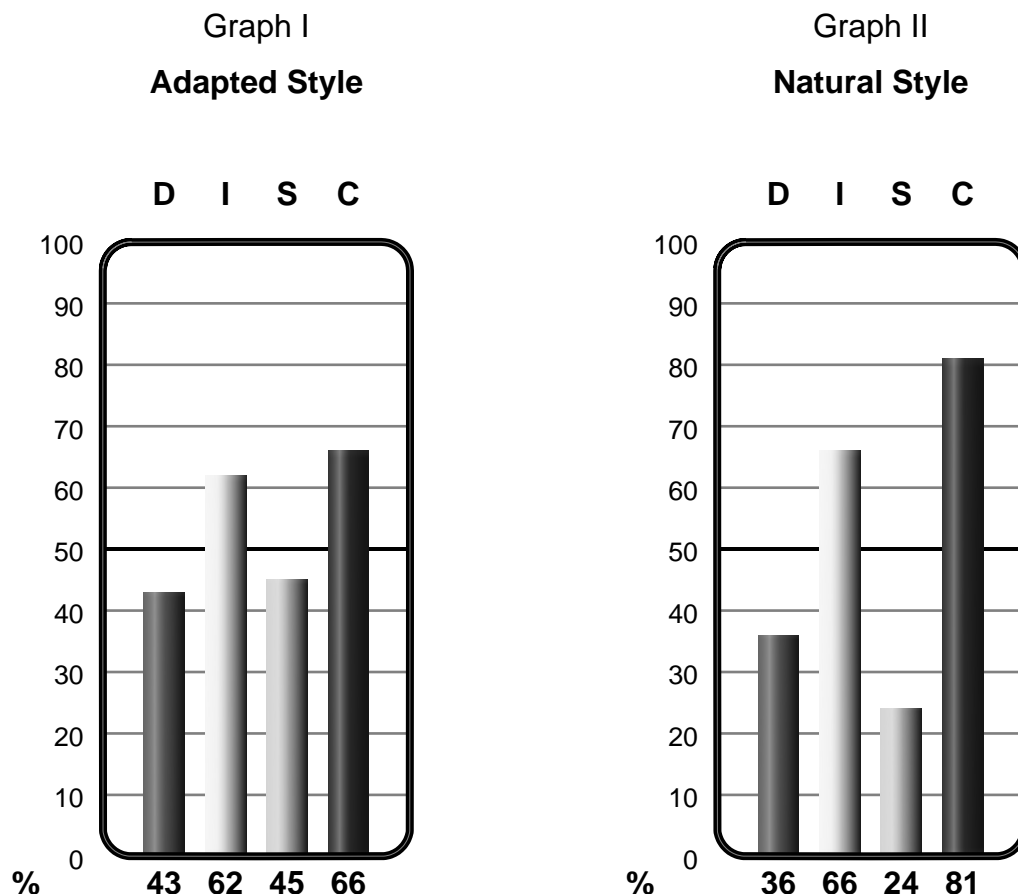
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Group activities outside the job.
- The ability to base company morale initiatives on facts and data.
- The experience of the people and the surroundings to be happy and balanced.
- Public recognition of power and prestige.
- The understanding from management that he thinks in terms of long-term impact on the image of the business.

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:

