

Javier Morales
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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.

Javier is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. When people are involved, he may not always be precise about the use of his time. When the time is right, Javier can stand up aggressively for what he believes. Javier does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He looks to people for support and inner-satisfaction as a way to reach his personal goals. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. Javier sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is often seen as practical and objective.

Javier tries to use balanced judgment. He is the person who brings stability to the entire team. Making plans and following those plans is important to him. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He may tend to fight for his beliefs or those things he feels passionate about. Javier finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He is persistent and persevering in his approach to achieving goals.

Javier usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He will be open with those he trusts; however, reaching the required trust level may take time. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. Javier is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He likes a friendly, open style of communication. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Turns confrontation into positives.
- Patient and empathetic.
- Builds good relationships.
- People-oriented.
- Will gather data for decision making.
- Flexible.
- Service-oriented.
- Respect for authority and organizational structure.

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.

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be too conservative--bides time and avoids much that is new.
- Dislike change if he feels the change is unwarranted.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Hold a grudge if his personal beliefs are attacked.
- Not let others know where he stands on an issue.
- Underestimate his abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Take criticism of his work as a personal affront.

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.

- Use scheduled timetable when implementing new action.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Take time to be sure that he is in agreement and understands what you said.
- Provide a friendly environment.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give him time to ask questions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared.
- Watch carefully for possible areas of early disagreement or dissatisfaction.

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.

- Make promises you cannot deliver.
- Talk to him when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Be domineering or demanding; don't threaten with position power.
- Manipulate or push him into agreeing because he probably won't fight back.
- Use testimonies from unreliable sources.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be haphazard.
- Talk in a loud voice or use confrontation.
- Debate about facts and figures.
- Offer assurance and guarantees you can't fulfill.
- Give your presentation in random order.
- Be abrupt and rapid.

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.

- Desire for continuous learning is one of his greatest strengths.
- Good listener when being presented with accurate facts and figures.
- The "glue" that ties multiple visions together.
- Supports a leader and a cause that brings beauty or creativity.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- His desire to learn more allows processes to become more effective.
- Builds something of form and beauty that structurally will last forever.
- Gives clear specific instructions to maintain balance.

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 have difficulty sharing subjective information.
- May withhold sharing of knowledge to meet his security needs.
- If environment is shaken, he struggles to speak up to realign it.
- Dislikes unwarranted change in his environment because of the disruption of balance.
- May appear overly data- or theory-focused.
- Never enough facts to prove the new theory.
- While highly in tune to the vibe of a situation, he can come across as absolute.
- Has trouble starting a new project that conflicts with the harmony of the organization.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- Little conflict between people.
- Information and time to make decisions.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Permission to cross external boundaries in order to achieve personal creativity.
- An environment where attention to detail in the creative process is rewarded.

