

EDSON ARIAZ-BRAVO
10-11-2016



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MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

EDSON likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. When challenged, he becomes more objective. EDSON is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. While he is usually considered as people-oriented, he does have a technical side. He usually develops strong attachments for his work group and family. Relationships with others are warm, personal and lasting. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information.

EDSON 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. 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 often thinks over major decisions before acting. EDSON prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. 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 can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

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

STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Dependable team player.
- Self-reliant.
- Bottom line-oriented.
- Dedicated to his own ideas.
- Has the confidence to do the difficult assignments.
- Creative approach to problem solving.
- Can support or oppose strongly.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not take action against those who challenge or break the rules or guidelines.
- Take criticism of his work as a personal affront.
- Hold a grudge if his personal beliefs are attacked.
- Underestimate his abilities.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.

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.

- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Look for his oversights.
- Expect him to return to fight another day when he has received a "no" answer.
- Understand his defiant nature.
- Define clearly (preferably in writing) individual contributions.
- Provide solutions--not opinions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Start, however briefly, with a personal comment. Break the ice.
- Provide "yes" or "no" answers--not maybe.
- 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.

- Muffle or overcontrol.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be abrupt and rapid.
- Patronize or demean him by using subtlety or incentive.
- Give him your opinion unless asked.
- Be paternalistic.
- Ramble.
- Offer assurance and guarantees you can't fulfill.
- Let him overpower you with verbiage.
- Take credit for his accomplishments.

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.

- A "winner" who is consistent but does not brag about accomplishments.
- The ideal right hand to a goal-driven leader.
- Highly in tune to the environment and synergy within it.
- Steady, consistent and balanced member of the team.
- Being an optimistic leader.
- Utilizes people to win and accomplish goals.
- Always willing to share his ideas on how to enhance the surroundings.
- Will convey optimism for new ideas.

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.

- Will hide emotions until others push his buttons or take advantage of him.
- Listens to others but wants to act to his own interest.
- Keeps to himself resulting in unexpressed viewpoints.
- Difficulty dealing with diverse situations involving objective views.
- May be viewed as someone who over promises and under delivers.
- As a leader may over focus on self and his own needs.
- Over emphasizes the experience compared to the results.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Little conflict between people.
- An environment that supports time-tested, proven processes for completing tasks.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- An environment where he can "lead the parade".
- A "can-do" environment filled with optimistic people.

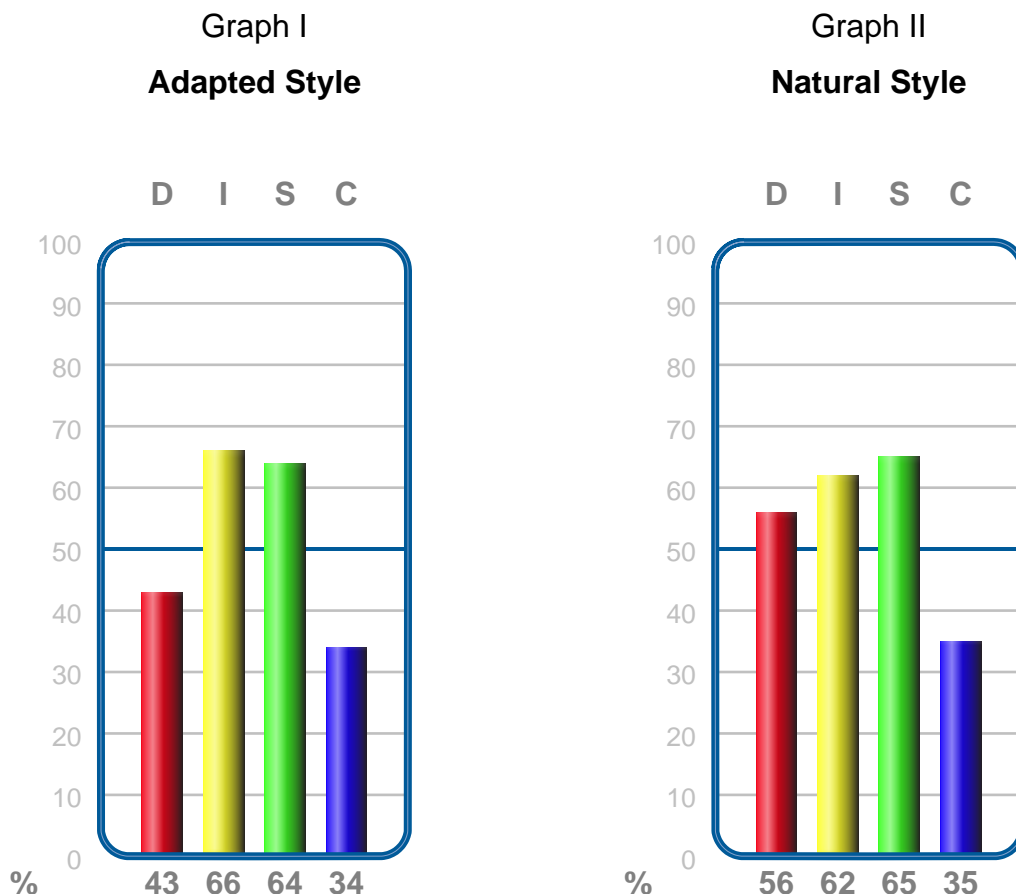
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Participation in meetings on future planning.
- A proper work/life balance and a physical space that feels like home.
- Clearly defined start and finish points on each project or task.
- A podium to express ideas, vision and experiences.
- To lead people toward his vision.

