

Jerry Montoya
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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.

Jerry tends to build a close relationship with a relatively small group of associates. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. At times, Jerry would like to slow the world down and cut out some of the activities people want him involved in. Jerry doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. Relationships with others are warm, personal and lasting. He prefers to help and support others rather than compete against them. He is often seen as practical and objective. Jerry 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. He looks to people for support and inner-satisfaction as a way to reach his personal goals.

Jerry prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is persistent and persevering in his approach to achieving goals. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Jerry is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He often thinks over major decisions before acting. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process.

Jerry usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He likes a friendly, open style of communication. He will be open with those he trusts; however, reaching the required trust level may take time. Jerry is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Respect for authority and organizational structure.
- Flexible.
- Turns confrontation into positives.
- Service-oriented.
- People-oriented.
- Adaptable.
- Patient and empathetic.

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 dependent on others for decisions, even if he knows he is right.
- Not let others know where he stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not take action against those who challenge or break the rules or guidelines.
- Be too conservative--bides time and avoids much that is new.
- Underestimate his abilities.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.

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.

- Give him time to ask questions.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Be sincere and use a tone of voice that shows sincerity.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Move casually, informally.
- Use scheduled timetable when implementing new action.
- Support your communications with correct facts and data.
- Be prepared.
- Start, however briefly, with a personal comment. Break the ice.
- Take your time and be persistent.
- Define clearly (preferably in writing) individual contributions.
- Provide a friendly environment.
- Take time to be sure that he is in agreement and understands what you said.

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.

- Patronize or demean him by using subtlety or incentive.
- Be haphazard.
- Be domineering or demanding; don't threaten with position power.
- Offer assurance and guarantees you can't fulfill.
- Give your presentation in random order.
- Push too hard, or be unrealistic with deadlines.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Make promises you cannot deliver.
- Be abrupt and rapid.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.

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.

- Steady, consistent and balanced member of the team.
- Highly in tune to the environment and synergy within it.
- Able to be a strong listener, who can become a lifelong friend.
- Willing to be the support system behind the cause.
- Expresses and strives for a balanced team.
- Will convey optimism for new ideas.
- Wants to be seen as a leader in humanitarian issues.
- Sings the praises of peers and the contributions others make.

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.

- Wants to enhance surroundings, but struggles with the need to change.
- Keeps to himself resulting in unexpressed viewpoints.
- Can take a long time in addressing sensitive issues that could help others.
- May always place blame on himself.
- Has difficulty looking at situations objectively.
- Situational listener to other's perspective on the experience.
- When helping others, may talk too much about himself.
- May overestimate the impact he can have on others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- A stable and predictable environment.
- A fun and creative working environment.
- A forum to participate in meetings with others in an inviting meeting space.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Work on a team that has common interests and desires.

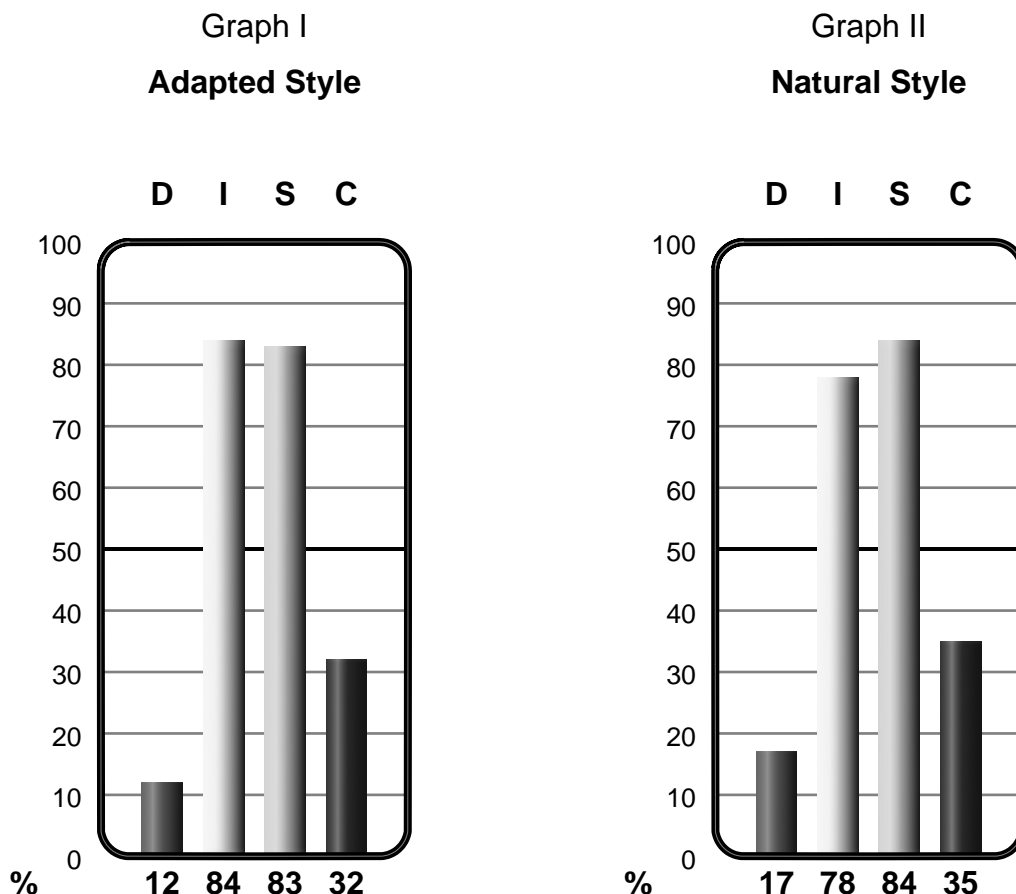
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- Activities that don't infringe on family life.
- The experience of the people and the surroundings to be happy and balanced.
- To be involved in keeping morale high and an overall harmonious work environment.
- Consistency in ways he can contribute to people, the organization and causes.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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:

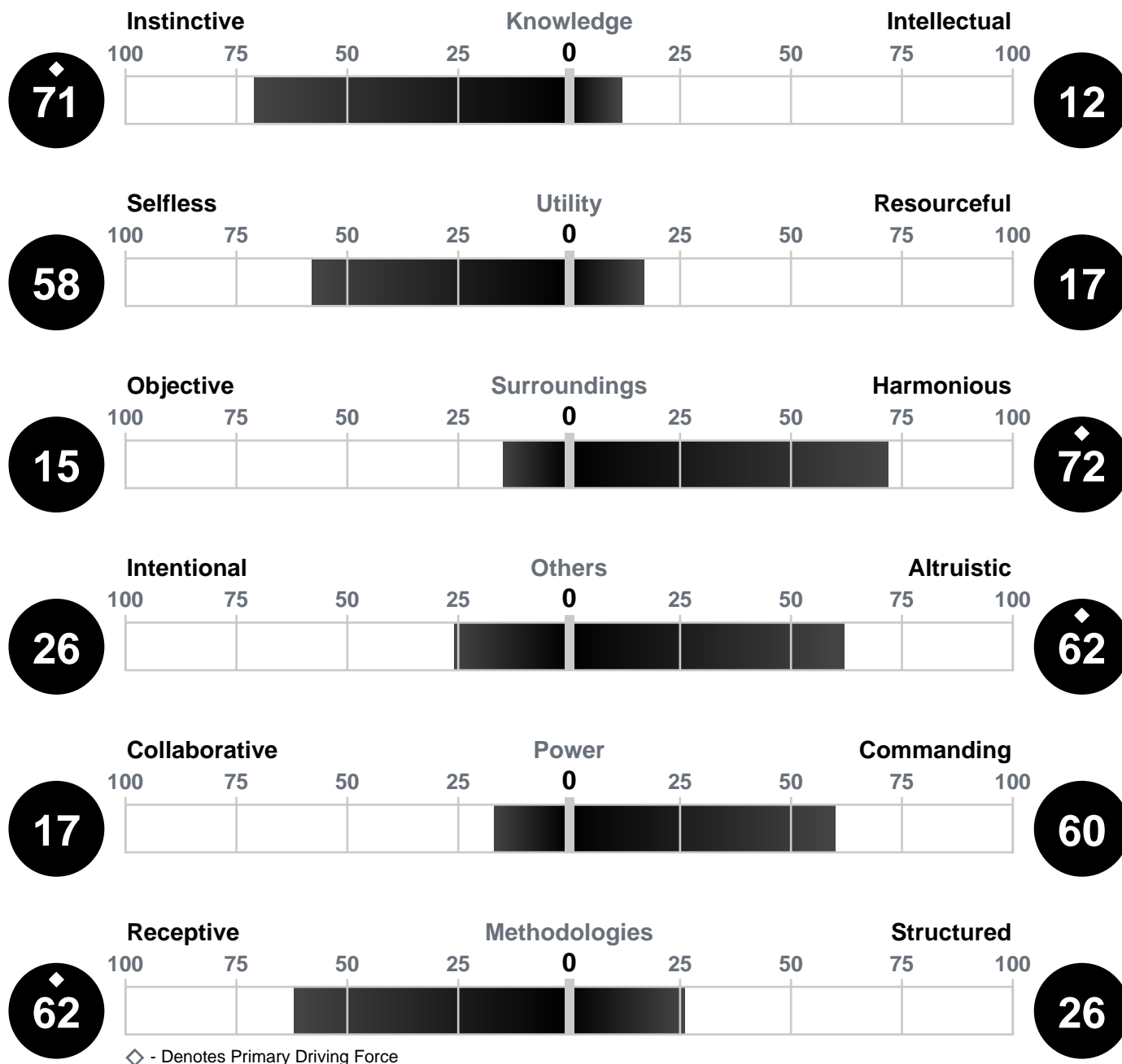
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.
- Jerry 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.

- 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.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- Jerry can be assertive in meeting his needs.
- At times Jerry can be very competitive.

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.

