

joell amaro
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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.

joell prides himself on being incisive. He wants to get things done by proceeding with the facts that are at hand. When joell sees something that is wrong he wants to fix it. He is oriented toward achieving practical results. He wants the safety features on his equipment to be in good working order. He tends to be his own worst critic constantly reminding himself that he could have done better if given more time. joell is a real stickler for quality and systems; to ensure quality. Following procedures is his way of ensuring quality and orderly work. joell can be depended upon to follow set procedures of work activity. He may have a low trust level of others. He keeps his equipment in good working order and likes others who also use the equipment to share the same concern. In conflict situations, joell usually remains calm and cool-headed. When things calm down, however, he may suffer some delayed reaction. While he may not be a perfectionist with all things, he has certain activities that will always be done with the same high standards in mind.

joell 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. Because he knows that he can rely on the "tried and true," joell places high value on tradition and traditional things. He tends to become bogged down in details. He may accumulate so much data that the details overwhelm him. He 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. joell has an acute awareness of social, economic and political implications of his decisions. He feels tension when forced to make major decisions quickly. He can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts."

joell's work represents his true self and he will take issue when people attack the quality of his work. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." Whenever possible, joell avoids face-to-face conflict. joell has a low trust level with strangers. This becomes apparent when he asks specific and perhaps blunt questions. He does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. People who show up early or late for appointments may upset him, since his work plans are disrupted. joell makes an agenda and prefers that others not change it. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Maintains standards.
- Objective--"The anchor of reality."
- Conscientious and steady.
- Objective and realistic.
- Accurate and intuitive.
- Comprehensive in problem solving.
- Always concerned about quality work.
- Presents the facts without emotion.

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.

- Appear somewhat aloof and cool to the emotional appeal of others.
- Yield his position to avoid controversy.
- Be self-deprecating--doesn't project self-confidence.
- Be suspicious and pessimistic of any new project. Wants more support than is necessary.
- Be critical of any approach that is not regarded as purely logical or factual (to his standards).
- Fail to tell others where he stands on an issue.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.

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 details in writing.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Use expert testimonials.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Use the proper buzz words that are appropriate to his expertise.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Be prepared with the facts and figures.
- Make an organized presentation of your position, if you disagree.
- Listen to him.
- Prepare your "case" in advance.
- Have the facts in logical order.
- Give him time to analyze the data before making a decision.
- Use an unemotional 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.

- Use high speed, intense inputs.
- Be superficial.
- Use gimmicks or clever, quick manipulations.
- Pretend to be an expert, if you are not.
- Rush the decision-making process.
- Touch his body when talking to him.
- Use testimonies of unreliable sources; don't be haphazard.
- Stand too close--give two to three feet of space.
- Make statements you cannot prove.
- Overuse gestures.
- Leave things to chance or luck.

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.

- His desire to learn more allows processes to become more effective.
- Asks many questions to find the correct answers.
- Likes to do it right the first time and wants recognition for this.
- Holds others to high standards.
- Methodical and reliable researcher.
- Good listener when being presented with accurate facts and figures.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when his position or status is questioned.

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.

- Never enough facts to prove the new theory.
- Can be defensive when hard facts are questioned.
- Can confuse his desire for authority or power with his want for enforcing rules.
- May set unreachable standards for himself and others.
- Will have difficulty in establishing priorities in learning new matters.
- May withhold sharing of knowledge to meet his security needs.
- May let other's criticism of his work continually frustrate him.
- Can come across as stubborn and unwilling to change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Close relationship with a small group of associates.
- Little conflict between people.
- A credible manager that provides enough information.
- An environment where being prepared for meetings is rewarded.
- Ability to control the review and storage of facts and data.
- Opportunity to be the silent leader behind the team.