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:

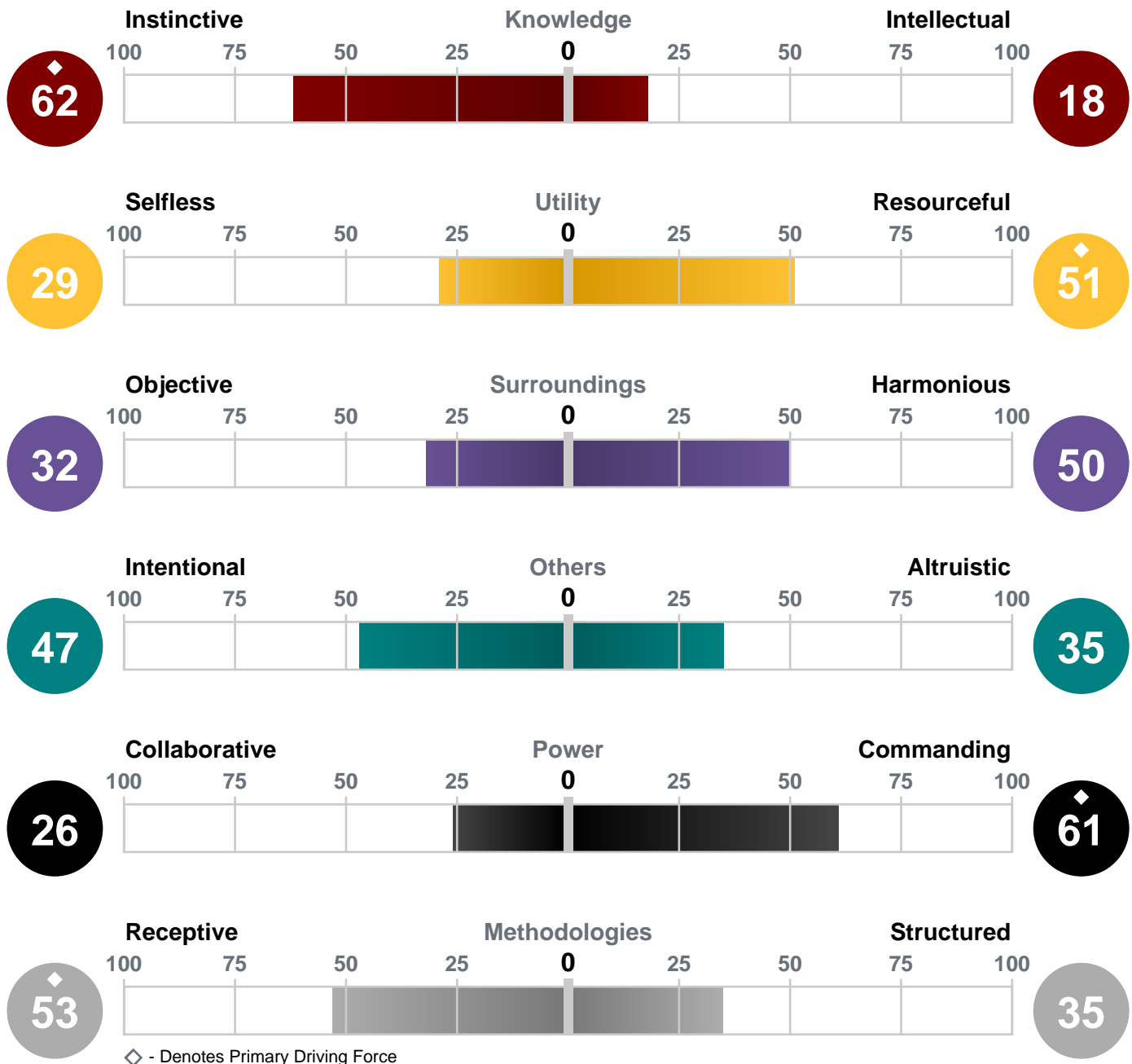
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 wants to control his own destiny and display his independence.
- People who are determined and competitive are liked by EDSON.
- EDSON 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.
- EDSON has the desire to assert himself and to be recognized for his accomplishments.
- He believes "if at first you don't succeed try, try again."
- Maintaining individuality is strived for in relationships.
- EDSON takes responsibility for his actions.
- If necessary, EDSON will be assertive in meeting his own needs.
- EDSON believes "when the going gets tough, the tough get going."

