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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.

nathen seeks his own solutions to problems. In this way, his independent nature comes into play. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He is often frustrated when working with others who do not share the same sense of urgency. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. He embraces visions not always seen by others. nathen's creative mind allows him to see the "big picture." He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. nathen wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary.

nathen is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He will work long hours until a tough problem is solved. After it is solved, nathen may become bored with any routine work that follows. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. nathen should realize that at times he needs to think a project through, beginning to end, before starting the project. He likes to make decisions quickly. Sometimes he becomes emotionally involved in the decision-making process. When faced with a tough decision, he will try to sell you on his ideas.

nathen may sometimes mask his feelings in friendly terms. If pressured, nathen's true feelings may emerge. He tends to influence people by being direct, friendly and results-oriented. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. nathen challenges people who volunteer their opinions. He may lack the patience to listen and communicate with slower acting people. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dedicated to his own ideas.
- Innovative.
- Challenge-oriented.
- Competitive.
- Initiates activity.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-reliant.
- Tenacious.
- Challenges the status quo.

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.

- Overstep authority and prerogatives--will override others.
- Set standards for himself and others so high that impossibility of the situation is common place.
- Be a one-way communicator--doesn't listen to the total story before introducing his opinion.
- Be explosive by nature and lack the patience to negotiate.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Have no concept of the problems that slower-moving people may have with his style.

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.

- Support the results, not the person, if you agree.
- Be clear, specific, brief and to the point.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Look for his oversights.
- Expect him to return to fight another day when he has received a "no" answer.
- Speak at a rapid pace.
- Clarify any parameters in writing.
- Present the facts logically; plan your presentation efficiently.
- Stick to business--let him decide if he wants to talk socially.
- Appeal to the benefits he will receive.
- Ask specific (preferably "what?") questions.
- Support and maintain an environment where he can be efficient.
- Confront when in disagreement.

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.

- Try to build personal relationships.
- Be redundant.
- Ramble on, or waste his time.
- Let disagreement reflect on him personally.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Reinforce agreement with "I'm with you."
- Muffle or overcontrol.
- Try to convince by "personal" means.
- Be paternalistic.
- Let him overpower you with verbiage.
- Direct or order.

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.

- Not easily deterred by setbacks.
- Innovative with strategies for success.
- Seen as a leader in his hobbies and interests.
- An independent self-starter who will refine and enhance his surroundings.
- Motivates others to be the best they can be.
- Willing to be the spokesperson for the team.
- Expresses and strives for a balanced team.
- Brings enthusiasm to the creative process.

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 not realize the negative consequences of his quick decisions.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May communicate bluntly and not fully express what he thinks and feels.
- May struggle with keeping his distance while trying to enjoy the experience.
- He may overestimate his authority.
- May struggle with hearing and applying constructive criticism.
- Has difficulty looking at situations objectively.
- Can over share personal feelings or emotions.

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.
- Freedom to decorate office area with a status-conscious efficiency.
- A forum to participate in meetings with others in an inviting meeting space.
- Management that appreciates and rewards powerful risk-taking.
- An environment where he can "lead the parade".