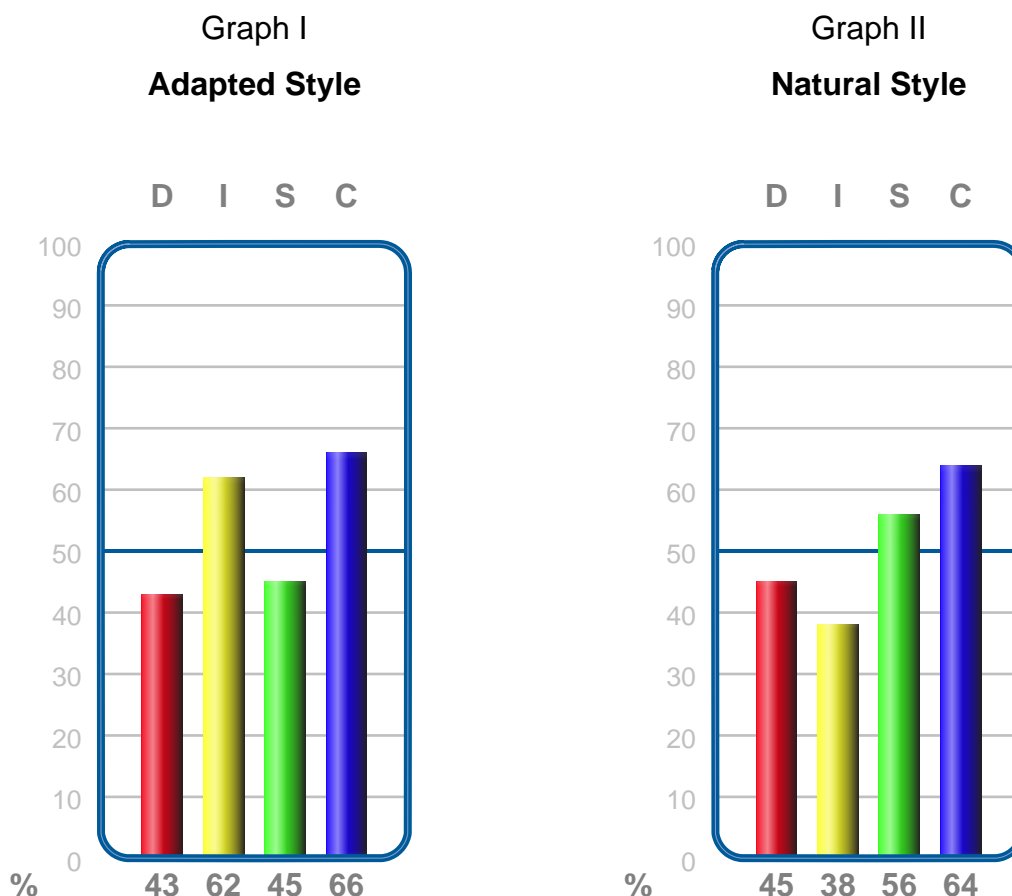
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Better planning and fewer changes in the organization.
- Safety and security of the situation.
- To be seen as the keeper of information.
- Information on how to do things right, for fear of making a mistake.
- Recognition for calculated risk-taking and plans for action.
- Time to determine when and where to share information.

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:

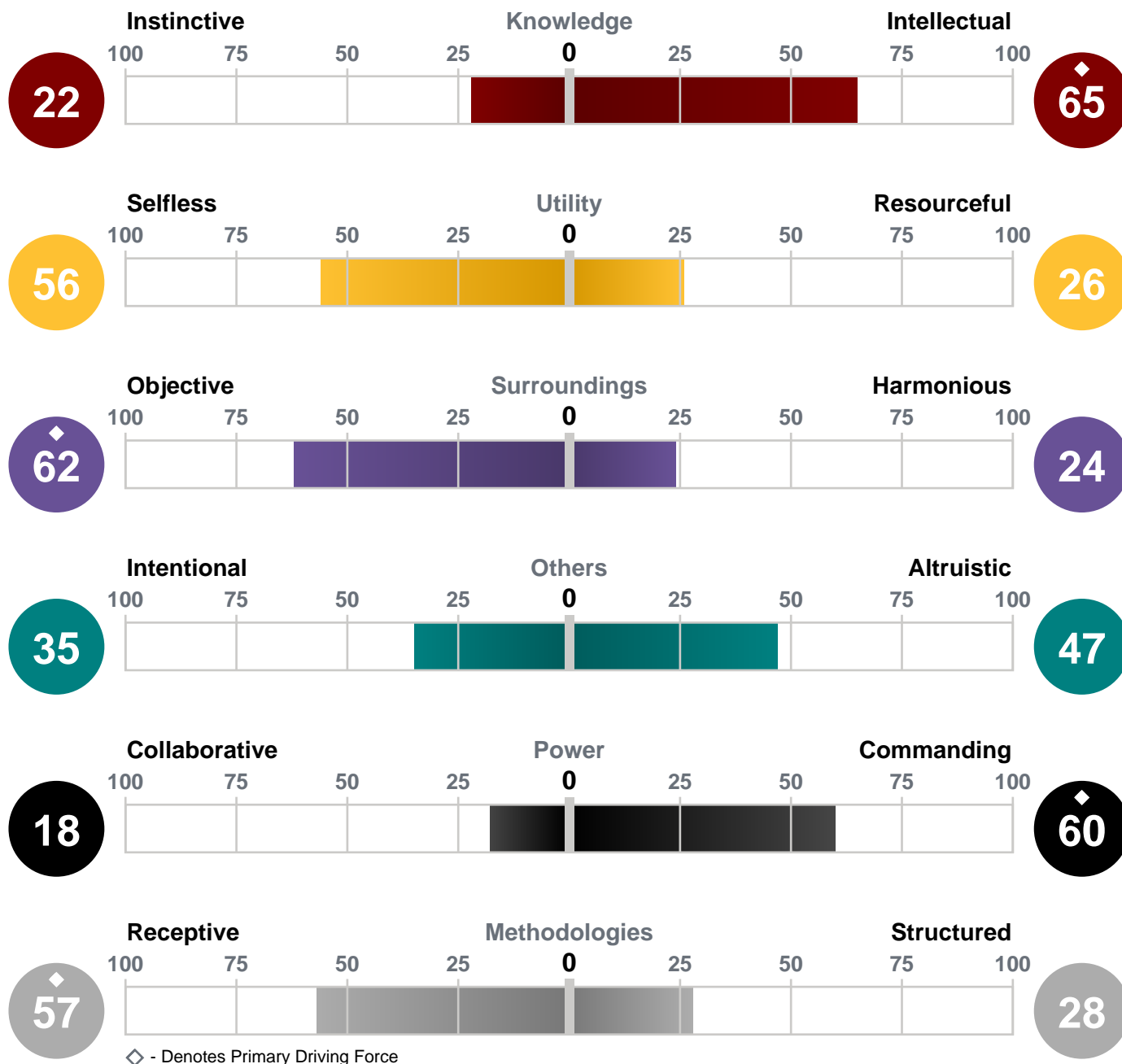
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