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 EDSON.
- EDSON looks for and appreciates the beauty in things.
- EDSON will evaluate things based on artistic beauty and usefulness.
- Dressing for success comes naturally to EDSON. He enjoys the latest designer clothes when he has the funds to purchase them.
- EDSON uses his aesthetic talent to impress others.

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.
- EDSON 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.
- He may use wealth as a yardstick to measure his work effort.

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.

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

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

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.

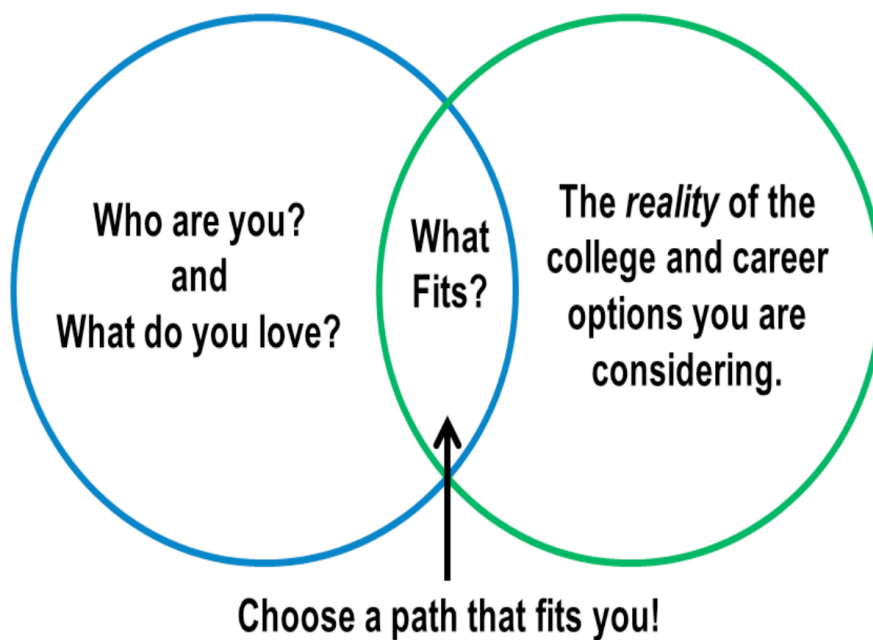
- EDSON will not seek knowledge based on curiosity or just for the sake of knowledge.
- He will attempt to take the practical approach and not over-analyze the process.
- EDSON will use an instinctual approach to problem solving.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- EDSON will only read books that relate to his chosen field or special interests.
- EDSON can be turned off by people who talk about things in detail if he has no interest in the subject.
- EDSON will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- When required, EDSON will seek knowledge to better understand a particular situation.
- For EDSON, personal experiences are a key factor in decision making.

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Entertainment and Arts Management
Film and Television Production
Web Design, Web Administration

Business

Business Communications, Public Relations
Construction Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Building Inspector
Home Maintenance and Repair

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Entrepreneurial Studies
Graphic Design
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership

NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies
Urban and City Planning
Videography

Other Career Paths

Apparel Fashion

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
27-2031	4 & exp	Dancer
29-1127	4+	Speech-Language Pathologist
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
27-1011	4+	Art Director
19-3051	4+	Urban & Regional Planner
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-2022	4+	Sales Manager
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2042	4	Musician, Singer
27-2032	4	Choreographer
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-1025	4	Interior Designer
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
11-1021	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
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer

NEXT STEPS: POSSIBLE CAREER IDEAS

33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Set realistic goals.
- Try new ways of learning.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Use recitation to embed fact and ideas.
- Read an article on listening and note taking.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about subjects that give you difficulty.
- Develop good study habits and follow them everyday.
- Put words you have trouble spelling on your mirror so you see them daily.
- Don't put off studying until the last minute.