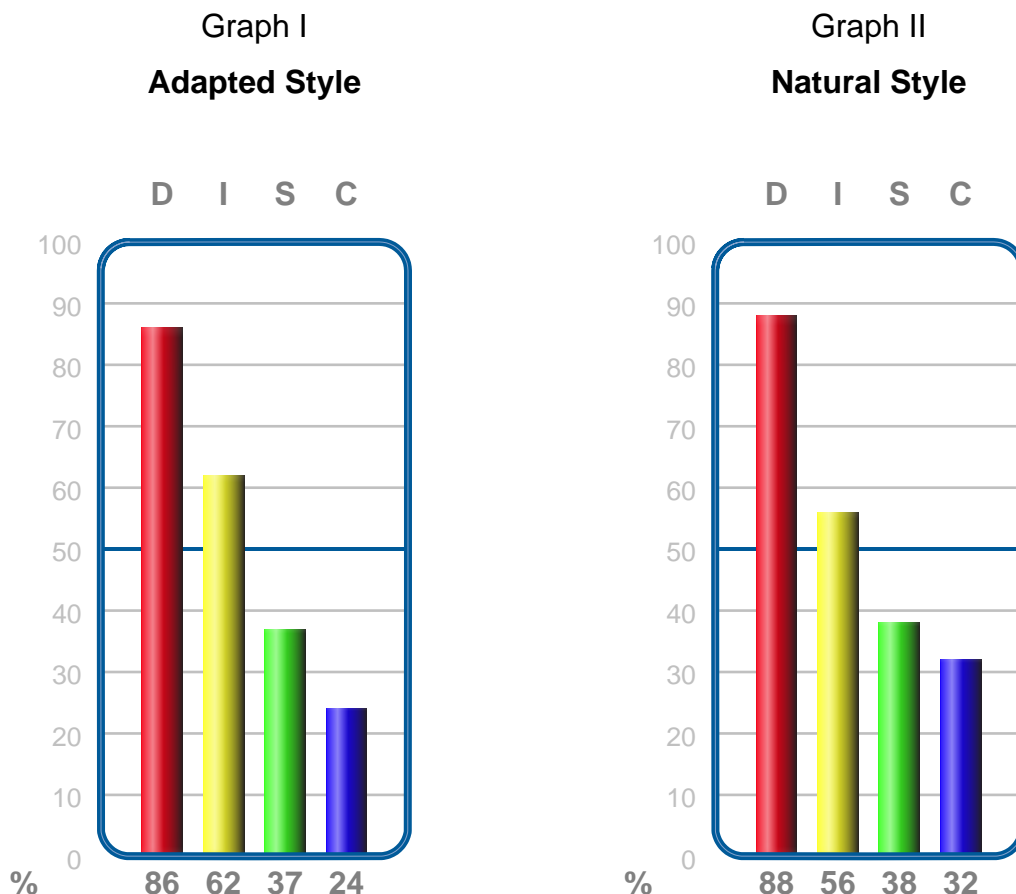
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be seen as a leader.
- Group activities outside the job.
- Things done now and to the highest level of appeal possible in a streamlined way.
- To be involved in keeping morale high and an overall harmonious work environment.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- A podium to express ideas, vision and experiences.

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:

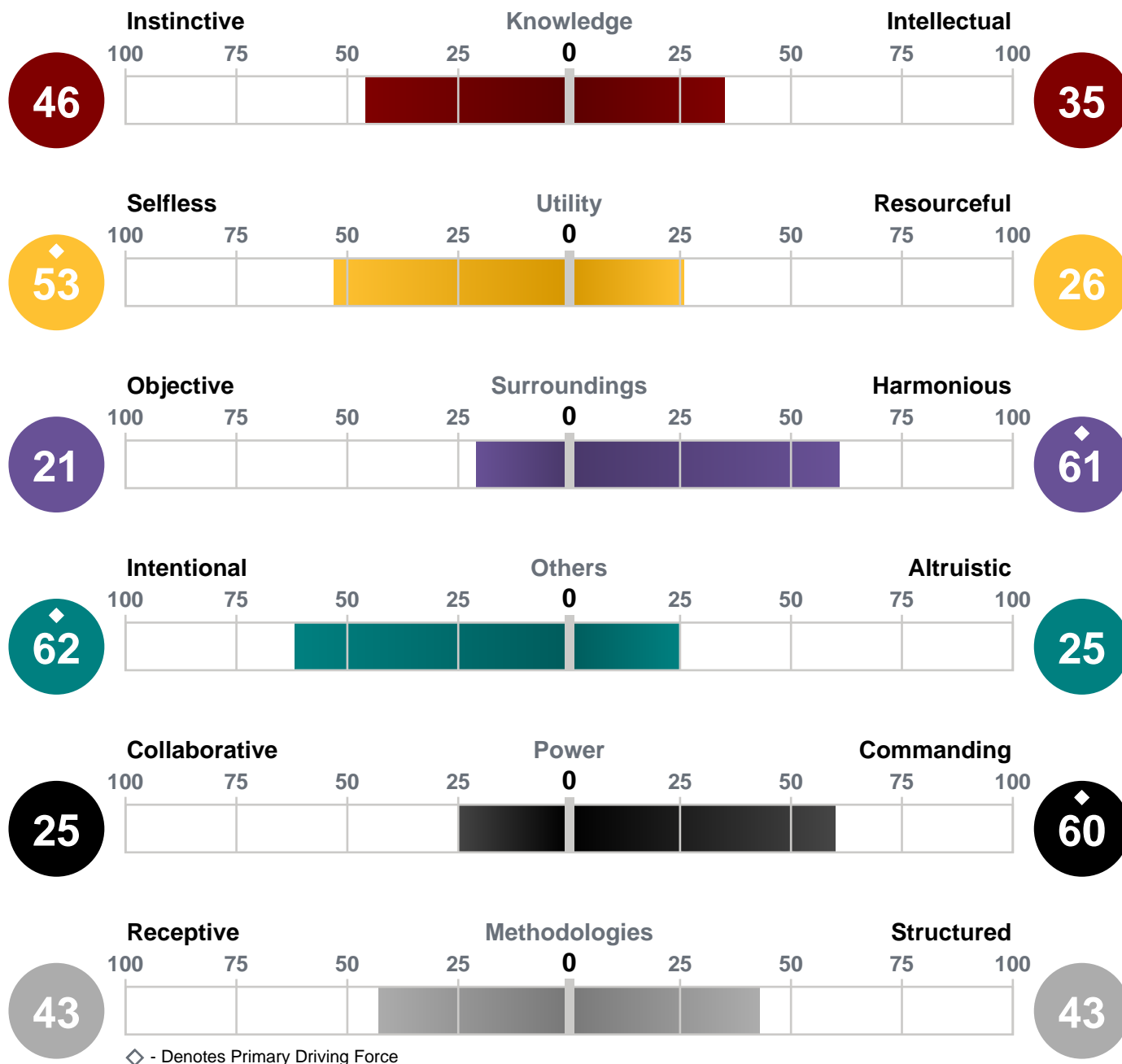
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- nathen needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- nathen at times will evaluate others based on his rules for living.
- nathen lets his conscience be his guide.

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.

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

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.

- nathen will not be swayed or motivated by what he feels are excessive material goals.
- Overemphasizing the value of money will bore nathen and turn him off.
- nathen will use his money to satisfy his true motivation.
- Money and material possessions are not a high priority for nathen.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- There is not a tremendous need for nathen to have great sums of money.
- nathen will not use money as a scorecard to impress others.
- nathen will seek a comfort level in his standard of living and try to maintain that level.
- Financial security is not a necessity, but a long-term goal.
- nathen will accept his financial situation and not strive to change it.

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.

- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- nathen will be torn if helping others proves to be detrimental to him.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- nathen is willing to help others if they are working as hard as possible to achieve their goals.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- nathen's passion in life will be found in one or two of the other dimensions discussed in this report.

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Broadcasting
Entertainment and Arts Management
Film and Television Production
Information Technology
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Facilities Planning and Management
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Career and Technical

Chef, Food Preparation
Entrepreneurism

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Entrepreneurial Studies
Inside Sales
Multimedia, Digital Communications
Online Marketing, Social Media
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

Other Career Paths

Apparel Fashion

Event Planning

Recreation and Tourism

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 |
|------------|-----------|--|
| 27-1011 | 4+ | Art Director |
| 17-2081 | 4+ | Environmental Engineer |
| 11-9032 | 4+ | Educational Administrator, Elementary & Secondary School |
| 11-3031 | 4+ | Financial Manager |
| 11-2031 | 4+ | Public Relations Manager |
| 11-2011 | 4+ | Advertising & Promotion Manager |
| 41-4011 | 4 | Sales Representative |
| 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 |
| 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 |
| 27-1026 | 2 | Merchandise Displayer & Window Trimmer |
| 43-5011 | HS | Cargo & Freight Agent |

STUDY TIPS

- Don't put off studying until the last minute.
- Plan tomorrow today and put your plan in writing.
- Set up an area for studying only.
- Work on your listening skills.
- Organize your study area and keep it organized.
- Think positively about subjects that give you difficulty.
- Chunk big assignments into smaller pieces.
- Read an article on listening and note taking.
- Plan ahead - don't put off completing assignments until the last minute.
- Think visually - convert words into pictures.
- Don't let your ego keep you from studying.

