

emmanuel ruiz
10-11-2016



TABLE OF CONTENTS

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.

emmanuel's flexibility will allow him to fit into almost any environment. He 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. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. emmanuel prefers to help and support others rather than compete against them. He is a team player but can also exhibit a desire for independence. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. At times, emmanuel would like to slow the world down and cut out some of the activities people want him involved in. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He is often seen as practical and objective.

emmanuel often thinks over major decisions before acting. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He 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 is persistent and persevering in his approach to achieving goals. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

emmanuel 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 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. 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 will be open with those he trusts; however, reaching the required trust level may take time. emmanuel likes a friendly, open style of communication.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Positive sense of humor.
- Dependable team player.
- Optimistic and enthusiastic.
- Accomplishes goals through people.
- Service-oriented.
- People-oriented.
- Builds confidence in others.

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 dependent on others for decisions, even if he knows he is right.
- Avoid accountability by overstating the complexity of the situation.
- Not let others know where he stands on an issue.
- Take criticism of his work as a personal affront.
- Dislike change if he feels the change is unwarranted.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Hold a grudge if his personal beliefs are attacked.
- Need help in prioritizing new assignments.

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 "how?" questions to draw his opinions.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Leave time for relating, socializing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide testimonials from people he sees as important.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide ideas for implementing action.
- Provide a friendly environment.
- Move casually, informally.

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.

- Legislate or muffle--don't overcontrol the conversation.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to him.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Take credit for his ideas.
- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Be dictatorial.

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.

- Delivers his knowledge and wisdom objectively.
- Desire for continuous learning is one of his greatest strengths.
- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of his natural talents.
- Thinks outside of the box when gathering information.
- Motivates others to continue education.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.

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.

- Resents change without logical facts and reasoning behind the change.
- May have difficulty sharing subjective information.
- Can take a long time in addressing sensitive issues that could help others.
- May not always stand up for oneself or others.
- May overlook vital details in his pursuit of information.
- A desire to share information can impede his ability to listen and learn.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- When helping others, may talk too much about himself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Democratic supervisor with whom he can associate.
- A leadership team that is optimistic toward learning new concepts or theories.
- A forum to be curious about the discovery of new information.
- Ability to showcase altruistic achievements in order to get others involved.
- Work on a team that has common interests and desires.

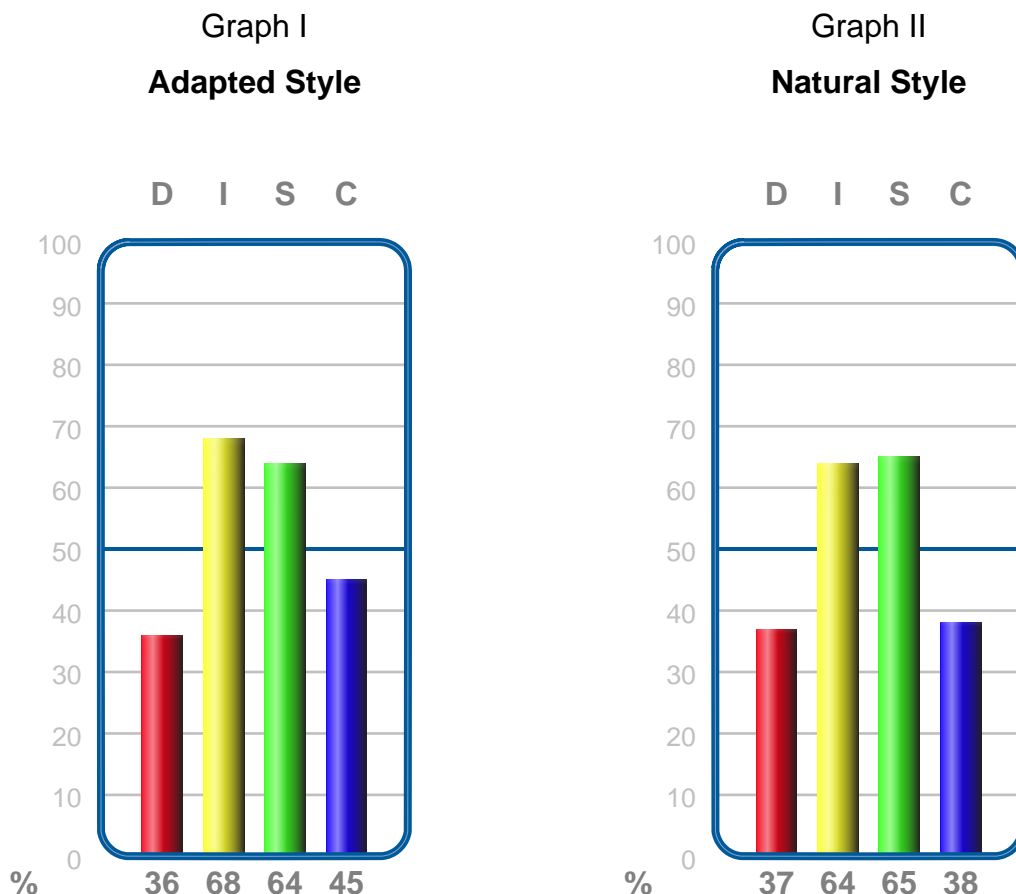
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Public recognition of his ideas and results.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To be able to seek out new information that will be valuable to share with others.
- The flexibility to be creative in the way he and the organization help others and causes.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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.



