

Hansel Mateos
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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.

Hansel prefers working for a participative manager. He does his best work in this kind of environment. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He can be seen as a person of good will. He places his focus on people. To him, strangers are just friends he hasn't met! His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He likes to develop people and build organizations. He wants to know what others think of him. He wants and tries to please. Hansel, because of high standards, is sensitive to criticism of his work. Sometimes he does his best work in order to gain acceptance from others. He is a team player and desires acceptance as a member of the team.

Hansel may be inconsistent in disciplining others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. Decisions are made after gathering facts and supportive data. Hansel is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He likes to be involved in the decision-making process. He is good at solving problems that deal with people. Because of his trust and willing acceptance of people, he may misjudge the abilities of others.

Hansel tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. It is important for Hansel to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He usually uses many gestures when talking. Hansel is always concerned with other people's feelings and thoughts. He often makes suggestions to others, but rarely attempts to force his ideas on them. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Verbalizes his feelings.
- Flexible.
- Creative problem solving.
- Adaptable.
- Turns confrontation into positives.
- Builds confidence in others.
- Team player.
- People-oriented.

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.

- Trust people indiscriminately if positively reinforced by those people.
- Make decisions based on surface analysis.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Have difficulty planning and controlling time expenditure.
- Be so enthusiastic that he can be seen as superficial.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.

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.

- Take time to be sure that he is in agreement and understands what you said.
- Talk about him, his goals and the opinions he finds stimulating.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide solid, tangible, practical evidence.
- Be prepared.
- Support your communications with correct facts and data.
- Give him time to ask questions.
- Provide testimonials from people he sees as important.
- Keep conversation at discussion level.
- Provide ideas for implementing action.
- Deal with details in writing, have him commit to modes of action.
- Plan interaction that supports his dreams and intentions.
- Read the body language for approval or disapproval.

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.

- Kid around too much, or "stick to the agenda" too much.
- Legislate or muffle--don't overcontrol the conversation.
- Use testimonies from unreliable sources.
- Talk in a loud voice or use confrontation.
- Take credit for his ideas.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Talk to him when you're extremely angry.
- Be dictatorial.
- Rush him in the decision-making process.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.
- Talk down to him.
- Be haphazard.

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.

- Motivates others to continue education.
- Looks for the positive side of every situation.
- Optimistic in process improvement.
- Brings enthusiasm to practical situations.
- Wants to know everything about the process, which leads to high standards and results.
- His desire to learn more allows processes to become more effective.
- Expectations are clear, tangible and have a bottom-line focus.
- Offers an objective perspective on how the goal can be obtained within the established framework.

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.

- A desire to share information can impede his ability to listen and learn.
- Will tend to elaborate on limited data.
- Struggles with balancing efficiency and interaction with others.
- May not recognize increased risk associated with bigger rewards.
- Wants a consistent process but constantly looking to make sure it is correct.
- Never enough facts to prove the new theory.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- Calculates every variable, which may not be the best use of his time.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom of movement.
- Familiar work environment with a predictable pattern.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- People-oriented returns are rewarded higher than task-oriented returns.
- Ability to be direct and to-the-point with the appropriate return on investment data.