Strengths

A "winner" who is consistent but does not brag about accomplishments.

The ideal right hand to a goal-driven leader.

Highly in tune to the environment and synergy within it.

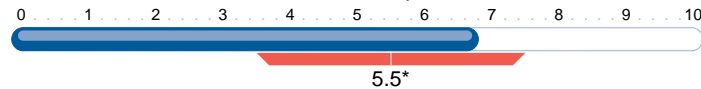
Steady, consistent and balanced member of the team.

Being an optimistic leader.

Always willing to share his ideas on how to enhance the surroundings.

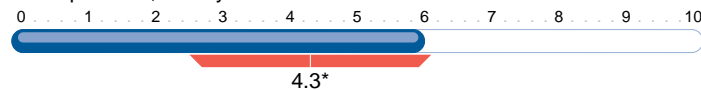
Motivators

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



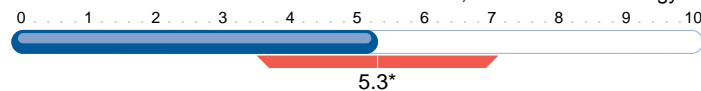
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



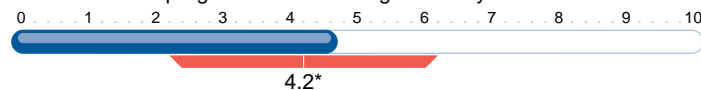
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



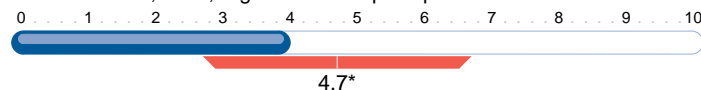
5.3

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



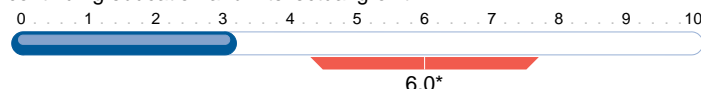
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

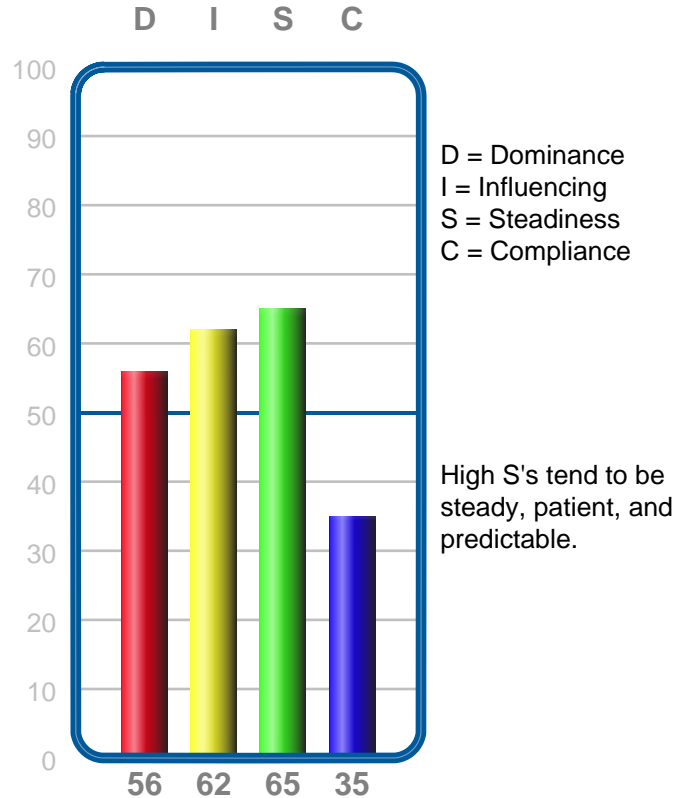


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6. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



3.2



Value to a Team

Dependable team player.

Service-oriented.

Can support or oppose strongly.

Has the confidence to do the difficult assignments.

Creative approach to problem solving.

Builds good relationships.