Norm 2015 R4

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:

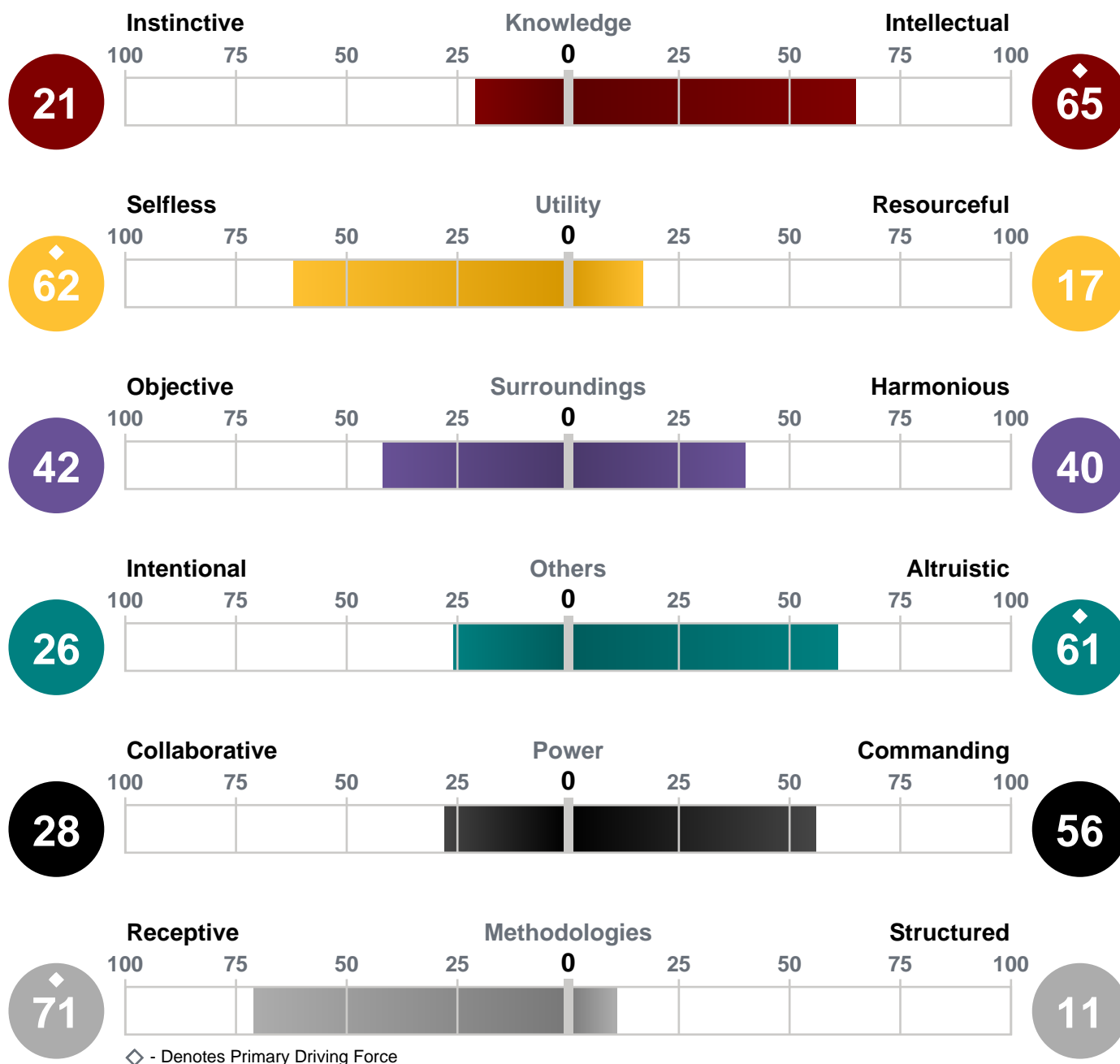
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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 will evaluate each situation individually and determine how much or how little control he will want to exercise.
- 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.
- At times emmanuel can be very competitive.
- emmanuel can be assertive in meeting his needs.

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.

- emmanuel may desire fine things for his spouse or family members.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- At times emmanuel will look for the beauty in all things.

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.

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

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 emmanuel.
- In many cases, emmanuel will want to set his own rules which will allow his own intuition to guide and direct his actions.
- emmanuel's passion in life will be found in one or two of the other dimensions discussed in this report.
- emmanuel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate emmanuel because he has not defined a philosophy or system that can provide immediate answers to every situation.
- 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.

