

Alessandro Ramon
10-11-2016



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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.

Alessandro believes in getting results through other people. He prefers the "team approach." He projects a self-assured and self-confident image. He likes to get results through others. He is at his best when he has people working with him. He is approachable, affectionate and understanding. Alessandro 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 tends to trust people and may be taken advantage of because of his high trust level. Alessandro 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.

Alessandro may leap to a favorable conclusion without considering all the facts. He is good at solving problems that deal with people. He 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. 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. He likes working for managers who make quick decisions.

Alessandro is people-oriented and verbally fluent. It is important for Alessandro 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 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. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Alessandro will attempt to put them at ease. Alessandro tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He judges others by their verbal skills and warmth. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Team player.
- Big thinker.
- Has the confidence to do the difficult assignments.
- Negotiates conflicts.
- Pioneering.
- Can support or oppose strongly.
- Positive sense of humor.
- Self-reliant.

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 too verbal in expressing criticism.
- Overuse praise in motivating others.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be so enthusiastic that he can be seen as superficial.

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.

- Ask for his opinions/ideas regarding people.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide solutions--not opinions.
- Use a motivating approach, when appropriate.
- Provide testimonials from people he sees as important.
- Clarify any parameters in writing.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Talk about him, his goals and the opinions he finds stimulating.
- Flatter his ego.
- Understand his defiant nature.
- Define the problem in writing.

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.

- Ramble.
- Legislate or muffle--don't overcontrol the conversation.
- Be paternalistic.
- Let him overpower you with verbiage.
- Leave decisions hanging in the air.
- Give him your opinion unless asked.
- Talk down to him.
- "Dream" with him or you'll lose time.
- Be dictatorial.
- Drive on to facts, figures, alternatives or abstractions.
- Be curt, cold or tight-lipped.

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.
- Utilizes people to win and accomplish goals.
- Good at promoting causes that improve society.
- Great at generating excitement in others and getting people on board.
- Will take a firm stance when his position or status is questioned.
- Wants to control his destiny, but does so in a soft way.
- Accommodating and pleasing others is one of his natural talents.
- Willing to be the support system behind the cause.

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.
- As a leader may over focus on self and his own needs.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Has trouble making difficult decisions that affect others.
- Can come across as stubborn and unwilling to change.
- Has strong opinions but may not always share them.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May always place blame on himself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- Groups and committees are present in order to assist charities and social causes.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- An environment where he can "lead the parade".
- Opportunity to be the silent leader behind the team.

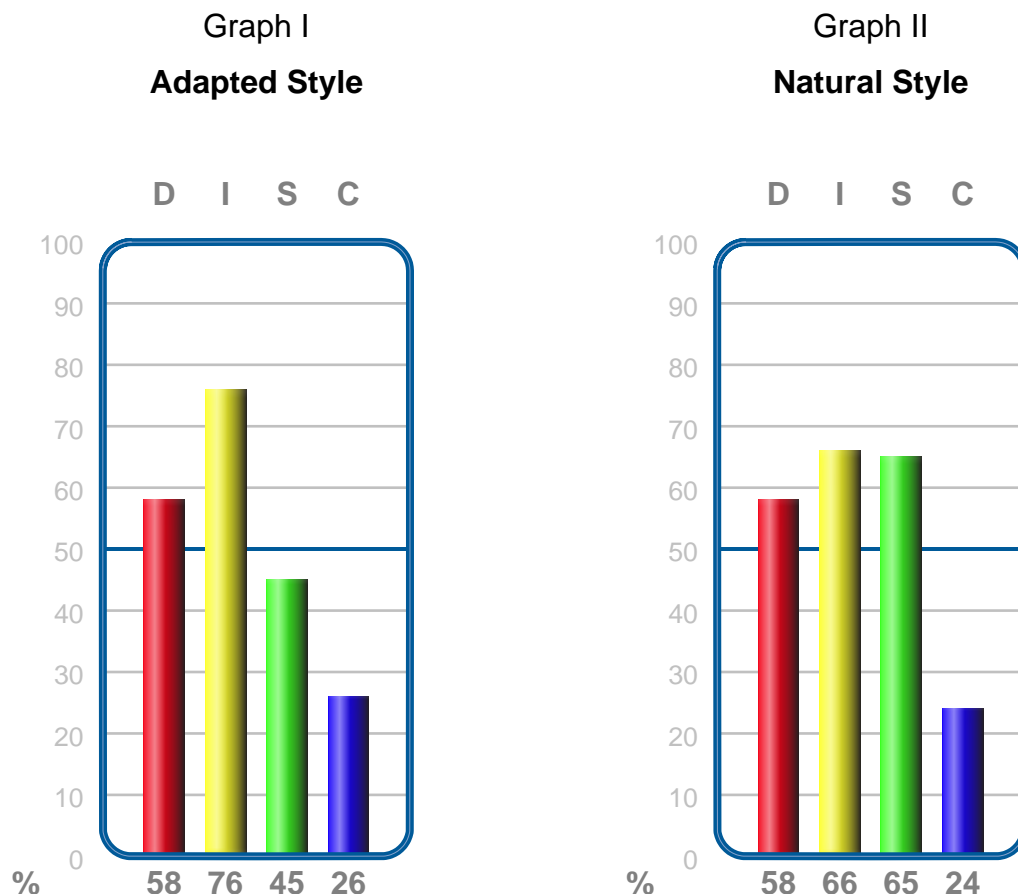
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Participation in meetings on future planning.
- To be the promoter for programs that assist others, both on and off the job.
- To be seen as an internal resource for people to express problems and challenges.
- A podium to express ideas, vision and experiences.
- 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:

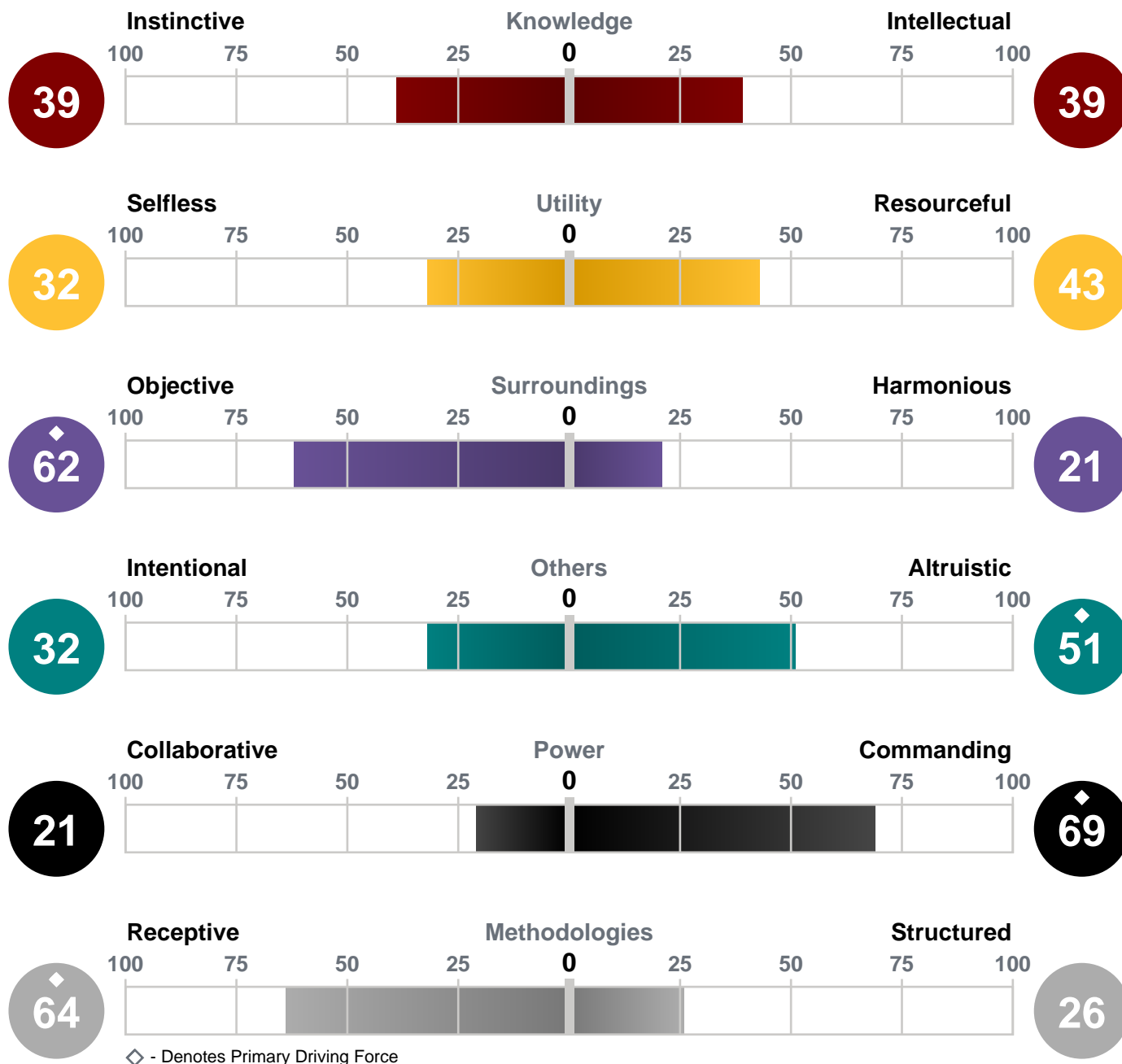
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Alessandro will be generous with time, research and information on social problems.
- He believes charities should be supported.
- He is generous with his time, talent and resources for those in need.
- Alessandro is patient and sensitive to others.
- Saying "no" is difficult when others need his time or talent.
- Helping the homeless may be one of his concerns.