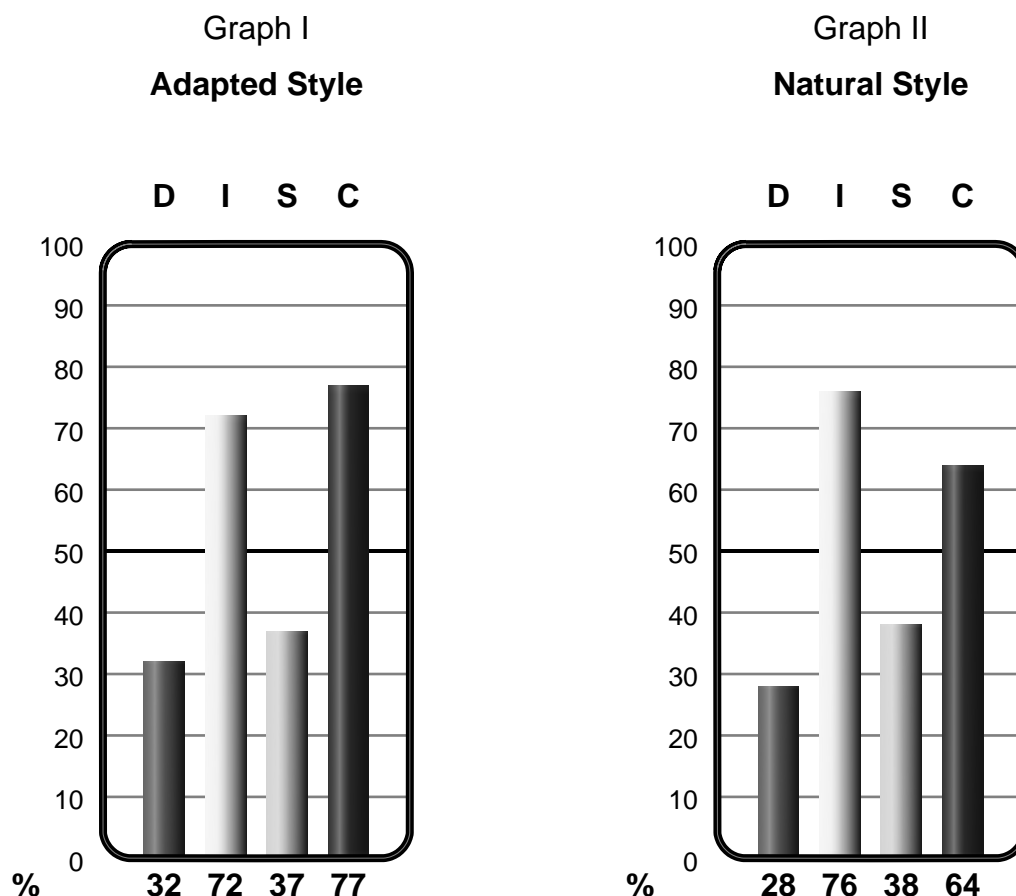
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Operating procedures in writing.
- Praise for his knowledge base and research capabilities.
- The opportunity to share knowledge with others.
- Freedom to include others in the celebration of achievements.
- Policies to follow that have previous evidence of achieving outcomes in which he is being held accountable for.

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:

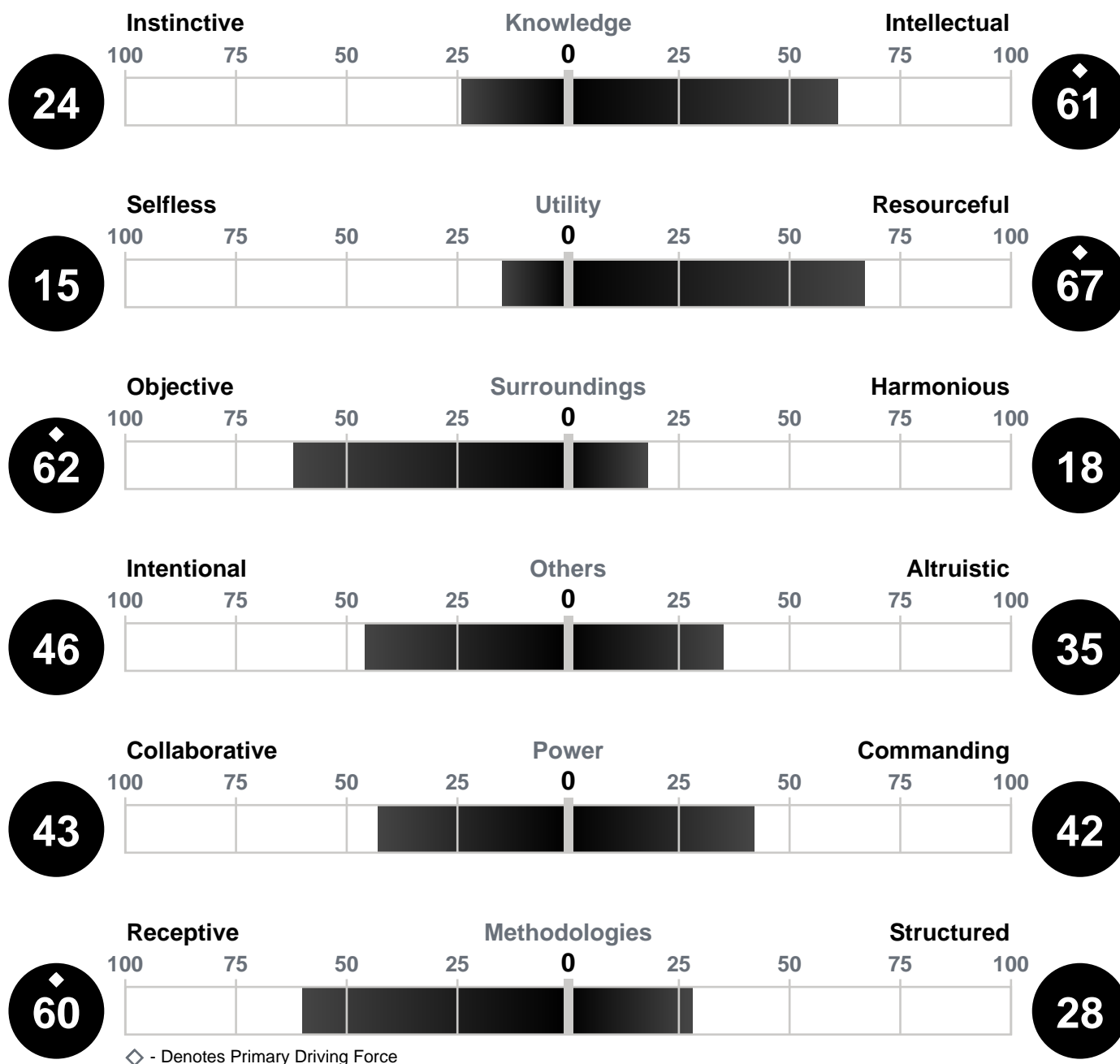
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Hansel is very good at integrating past knowledge to solve present problems.
- A comfortable job for Hansel is one that challenges his knowledge.
- He will usually have the data to support his convictions.
- Hansel has the potential to become an expert in his chosen field.
- Hansel 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.

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 evaluates things for their utility and economic return.
- He will work long and hard to satisfy his needs.
- Hansel tends to give freely of time and resources, but will want and expect a return on his investment.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- Hansel is good at achieving goals.
- He may use wealth as a yardstick to measure his work effort.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

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.
- Hansel can be assertive in meeting his needs.
- At times Hansel can be very competitive.

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.

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

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

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

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

Computer Science
Criminology, Forensics
Film and Television Production
Information Technology
Legal Assistance, Paralegal Studies
Library Science
Mathematics, Applied Math
Political Science
Pre-Law
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Business Management, Consulting
Construction Management
Facilities Planning and Management
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Construction
Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Bio Engineering
Computer Engineering

Environmental, Agriculture and Food

Natural Sciences

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Ecommerce
Inside Sales
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Urban and City Planning
Web Development

Health Sciences

Exercise Science
Kinesiology
Physical Therapy, Sports Medicine
Pre-Medicine
Pre-Ophthalmology
Pre-Veterinary Medicine

Other Career Paths

Customer Account Management and Service
Event Planning
Military Intelligence and Technology
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
29-2031	4+	Cardiovascular Technician
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
25-2011	2+	Teacher, Preschool
31-9092	2	Medical Assistant
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
39-6012	HS	Concierge

STUDY TIPS

- Take meaningful notes.
- Ask questions about things for which you are unsure.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.
- Set goals which challenge your abilities.
- Study or review notes before each class starts.
- Review your notes after class.
- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- Socialize after studying - not before.
- Don't doodle.