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

Anthropology
 Archaeology
 Art History
 Astronomy
 Botany
 Chemistry
 Composition, Writing
 Criminology, Forensics
 Economics
 Education Counselor
 Ethnic, Cultural and Gender Studies
 Geography
 Geology, Earth Sciences
 History
 Humanities
 International Studies and Relations
 Journalism
 Library Science
 Literature Studies, Classics
 Paleontology
 Philosophy, Religious Studies
 Political Science
 Sociology
 Teaching, Education
 Theology
 Urban Studies
 Web Design, Web Administration

Business

Marketing

Career and Technical

Emergency Medical Technician
 Massage Therapy
 Rehabilitation Therapy
 Speech and Language Pathology
 Vehicle Maintenance and Repair

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Life Coaching
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy

NEXT STEPS: POSSIBLE DEGREE MATCHES

Pre-Veterinary Medicine
Psychology

Other Career Paths

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author

NEXT STEPS: POSSIBLE CAREER IDEAS

27-3031	4	Public Relations Specialist
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
13-1121	4	Meeting & Convention Planner
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Listen for ideas and facts to support the main idea.
- Meditate and think positive thoughts before taking an exam.
- Don't doodle.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set realistic goals.
- Socialize after studying - not before.
- Track your time and see how you are spending it and add more time for studying if needed.
- Review your notes after class.
- Study in groups of two or more.
- Put words you have trouble spelling on your mirror so you see them daily.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

Delivers his knowledge and wisdom objectively.

Desire for continuous learning is one of his greatest strengths.

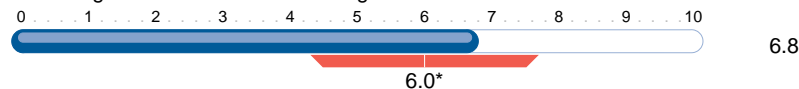
Able to be a strong listener, who can become a lifelong friend.

Accommodating and pleasing others is one of his natural talents.

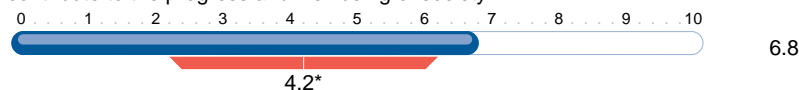
Thinks outside of the box when gathering information.

Motivators

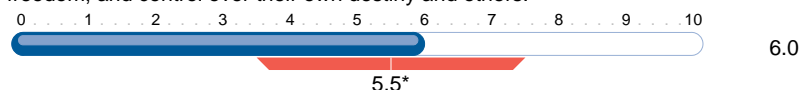
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



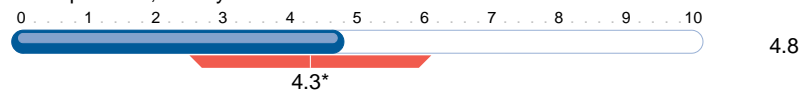
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



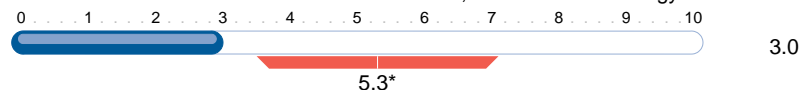
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



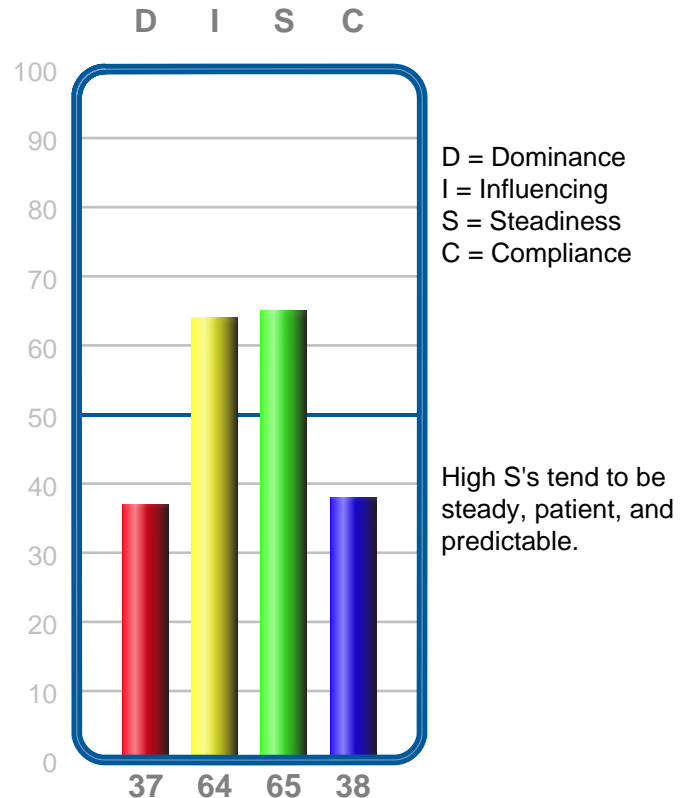
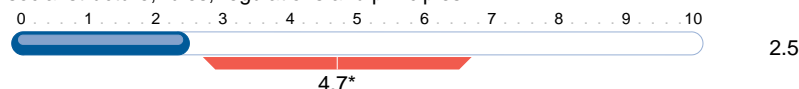
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Builds confidence in others.

Positive sense of humor.

Builds good relationships.

Accomplishes goals through people.

Works for a leader and a cause.

Dependable team player.