- joell's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- joell 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 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.
- Money itself is not as important as what it will buy.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- joell will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- joell will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- joell can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.

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 joell because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Traditions will not place limits or boundaries on joell.
- joell can be creative in interpreting other systems or traditions and selective in applying those traditions.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- joell'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.
- In many cases, joell will want to set his own rules which will allow his own intuition to guide and direct his actions.

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.

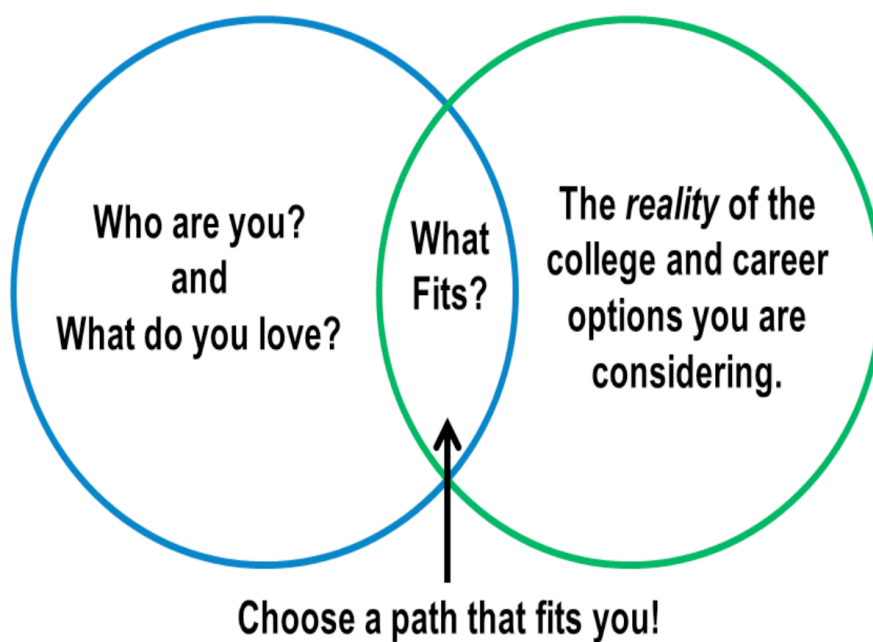
- Unpleasant surroundings will not stifle his creativity.
- The utility of "something" is more important than its beauty, form and harmony.
- joell is not necessarily worried about form and beauty in his environment.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.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

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

Biochemistry, Biophysics
Biology
Chemistry
Criminology, Forensics
Ecology
Economics
Information Technology
Journalism
Library Science
Microbiology
Neuroscience
Web Design, Web Administration

Business

Facilities Planning and Management

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Nonprofit Management
Nutrition and Diet Science
Renewable Energy

Health Sciences

Clinical Research
Hospital and Health Administration
Nursing
Pre-Medicine

Other Career Paths

Military Service

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2061	4+	Computer Hardware Engineer
17-2041	4+	Chemical Engineer
17-1012	4+	Landscape Architect
15-1051	4+	Computer Systems Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9021	4+	Construction Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector

NEXT STEPS: POSSIBLE CAREER IDEAS

43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Participate in class discussions.
- Listen and think positively about the concepts you are studying.
- Study alone.
- Think positively about each class.
- Ask yourself questions - either from the class material or ones you make-up.
- Set challenging goals.
- Make sure you understand course expectations and ask if necessary.
- Don't listen so critically that you miss the intended ideas.
- Force yourself to ask your classmates questions.
- Think positively about your ability to pass every class with high marks.
- Listen for ideas and think how they may apply to your future.

