

**jayson martinez**  
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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.*

jayson likes feedback from his manager on how he is doing. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is optimistic and usually has a positive sense of humor. He, an outgoing person, feels at home with strangers. jayson tends to trust people and may be taken advantage of because of his high trust level. He likes freedom from many controls. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes to develop people and build organizations. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He has a good sense of urgency.

jayson tends to break the rules and then attempts to sell you on the fact it was the proper thing to do. He usually makes decisions after gathering some facts and supporting data. 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. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Sometimes he will seek the quick and simple decision. His aversion to detailed work motivates his desire for simplicity. He likes to be involved in the decision-making process. He tends to make snap judgments or impulsive decisions. He makes quick decisions.

jayson is people-oriented and verbally fluent. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, jayson will attempt to put them at ease. He will optimistically interact with people in an assured, diplomatic and poised manner. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! jayson is good at negotiating conflict between others. jayson feels that "if everyone would just talk it out, everything would be okay!" Some see him as too talkative and emotional. Sometimes he can get caught short on the facts and figures needed to support his ideas. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Motivates others towards goals.
- Accomplishes goals through people.
- Negotiates conflicts.
- Good mixer.
- Positive sense of humor.
- Optimistic and enthusiastic.
- Ability to handle many activities.
- Verbalizes his feelings.

## 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.
- Be too verbal in expressing criticism.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Have difficulty planning and controlling time expenditure.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.

## 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.*

- Be open, honest and informal.
- Give strokes for his involvement.
- Ask for his opinions/ideas regarding people.
- Verify that the message was heard.
- Provide a warm and friendly environment.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide systems to follow.
- Provide testimonials from people he sees as important.
- Use his jargon.
- Read the body language for approval or disapproval.
- Be isolated from interruptions.
- Provide ideas for implementing action.
- Put projects in writing, with deadlines.

## 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.*

- Talk down to him.
- "Dream" with him or you'll lose time.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Assume he heard what you said.
- Leave decisions hanging in the air.
- Drive on to facts, figures, alternatives or abstractions.
- Use paternalistic approach.
- Take credit for his ideas.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Dictate to him.

## STYLE: YOUR STRENGTHS

*These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.*

- Being an optimistic leader.
- Capable of addressing conflict for a win-win scenario.
- Expresses and strives for a balanced team.
- Motivates others to express themselves.
- Seeks the challenge and opportunity to win.
- Bottom-line focused when leading others.
- May take a leadership position with ideas on protecting or preserving.
- Will do what he commits to, to ensure harmony.

## STYLE: SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- May be viewed as someone who over promises and under delivers.
- Can disclose their agenda to the wrong people.
- Has difficulty looking at situations objectively.
- Overly optimistic in his ability to bring balance to any situation.
- May always want to display his superiority through problems or challenges.
- Can set personal standards too high.
- Enjoyment of an experience does not always translate to winning.
- The need for things to be aesthetically pleasing can get in the way of results.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Freedom of movement.
- A forum to participate in meetings with others in an inviting meeting space.
- Harmonious, results-driven environment.
- An environment to express ideas to influence people.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.