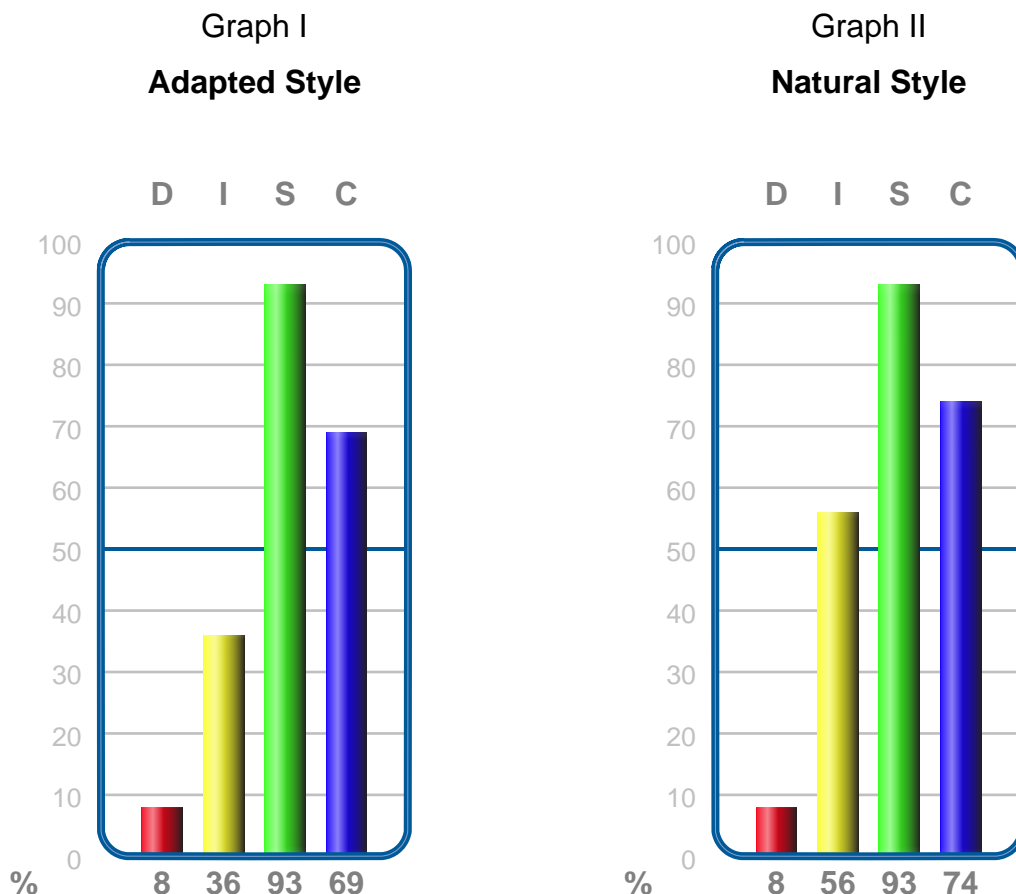
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Safety and security of the situation.
- An opportunity to methodically layout research and work through the information-gathering process.
- Information on how to do things right, for fear of making a mistake.
- To have charts and information displayed for the purpose of function.
- The opportunity to put systems and processes in place to support the balance and workings of the organization.

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:

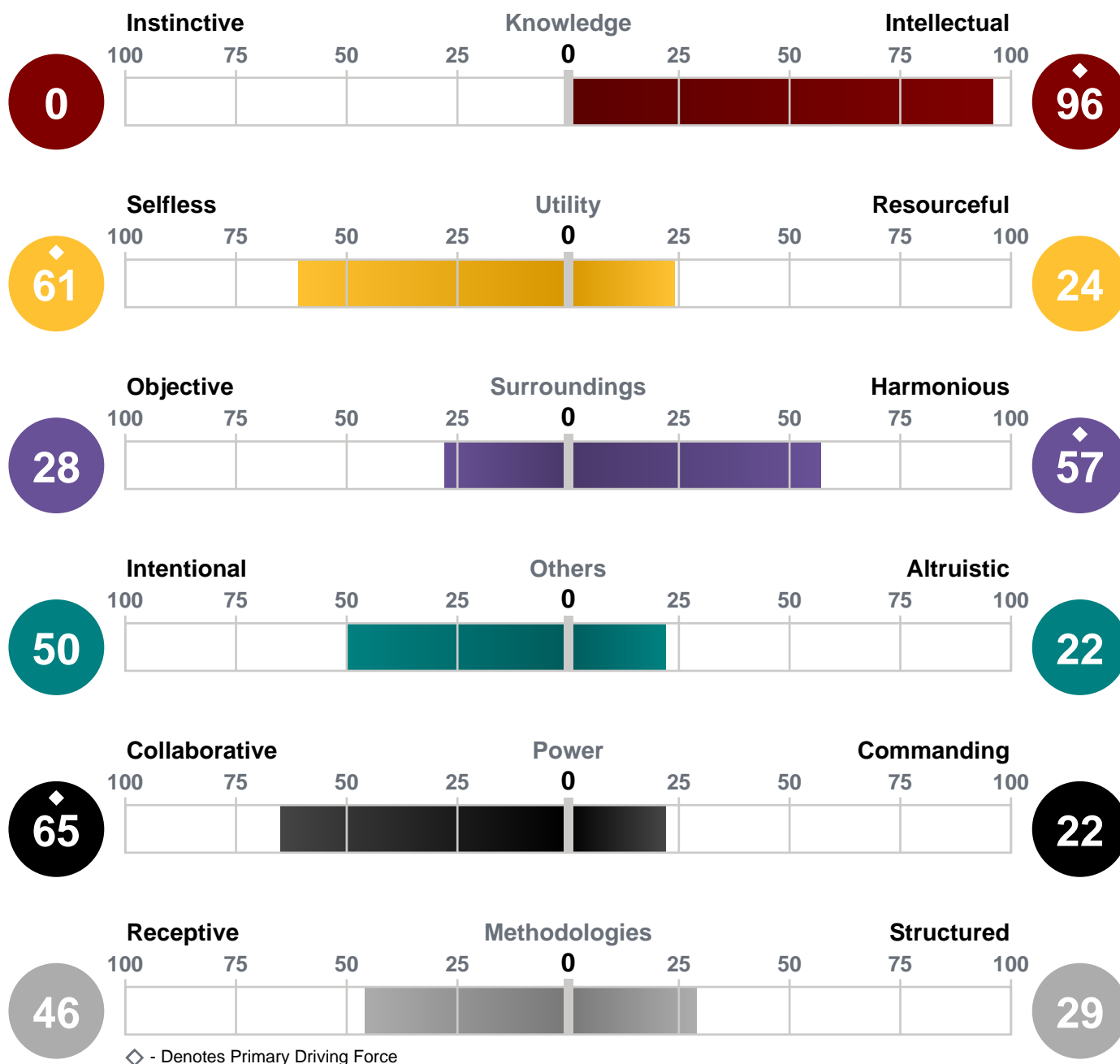
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- The process is not as important to him as the results.
- Many may see him as an intellectual.
- Javier never walked by a bookstore or library he didn't want to visit.
- Javier will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- Javier will spend time and money helping people who have committed their lives to educating themselves and others.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- He sees the value in having good libraries and bookstores in every community.
- Javier will be comfortable in any position that requires knowledge to excel.
- Javier will use his knowledge to sell others on his ideas and beliefs.

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.

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

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.

- Javier 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.
- Javier at times will evaluate others based on his rules for living.
- Javier lets his conscience be his guide.

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.

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

- As long as Javier's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Javier's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not attempt to overpower others' points of view or change their thinking.
- Javier feels that struggles should be the burden of the team, not just the individuals.
- Javier will be less concerned about his ego than others may be.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Being in total control of a situation is not a primary motivating factor.

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.

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

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

Archaeology
Architecture
Art History
Astronomy
Biochemistry, Biophysics
Biology
Botany
Chemistry
Ecology
English
Geography
Geology, Earth Sciences
History
Interior Design
Language Study
Linguistics
Literature Studies, Classics
Microbiology
Neuroscience
Paleontology
Philosophy, Religious Studies
Theology
Web Design, Web Administration

Career and Technical

Drafting

Engineering

Aerospace Engineering
Civil Engineering
Environmental Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife

NEXT STEPS: POSSIBLE DEGREE MATCHES

Forestry, Natural Resources
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology
Health Technology
Medical Ethics
Videography
Yoga Therapy and Training

Health Sciences

Exercise Science
Kinesiology

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
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
47-2161	4	Plasterer and Stucco Mason
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2141	2-4	Painter, Construction & Maintenance
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3025	2-4	Environmental Engineering Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9041	HS-2	Teacher Assistant
47-2131	HS	Insulation Worker
47-2081	HS	Drywall & Ceiling Tile Installer
45-4011	HS	Forrest and Conservation Worker
43-4151	HS	Order Clerk
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

STUDY TIPS

- Study or review notes before each class starts.
- Set realistic goals.
- Study in groups of two or more.
- Put words you have trouble spelling on your mirror so you see them daily.
- Identify the time of day you feel best and try to fit studying into these hours.
- Ask questions about things for which you are unsure.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Meditate and think positive thoughts before taking an exam.
- Try new ways of learning.
- Quiz yourself and others about ideas you are learning.

