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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.*

jose can be seen as a person of good will. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He places his focus on people. To him, strangers are just friends he hasn't met! He influences most people with his warmth. jose can be obliging and accommodating; that is, he likes to work with people and help them. He likes quality social relationships. He often will become friends with his customers or clients. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. 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. jose wants to be seen as his own person, but usually projects it in friendly terms. He can combine and balance enthusiasm and patience.

jose is good at solving problems that deal with people. He likes to participate in decision making. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. 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. jose likes working for managers who make quick decisions. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. 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.

jose 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. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, jose will attempt to put them at ease. He may use his time imprecisely because he likes to talk to people. jose is good at negotiating conflict between others. jose feels that "if everyone would just talk it out, everything would be okay!" He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He usually uses many gestures when talking. He is people-oriented and verbally fluent.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accomplishes goals through people.
- Respect for authority and organizational structure.
- Positive sense of humor.
- Adaptable.
- Negotiates conflicts.
- Turns confrontation into positives.
- Team player.

## 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 inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Make decisions based on surface analysis.
- Be too verbal in expressing criticism.
- Overuse praise in motivating others.
- Trust people indiscriminately if positively reinforced by those people.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Overestimate his ability to motivate people or change others' behavior.

## 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.*

- Offer special, immediate and continuing incentives for his willingness to take risks.
- Give him time to ask questions.
- Provide testimonials from people he sees as important.
- Talk about him, his goals and the opinions he finds stimulating.
- Take your time and be persistent.
- Read the body language for approval or disapproval.
- Support your communications with correct facts and data.
- Take time to be sure that he is in agreement and understands what you said.
- Leave time for relating, socializing.
- Use scheduled timetable when implementing new action.
- Be sincere and use a tone of voice that shows sincerity.
- Provide a warm and friendly environment.

## 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.*

- Give your presentation in random order.
- Take credit for his ideas.
- Be curt, cold or tight-lipped.
- Legislate or muffle--don't overcontrol the conversation.
- Leave decisions hanging in the air.
- Talk down to him.
- "Dream" with him or you'll lose time.
- Make promises you cannot deliver.
- Be haphazard.
- Push too hard, or be unrealistic with deadlines.
- Drive on to facts, figures, alternatives or abstractions.
- Talk to him when you're extremely angry.

## 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.*

- Will bring high energy and enthusiasm to the researching process.
- Thinks outside of the box when gathering information.
- Sees the positive in all resources and will want to use resources accordingly.
- Promotes efficiency and results.
- Great at retrieving information for decision makers he trusts.
- Methodical and reliable researcher.
- Supports a leader and a cause.
- Takes a methodical approach to implementing changes that will increase return on investment.

## 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.*

- Ability to learn is diminished due to his lack of focus on one thing.
- May overlook vital details in his pursuit of information.
- May overlook details when weighing results.
- Struggles balancing financial advice with actual results.
- Struggles in adapting to new situations without preparation.
- Will have difficulty in establishing priorities in learning new matters.
- Could miss out on opportunities by not acting swiftly.
- Puts all his "eggs in one basket".

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Freedom from control and detail.
- A credible manager that provides enough information.
- Time necessary to gather enough information in order to move forward.
- Rewards determined by return-on-investment based contributions to team efforts.
- Rewards for a methodical and persistent drive for results.