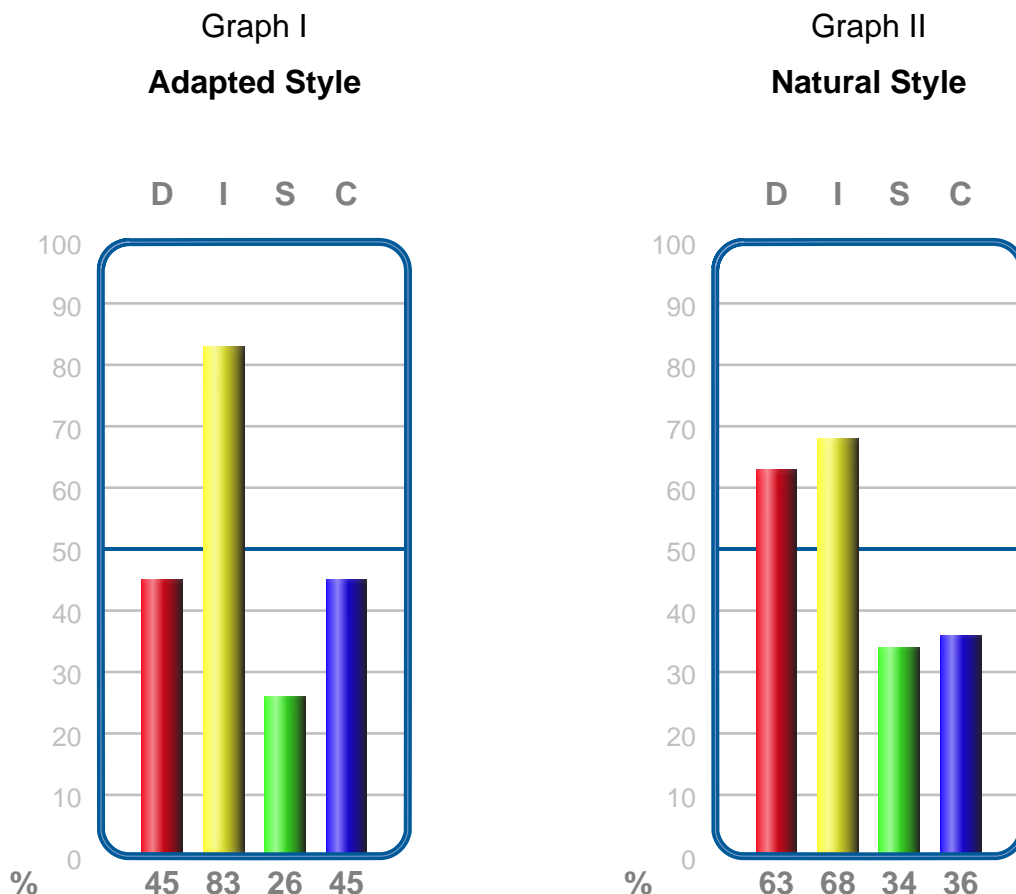
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be seen as a leader.
- A friendly work environment.
- To be involved in keeping morale high and an overall harmonious work environment.
- Physical attributes to indicate the status of success.
- Public recognition of power and prestige.
- Power and control over outcomes and goals.