Strengths

- Motivates others to continue education.
- Looks for the positive side of every situation.
- Optimistic in process improvement.
- Brings enthusiasm to practical situations.
- Wants to know everything about the process, which leads to high standards and results.
- Expectations are clear, tangible and have a bottom-line focus.

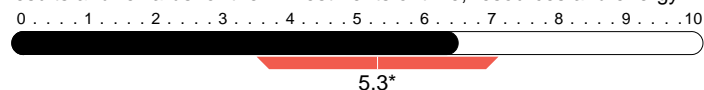
Motivators

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



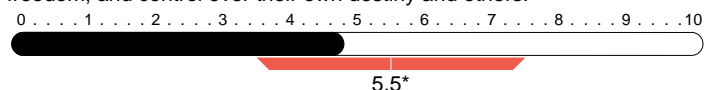
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2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



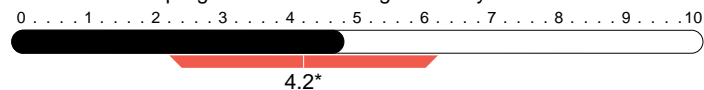
6.5

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



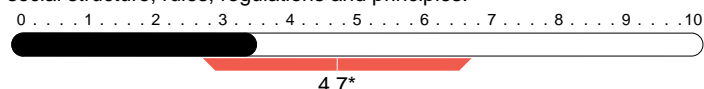
4.8

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



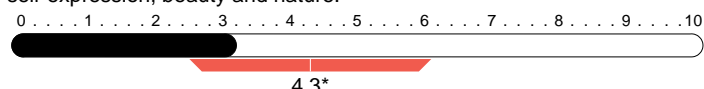
4.8

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

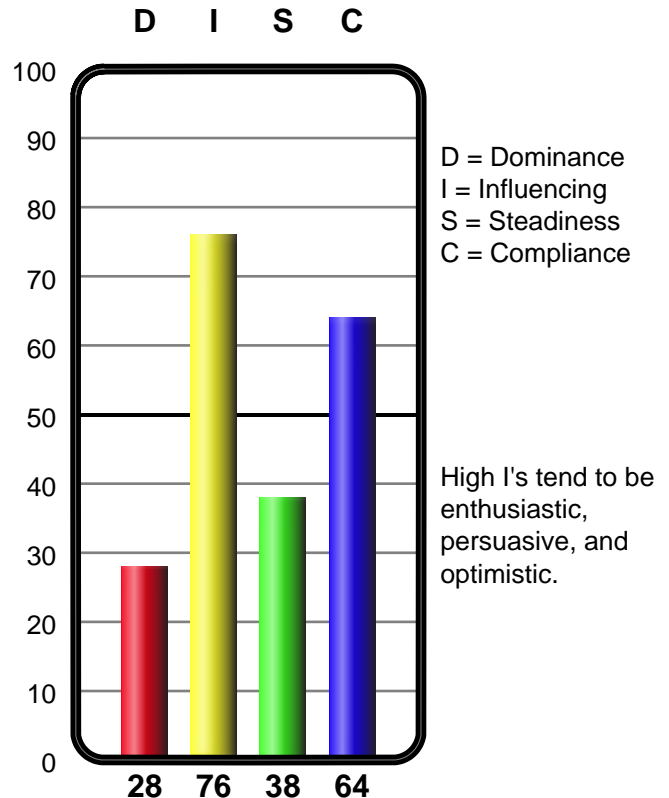


3.5

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



3.2



Value to a Team

Optimistic and enthusiastic.

Respect for authority and organizational structure.

Turns confrontation into positives.

Verbalizes his feelings.

Positive sense of humor.

Builds confidence in others.