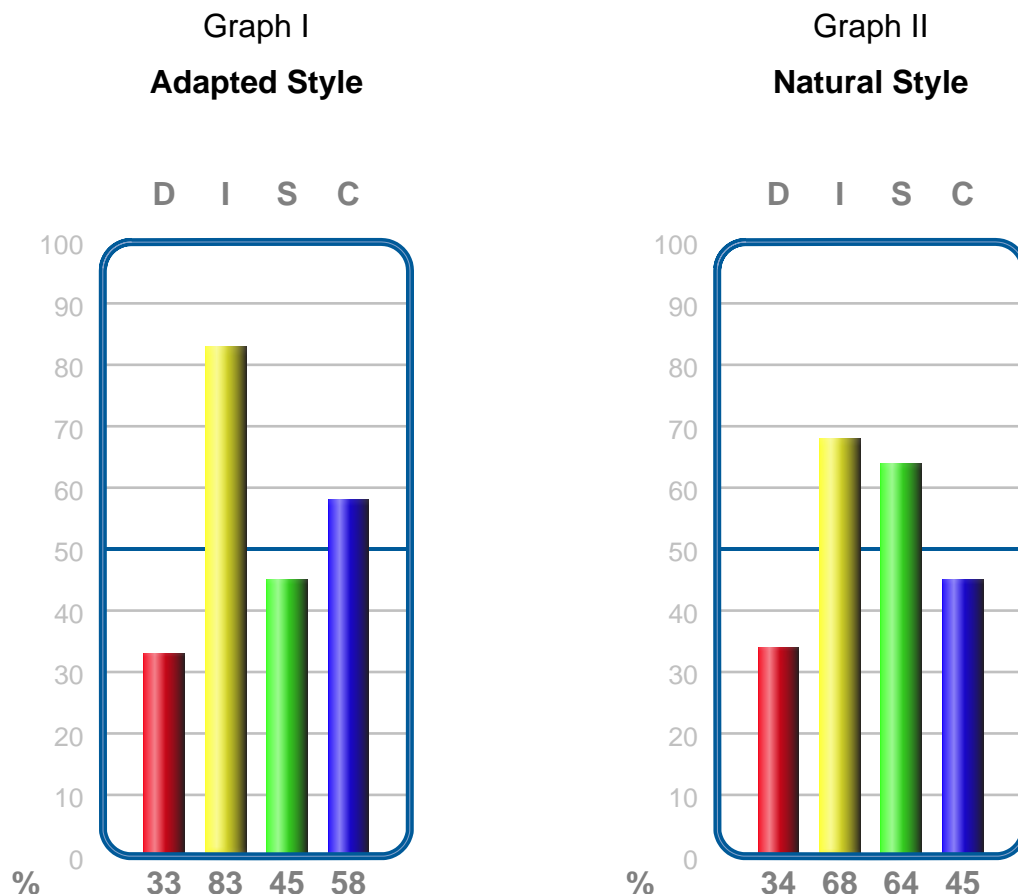
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- A support system to do the detail work.
- To be seen as the keeper of information.
- The time to research and layout information in a methodical way.
- The ability to express accomplishments to others at a large scale.
- The understanding from management that rewards come in different shapes and sizes as well as speed.