Strengths

His desire to learn more allows processes to become more effective.

Asks many questions to find the correct answers.

Likes to do it right the first time and wants recognition for this.

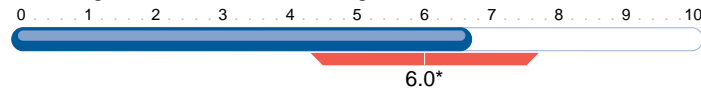
Holds others to high standards.

Methodical and reliable researcher.

A "winner" who is consistent but does not brag about accomplishments.

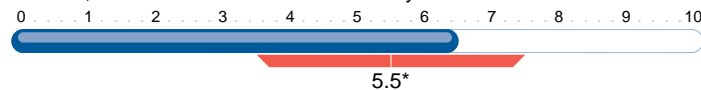
Motivators

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



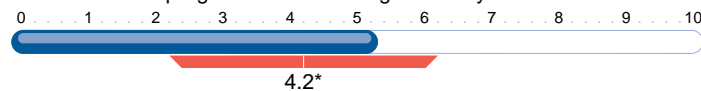
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



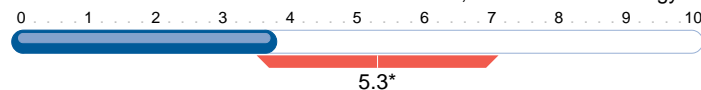
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



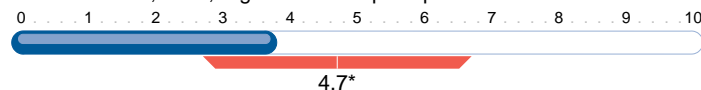
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



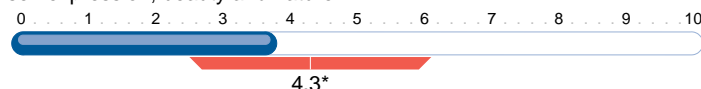
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

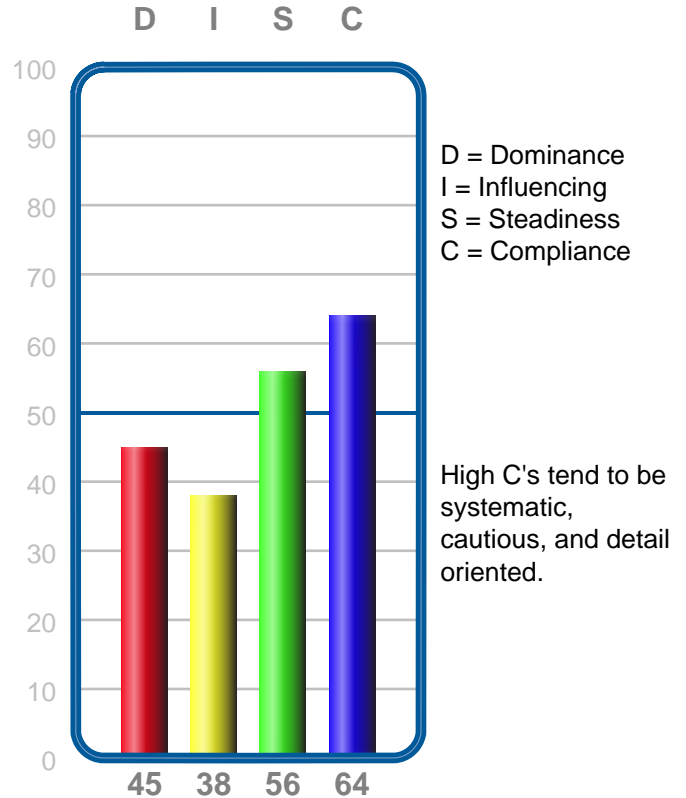


3.8

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



3.8



Value to a Team

Presents the facts without emotion.

Objective--"The anchor of reality."

Can make decisions without getting emotionally involved.

Conscientious and steady.

Comprehensive in problem solving.

Proficient and skilled in his technical specialty.