## 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:

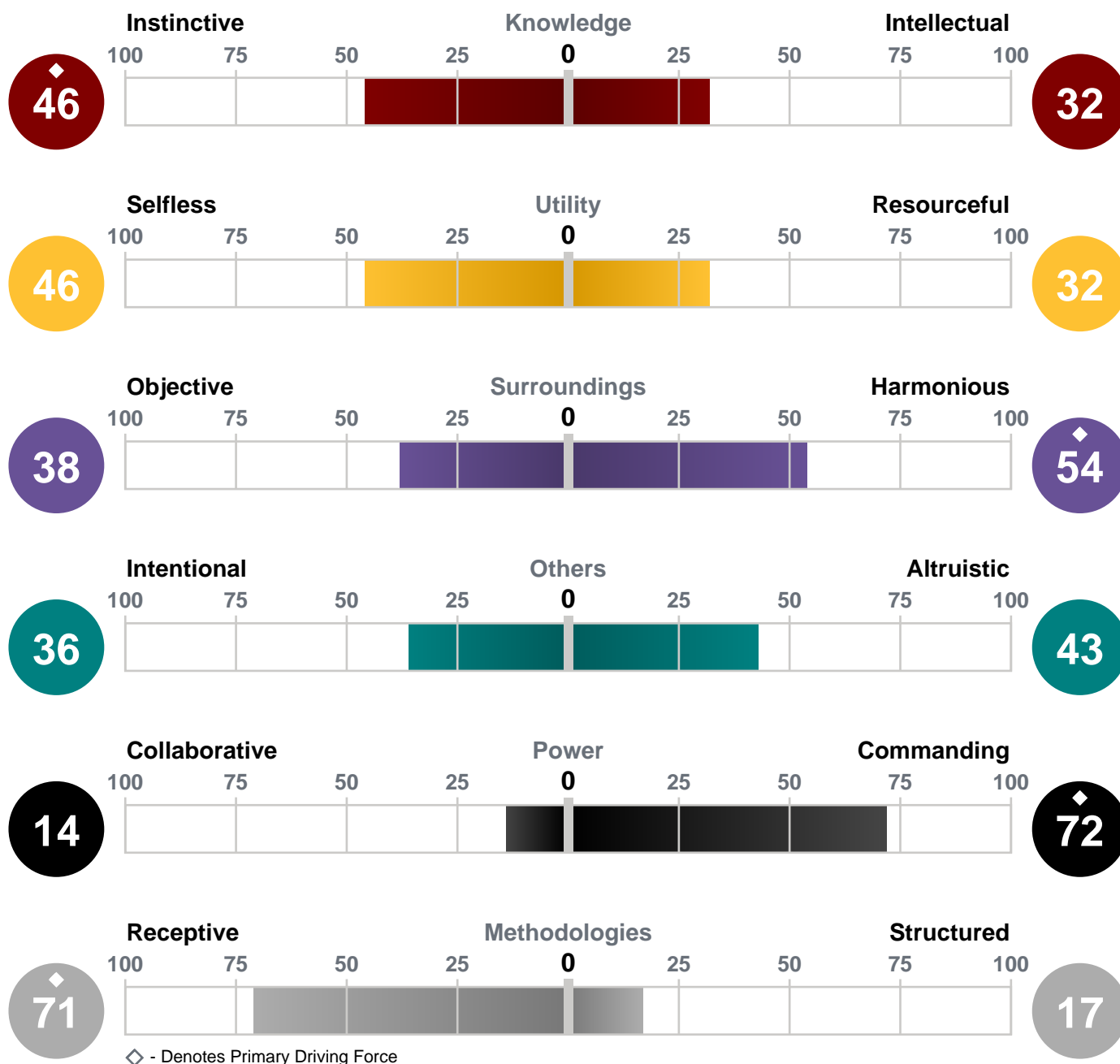
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

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

## 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.*

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

- Money itself is not as important as what it will buy.
- He will use wealth as a yardstick to measure his work effort with certain activities.
- jayson will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- jayson will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- jayson 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 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 may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- jayson will only read books that relate to his chosen field or special interests.
- jayson will not seek knowledge based on curiosity or just for the sake of knowledge.
- jayson will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- When required, jayson will seek knowledge to better understand a particular situation.
- For jayson, personal experiences are a key factor in decision making.
- He will attempt to take the practical approach and not over-analyze the process.
- jayson can be turned off by people who talk about things in detail if he has no interest in the subject.
- jayson will use an instinctual approach to problem solving.

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

## NEXT STEPS: CHOOSE A PATH

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

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

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



### COMING SOON...

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

**Stay tuned to our progress at [www.IndigotheAssessment.com](http://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  
Meteorology  
Radio and Broadcast Communications  
Web Design, Web Administration

### Business

Advertising  
Business Communications, Public Relations  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Entrepreneurism

### Environmental, Agriculture and Food

Culinary Science

### Evolving Opportunities

Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Entrepreneurial Studies  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Urban and City Planning  
Videography

### Health Sciences

Exercise Science  
Kinesiology

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Other Career Paths

Apparel Fashion



## 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
27-1011	4+	Art Director
19-3051	4+	Urban & Regional Planner
17-2081	4+	Environmental Engineer
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent

## NEXT STEPS: POSSIBLE CAREER IDEAS

27-1026	2	Merchandise Displayer & Window Trimmer
43-5011	HS	Cargo & Freight Agent

## STUDY TIPS

- Review notes from previous lessons to prepare yourself for the next.
- Review your notes after class.
- Determine the grade you want in each class before the term begins and study accordingly.
- Cut down on some of your activities and devote this time to studying.
- Underline or highlight when you read; make study notes.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Write detailed instructions for each class assignment.
- Set aside time to plan.
- Listen for ideas and facts to support the main idea.
- Take meaningful notes.
- Use a quiet place for studying when possible.
- Socialize after studying - not before.