## 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:

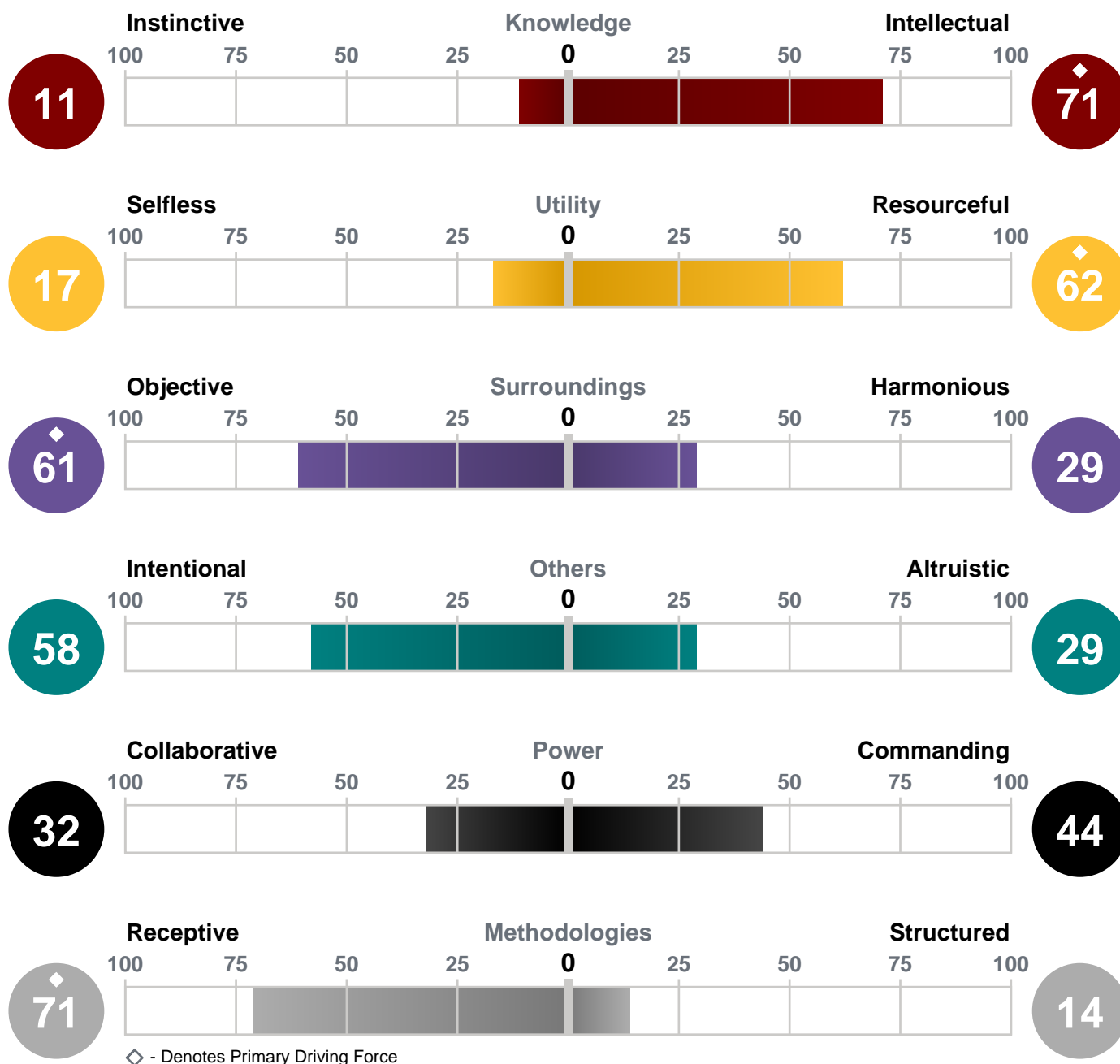
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- He may have difficulty putting down a good book.
- jose has the potential to become an expert in his chosen field.
- jose is very good at integrating past knowledge to solve present problems.
- jose is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- A comfortable job for jose is one that challenges his knowledge.
- He will usually have the data to support his convictions.

## 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 will work long and hard to satisfy his needs.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- 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.
- jose is good at achieving goals.
- jose tends to give freely of time and resources, but will want and expect a return on his investment.
- He evaluates things for their utility and economic return.

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

## 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.*

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

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

## 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.*

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

Audio Engineering  
Computer Science  
Criminology, Forensics  
Film and Television Production  
Geography  
Geology, Earth Sciences  
Information Technology  
Linguistics  
Microbiology  
Neuroscience  
Paleontology  
Political Science  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Building Inspector  
Carpentry  
Chef, Food Preparation  
Electrician  
Plumbing  
Vehicle Maintenance and Repair  
Welding

### Engineering

Bio Engineering  
Chemical Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Industrial Engineering  
Materials Engineering  
Mechanical Engineering  
Operations Research

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Environmental, Agriculture and Food

Agriculture and Farming  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Biotechnology  
Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Genetics, Reproductive Technology and Research  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Online Marketing, Social Media

### Health Sciences

Chiropractic Assistance  
Kinesiology  
Optometry  
Pre-Dental  
Pre-Medicine  
Pre-Ophthalmology

### Other Career Paths

Business Sales  
Event Planning  
Fitness and Exercise Science  
Military Intelligence and Technology



## 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
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-3011	4	Announcer - Radio & TV
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
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
13-1199.04	4	Business Continuity Planner
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
43-4151	HS	Order Clerk
39-6012	HS	Concierge

## NEXT STEPS: POSSIBLE CAREER IDEAS

## STUDY TIPS

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

## Strengths

Will bring high energy and enthusiasm to the researching process.