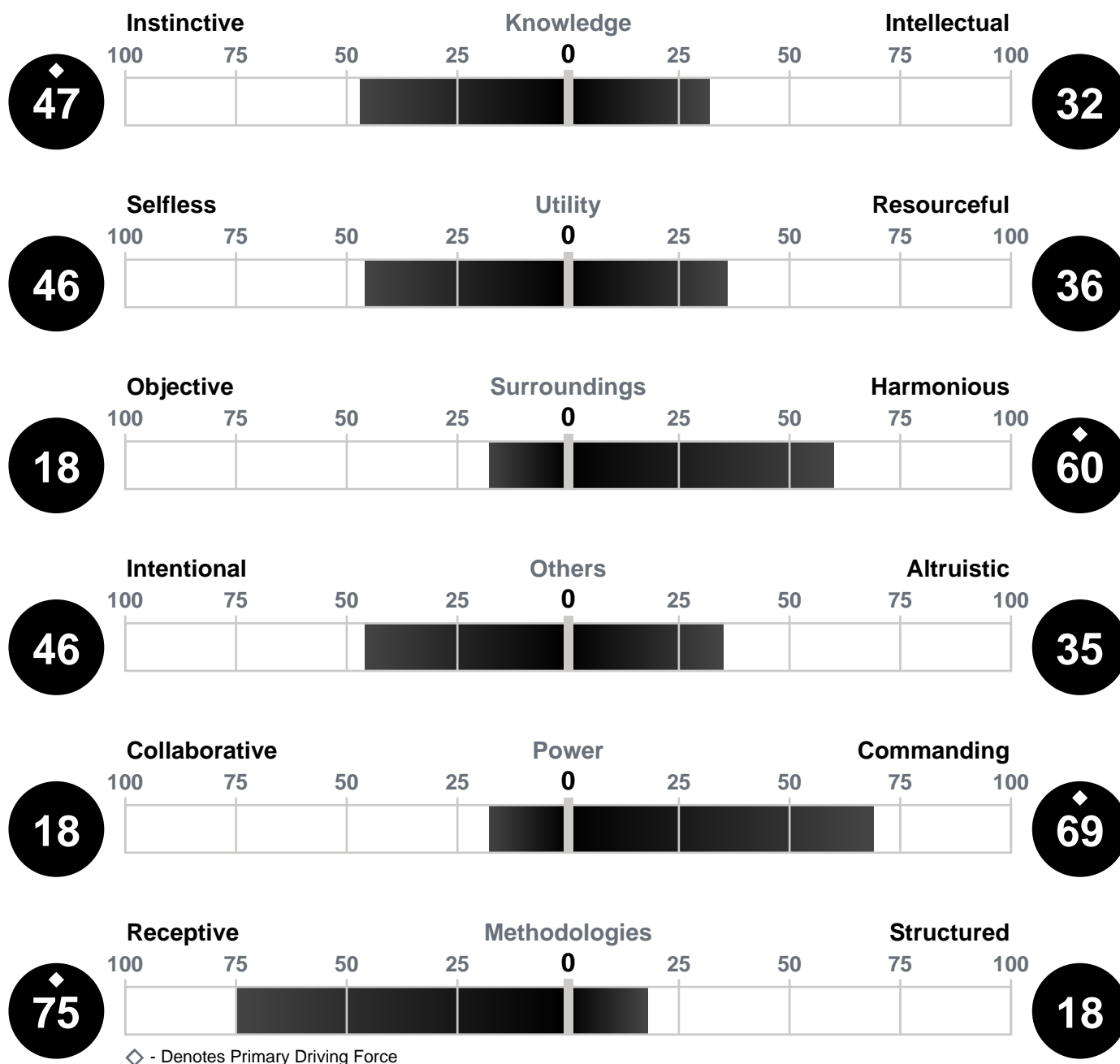
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Form and harmony provide him with an experience to remember.
- Decorating his surroundings so they are visually pleasing is enjoyable for Joel.
- Dressing for success comes naturally to Joel. He enjoys the latest designer clothes when he has the funds to purchase them.
- Joel uses his aesthetic talent to impress others.
- Joel looks for and appreciates the beauty in things.
- Joel will evaluate things based on artistic beauty and usefulness.

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.
- He evaluates things for their utility and economic return.
- Joel is good at achieving goals.
- He will work long and hard to satisfy his needs.
- Joel tends to give freely of time and resources, but will want and expect a return on his investment.

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.

- Joel's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Joel 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 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.

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

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.

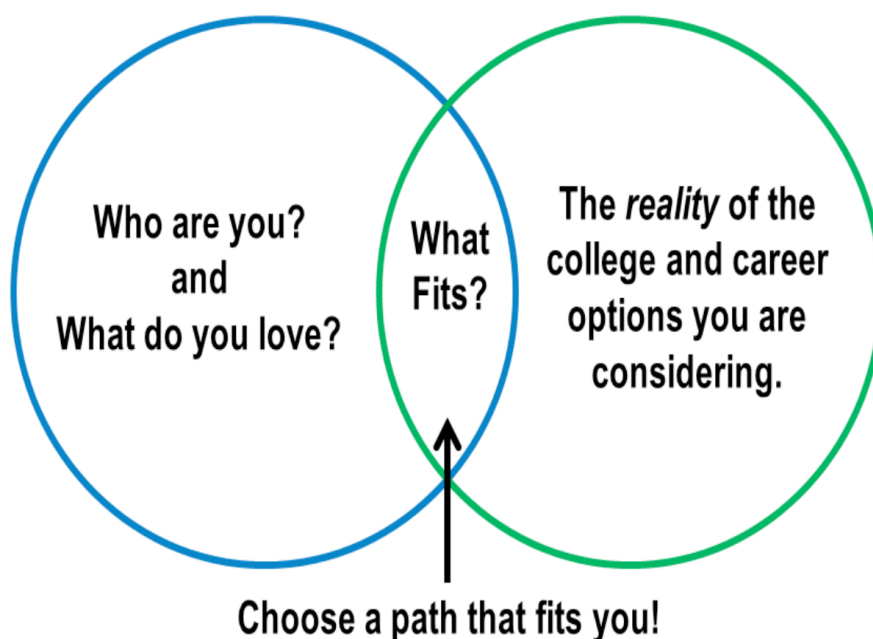
- Traditions will not place limits or boundaries on Joel.
- Joel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Joel's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, Joel will want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

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
Information Technology
Interior Design
Library Science
Meteorology
Music Composition
Photography and Studio Art
Radio and Broadcast Communications

Business

Advertising
Construction Management
Facilities Planning and Management
General Business
Marketing

Career and Technical

Building Inspector
Carpentry
Chef, Food Preparation

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Community and Public Health Administration
Computer Programming
Desktop Publishing
Ecommerce
Graphic Design
Multimedia, Digital Communications
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership

NEXT STEPS: POSSIBLE DEGREE MATCHES

Outside Sales
Videography

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Apparel Fashion
Event Planning
Interior Design