## Strengths

Being an optimistic leader.

Capable of addressing conflict for a win-win scenario.

Expresses and strives for a balanced team.

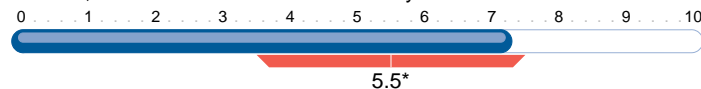
Motivates others to express themselves.

Seeks the challenge and opportunity to win.

May take a leadership position with ideas on protecting or preserving.

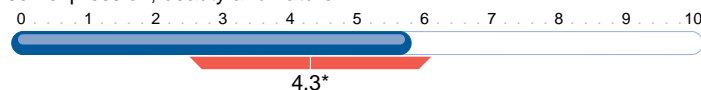
## Motivators

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



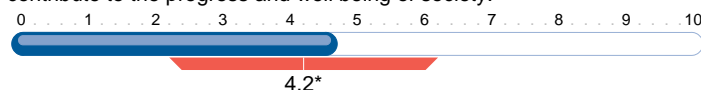
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**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



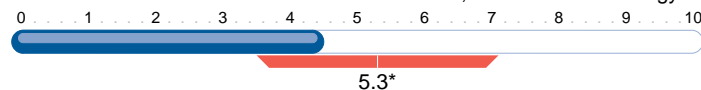
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**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



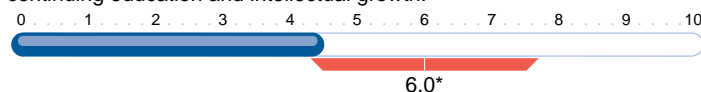
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



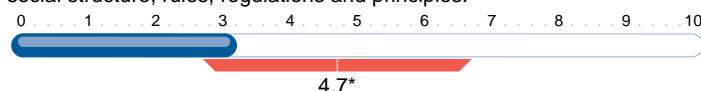
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**5. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

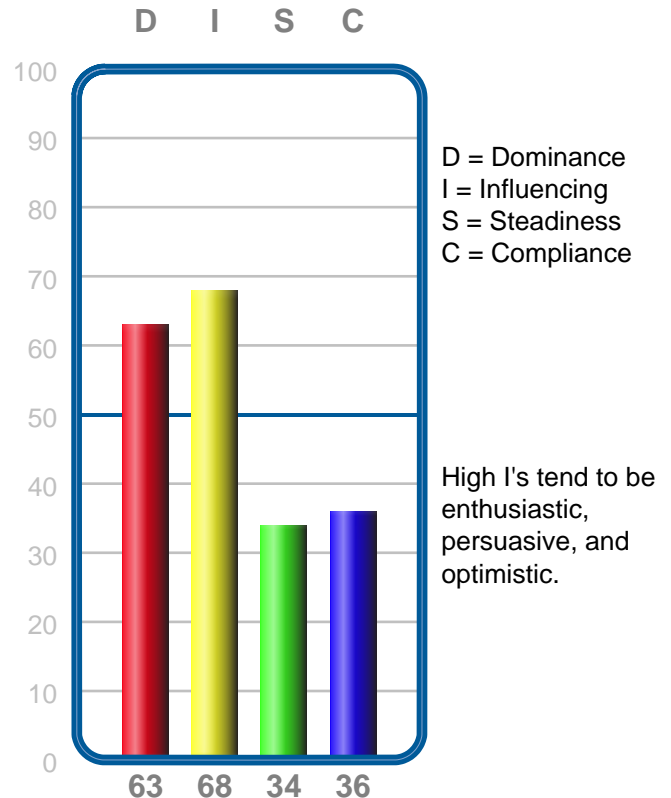


4.5

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



3.2



## Value to a Team

Motivates others towards goals.

Few dull moments.

People-oriented.

Optimistic and enthusiastic.

Ability to handle many activities.

Builds confidence in others.