Thinks outside of the box when gathering information.

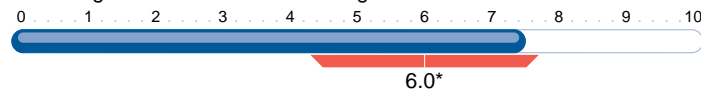
Sees the positive in all resources and will want to use resources accordingly.

Promotes efficiency and results.

Great at retrieving information for decision makers he trusts.

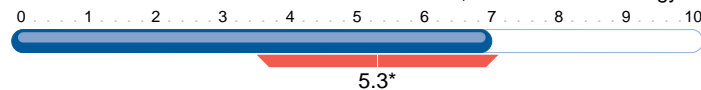
## Motivators

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



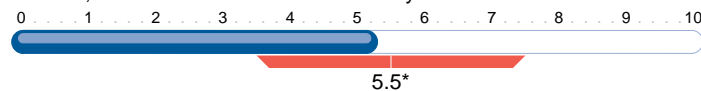
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**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



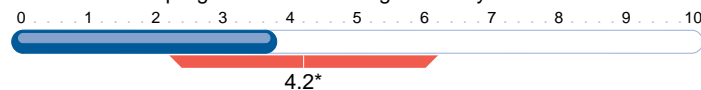
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



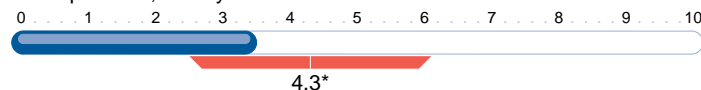
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**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



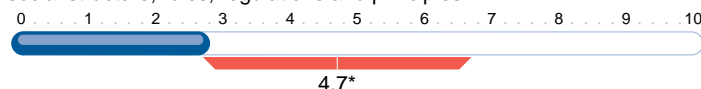
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

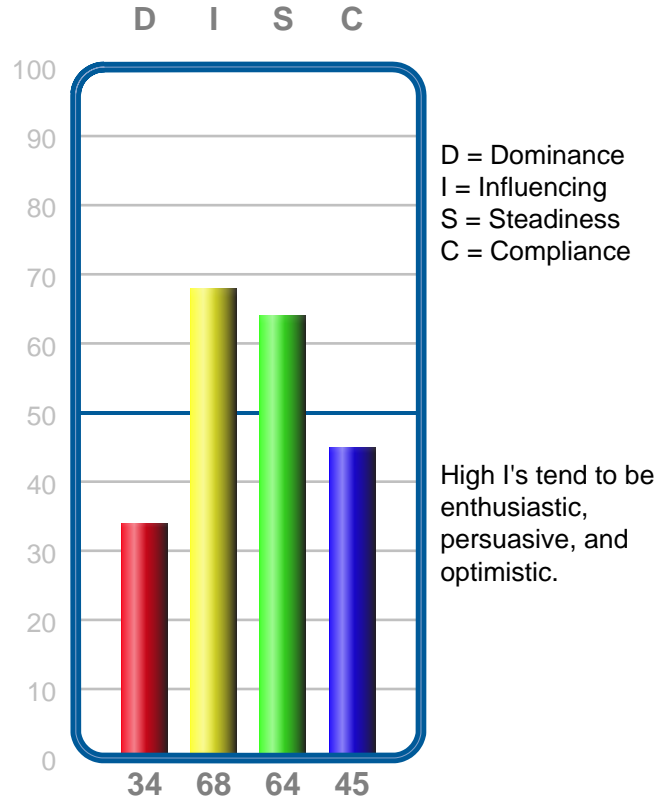


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.8



## Value to a Team

Negotiates conflicts.

Verbalizes his feelings.

Team player.

Accomplishes goals through people.

People-oriented.

Positive sense of humor.