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
51-4111	4+	Tool and Dye Maker
17-2081	4+	Environmental Engineer
11-9021	4+	Construction Manager
11-2022	4+	Sales Manager
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
25-1194	2-4	Teacher, Post-secondary Vocation Education
51-9061	2	Inspector and Tester
51-8031	2	Waste Treatment Plant Operator
47-4011	2	Construction and Building Inspector
51-4121	HS	Welders, Cutters, Solderers, & Brazers
51-3011	HS	Baker
43-9031	HS	Desktop Publishers
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker

STUDY TIPS

- Do only one class assignment at a time.
- Cut down on some of your activities and devote this time to studying.
- Write detailed instructions for each class assignment.
- Set challenging goals.
- Determine the grade you want in each class before the term begins and study accordingly.
- Underline or highlight when you read; make study notes.
- Think positively about your ability to pass every class with high marks.
- Make sure you understand course expectations and ask if necessary.
- Participate in class discussions.
- Force yourself to ask your classmates questions.
- Listen and think positively about the concepts you are studying.
- Set aside time to plan.

Strengths

Holds others to high standards.

Has a calculated plan to advance or win within the organizational framework.

Brings a good mixture of procedure orientation and creativity.

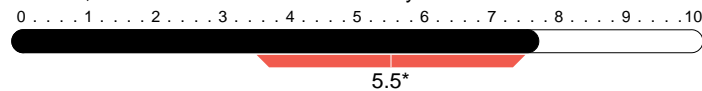
He brings extreme detail and precision to the project in order to enhance the outcome.

Being an optimistic leader.

Brings balance to the organization in a positive and friendly way.

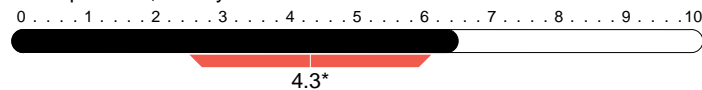
Motivators

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



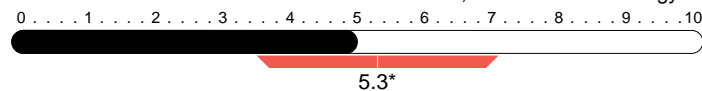
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



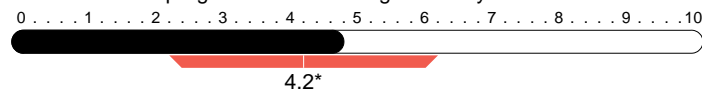
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



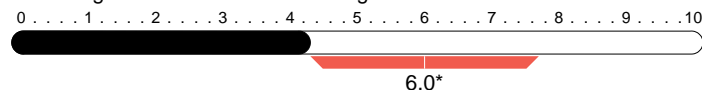
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4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



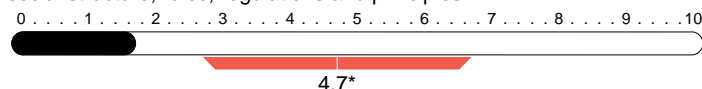
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

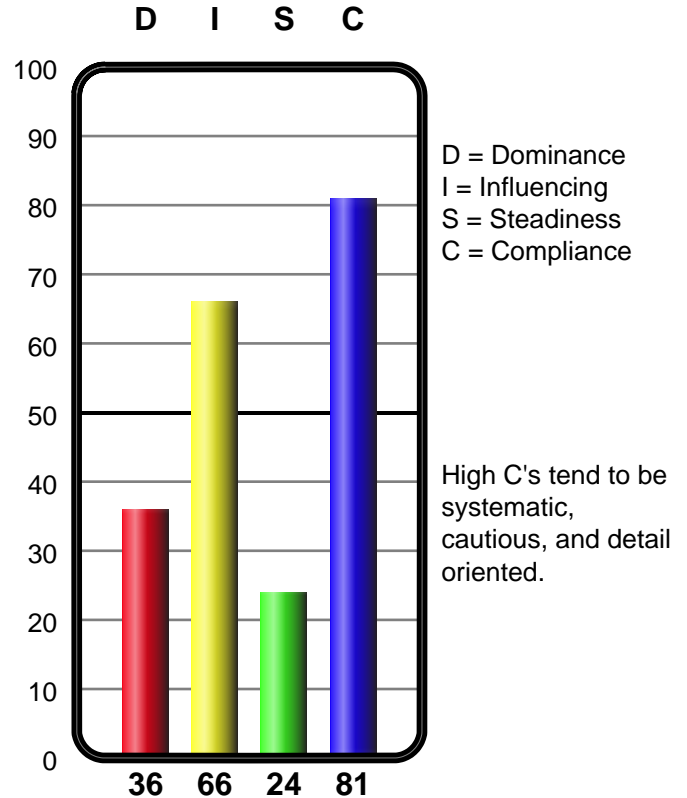


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



1.7



Value to a Team

Comprehensive in problem solving.

Accurate and intuitive.

Deadline conscious.

Always concerned about quality work.

Proficient and skilled in his technical specialty.

Good mixer.