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.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his needs.
- Alessandro is good at achieving goals.
- Alessandro tends to give freely of time and resources, but will want and expect a 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.

- Alessandro will seek knowledge based on his needs in individual situations.
- If Alessandro is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- In those areas where Alessandro has a special interest he will be good at integrating past knowledge to solve current problems.
- Alessandro will usually have the data to support his convictions.
- Alessandro has the potential to become an expert in his chosen field.
- A job that challenges the knowledge will increase his job satisfaction.
- If knowledge of a specific subject is not of interest, or is not required for success, Alessandro will have a tendency to rely on his intuition or practical information in this area.

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.

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

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.

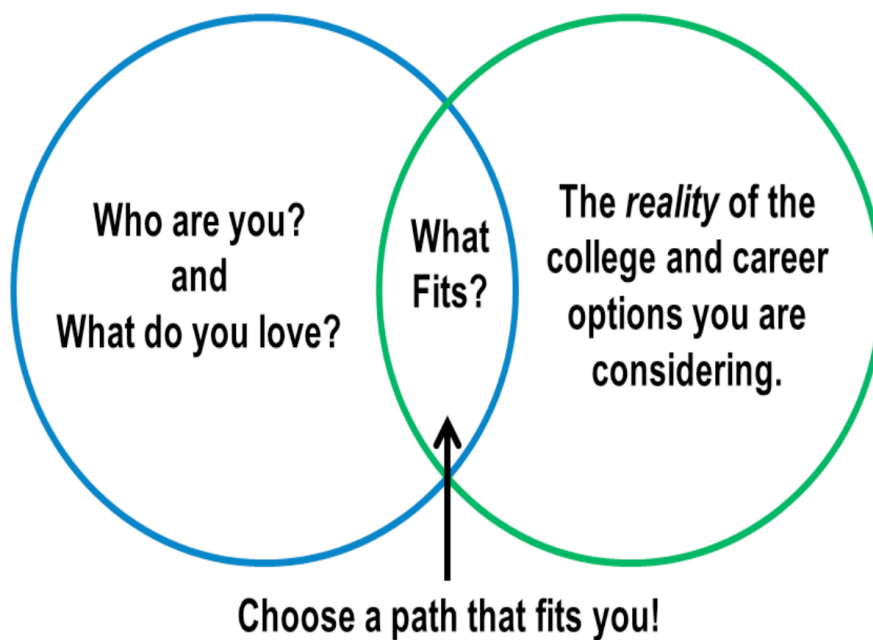
- Traditions will not place limits or boundaries on Alessandro.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- In many cases, Alessandro will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Alessandro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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.

Arts and Sciences

Entertainment and Arts Management
Film and Television Production
Geology, Earth Sciences
International Studies and Relations
Legal Assistance, Paralegal Studies
Paleontology
Political Science
Pre-Law
Web Design, Web Administration

Business

Business Communications, Public Relations
Business Management, Consulting
Construction Management
General Management
Marketing

Career and Technical

Entrepreneurism

Engineering

Bio Engineering

Environmental, Agriculture and Food

Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Programming
Ecommerce
Educational Administrator
Entrepreneurial Studies
Life Coaching

NEXT STEPS: POSSIBLE DEGREE MATCHES

Nonprofit Management
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism

Health Sciences

Counseling
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Business Sales
Fitness and Exercise Science
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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales 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
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool

NEXT STEPS: POSSIBLE CAREER IDEAS

41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Don't doodle.
- Review your notes after class.
- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Listen for ideas and facts to support the main idea.
- Develop good study habits and follow them everyday.
- Don't let your ego keep you from studying.
- Track your time and see how you are spending it and add more time for studying if needed.
- Think positively about subjects that give you difficulty.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

Being an optimistic leader.