Strengths

Not easily deterred by setbacks.

Innovative with strategies for success.

Seen as a leader in his hobbies and interests.

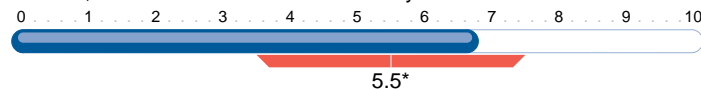
An independent self-starter who will refine and enhance his surroundings.

Motivates others to be the best they can be.

Expresses and strives for a balanced team.

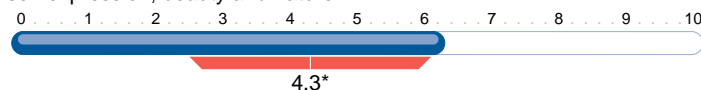
Motivators

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



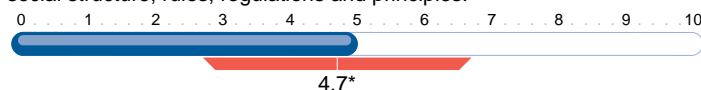
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



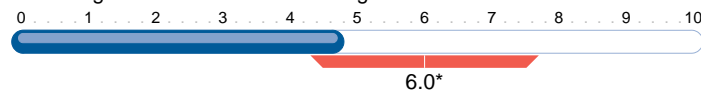
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



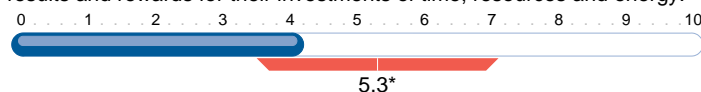
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



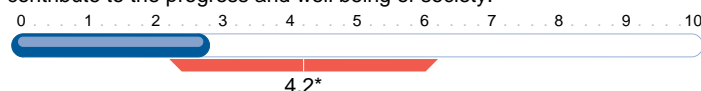
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

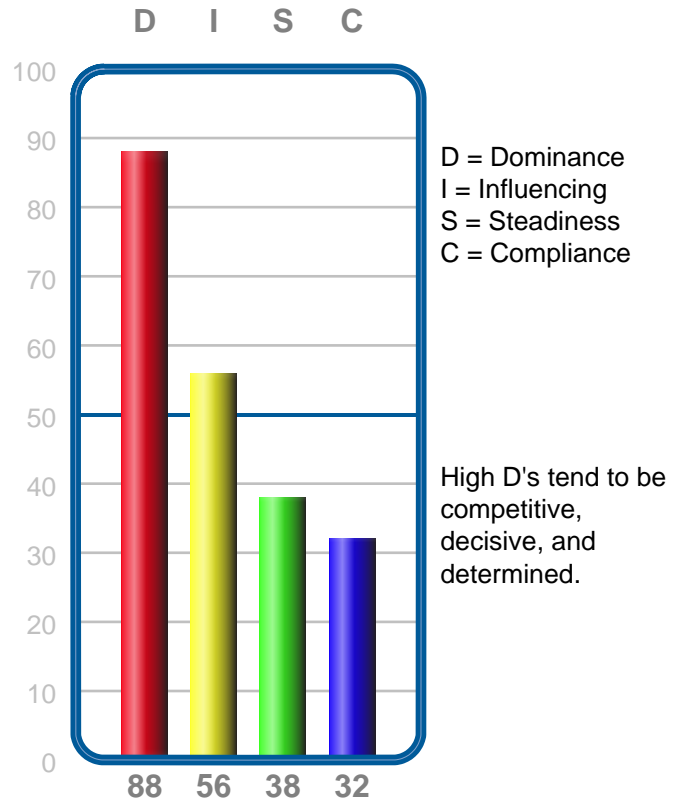


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6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



2.8



Value to a Team

Challenge-oriented.

Can support or oppose strongly.

Accomplishes goals through people.

Challenges the status quo.

Self-reliant.

Has the confidence to do the difficult assignments.