- Money itself is not as important as what it will buy.
- Jerry will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Jerry can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Jerry will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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.

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

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

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

Botany
Composition, Writing
Creative Writing
Dance
Education Counselor
Geology, Earth Sciences
International Studies and Relations
Library Science
Paleontology
Performing Arts, Theatre
Philosophy, Religious Studies
Theology
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Dental Assistance
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Graphics, Animation
Desktop Publishing
Environment, Conservation and Sustainability
Graphic Design

NEXT STEPS: POSSIBLE DEGREE MATCHES

Life Coaching
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Social Work
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Occupational Therapy

Other Career Paths

Child Care, Family Services
Personal Care Technician
Publishing

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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director

NEXT STEPS: POSSIBLE CAREER IDEAS

25-2011	2+	Teacher, Preschool
49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
27-1023	HS	Floral Designer

STUDY TIPS

- Try new ways of learning.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Study or review notes before each class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Don't let others intrude upon your study time.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set goals which challenge your abilities.
- Set realistic goals.
- Meditate and think positive thoughts before taking an exam.

Strengths

Steady, consistent and balanced member of the team.

Highly in tune to the environment and synergy within it.

Able to be a strong listener, who can become a lifelong friend.

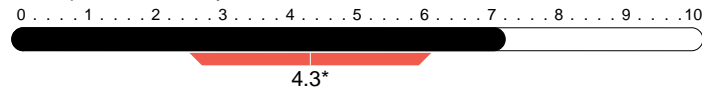
Willing to be the support system behind the cause.

Expresses and strives for a balanced team.

Wants to be seen as a leader in humanitarian issues.

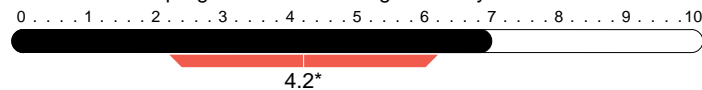
Motivators

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



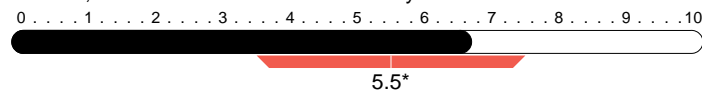
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



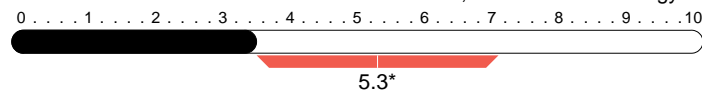
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



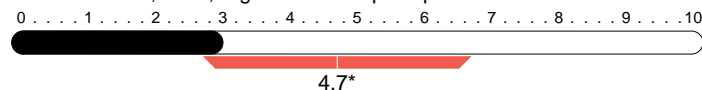
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



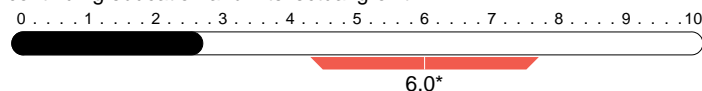
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

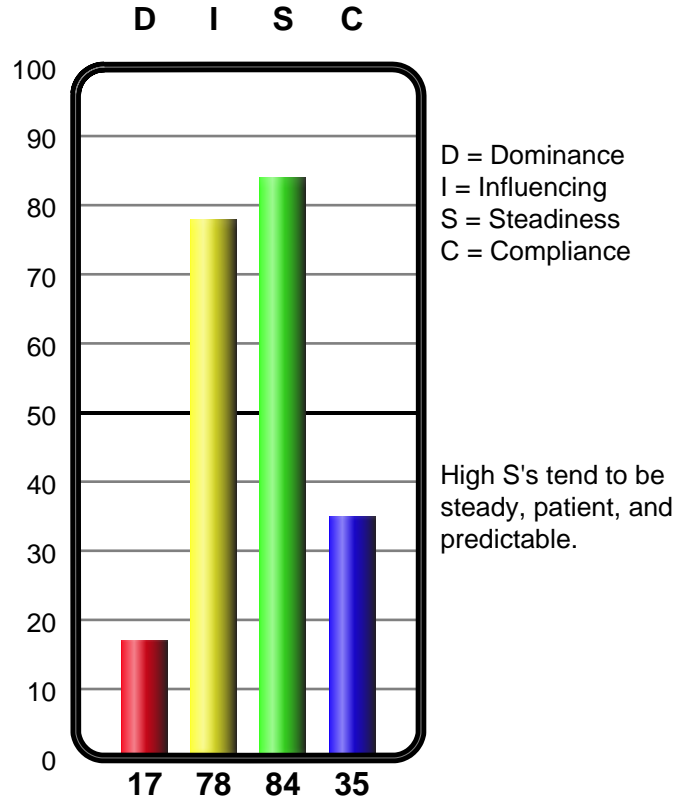


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6. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



2.7



Value to a Team

Flexible.

Turns confrontation into positives.

Patient and empathetic.

Builds good relationships.

Service-oriented.

Respect for authority and organizational structure.