Utilizes people to win and accomplish goals.

Good at promoting causes that improve society.

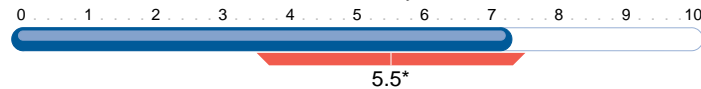
Great at generating excitement in others and getting people on board.

Will take a firm stance when his position or status is questioned.

Accommodating and pleasing others is one of his natural talents.

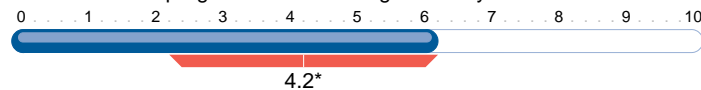
Motivators

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



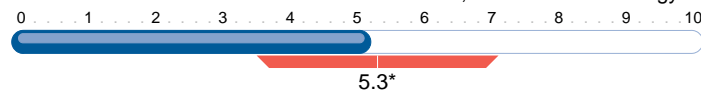
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



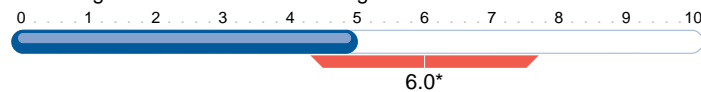
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



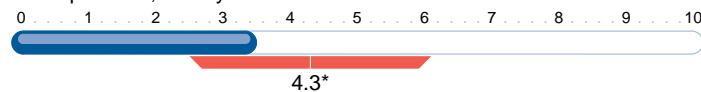
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



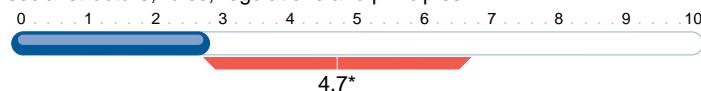
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

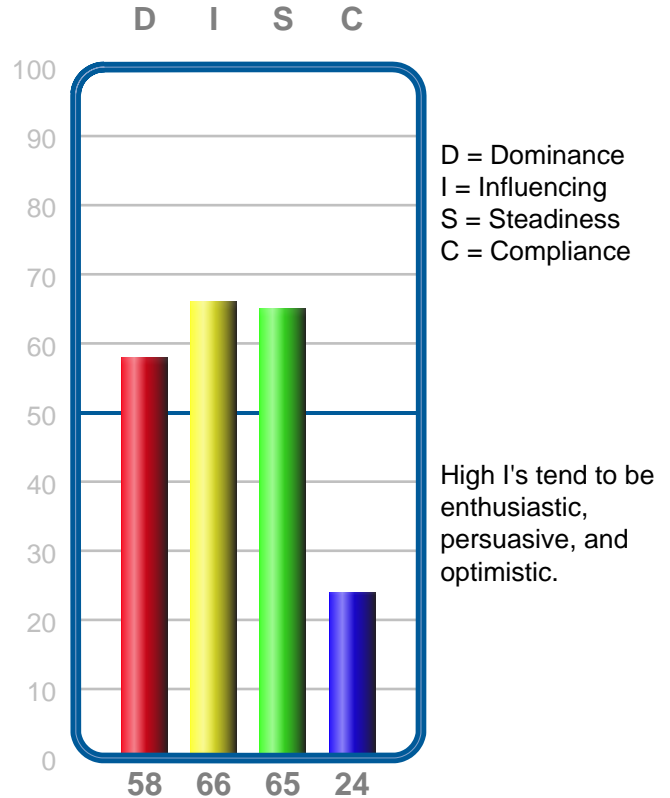


3.5

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



2.8



Value to a Team

Positive sense of humor.

Verbalizes his feelings.

Pioneering.

People-oriented.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Dedicated to his own ideas.