Strengths

Desire for continuous learning is one of his greatest strengths.

Good listener when being presented with accurate facts and figures.

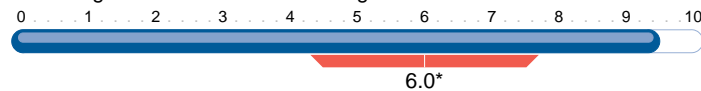
The "glue" that ties multiple visions together.

Supports a leader and a cause that brings beauty or creativity.

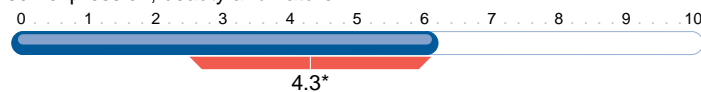
Will ask all of the questions and gather all the data to make every outcome the best it can be.

Motivators

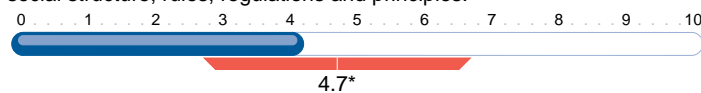
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



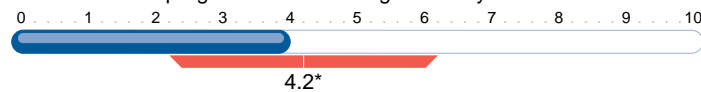
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



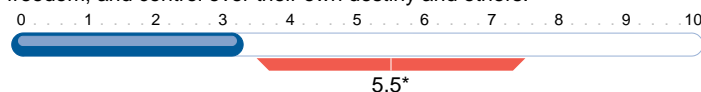
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



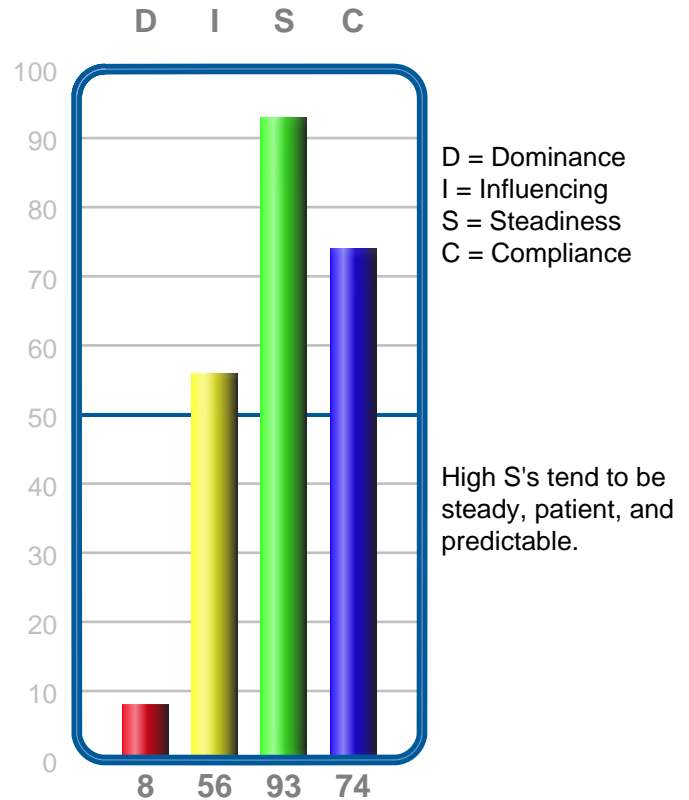
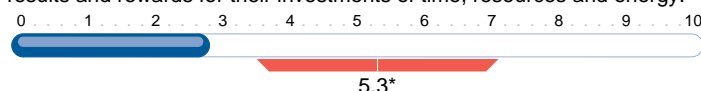
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

People-oriented.

Dependable team player.

Works for a leader and a cause.

Builds good relationships.

Patient and empathetic.

Adaptable.