

**Guillermo Chavez**  
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.*

Guillermo wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. While he is usually considered as people-oriented, he does have a technical side. He looks to people for support and inner-satisfaction as a way to reach his personal goals. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. At times, Guillermo would like to slow the world down and cut out some of the activities people want him involved in. When challenged, he becomes more objective. 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. 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. Guillermo requires many good reasons, as well as the benefits involved, before agreeing to making changes. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others.

Guillermo 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. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Guillermo is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He often thinks over major decisions before acting. 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.

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

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Adaptable.
- Flexible.
- Builds good relationships.
- Turns confrontation into positives.
- People-oriented.
- Respect for authority and organizational structure.
- Dependable team player.
- Patient and empathetic.
- Works for a leader and a cause.

## 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.*

- Dislike change if he feels the change is unwarranted.
- Be dependent on others for decisions, even if he knows he is right.
- Be defensive when risk is involved--move towards maintaining status quo.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not let others know where he stands on an issue.
- Not take action against those who challenge or break the rules or guidelines.
- 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.
- Hold a grudge if his personal beliefs are attacked.

## 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.*

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared.
- Move casually, informally.
- Start, however briefly, with a personal comment. Break the ice.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use scheduled timetable when implementing new action.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Take your time and be persistent.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Be sincere and use a tone of voice that shows sincerity.
- Take time to be sure that he is in agreement and understands what you said.

## 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.*

- Patronize or demean him by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Be haphazard.
- Be abrupt and rapid.
- Talk to him when you're extremely angry.
- Give your presentation in random order.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Push too hard, or be unrealistic with deadlines.
- Make promises you cannot deliver.
- Offer assurance and guarantees you can't fulfill.

## 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 be persistent about moving toward the greater cause.
- Able to be a strong listener, who can become a lifelong friend.
- Good listener when being presented with accurate facts and figures.
- Delivers his knowledge and wisdom objectively.
- Always willing to offer his time and perspective.
- Demonstrates a will and desire to help others in the organization.
- Willing to share knowledge to benefit the team or organization.
- Thinks outside of the box when gathering information.

## 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.*

- Struggles with putting his foot down, as he doesn't want to hurt others.
- May not always stand up for oneself or others.
- May withhold sharing of knowledge to meet his security needs.
- Resents change without logical facts and reasoning behind the change.
- High trust and a desire to help could lead to being taken advantage of.
- Does not always listen to those he is helping.
- May be too trusting of people as resources.
- May overlook vital details in his pursuit of information.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Freedom from control and detail.
- A forum to be curious about the discovery of new information.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Ability to give of time, talent and resources in order to help the organization.
- Ability to showcase altruistic achievements in order to get others involved.

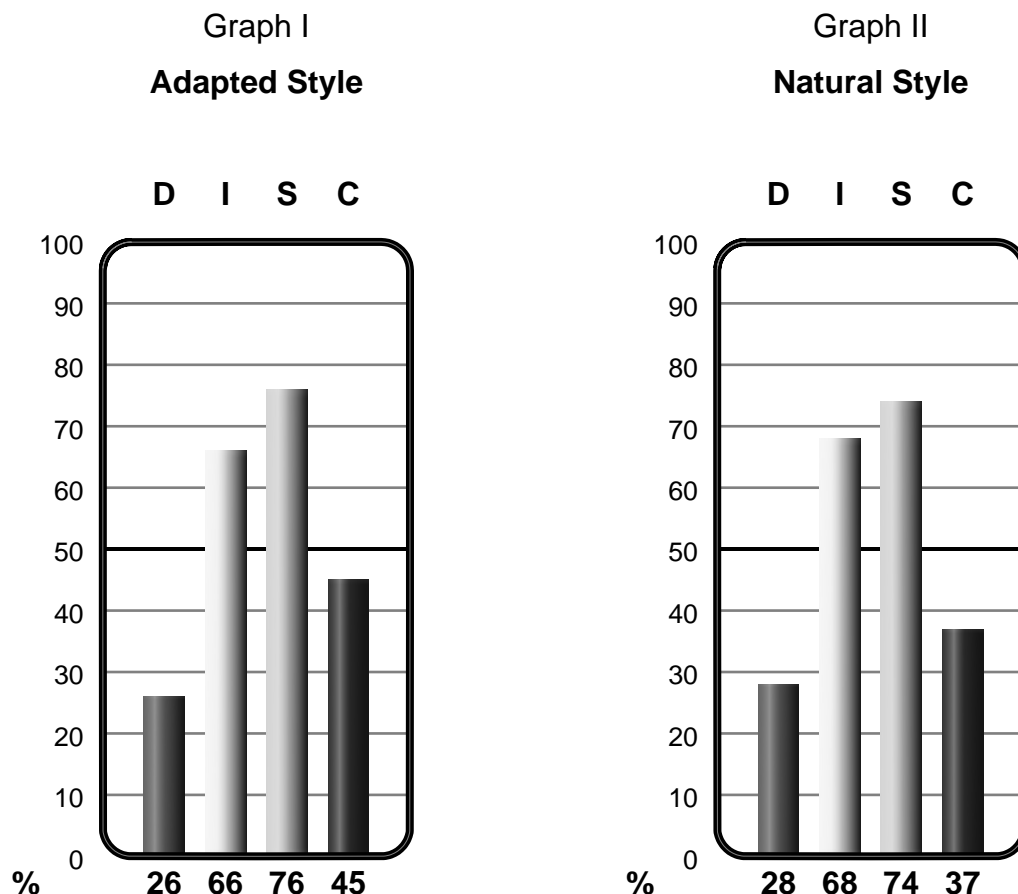
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Freedom from control and detail.
- To be able to seek out new information that will be valuable to share with others.
- The opportunity to share knowledge with others.
- Time to give back both internally and externally in order to quietly change things for the better.
- The flexibility to be creative in the way he and the organization help others and causes.

## 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:

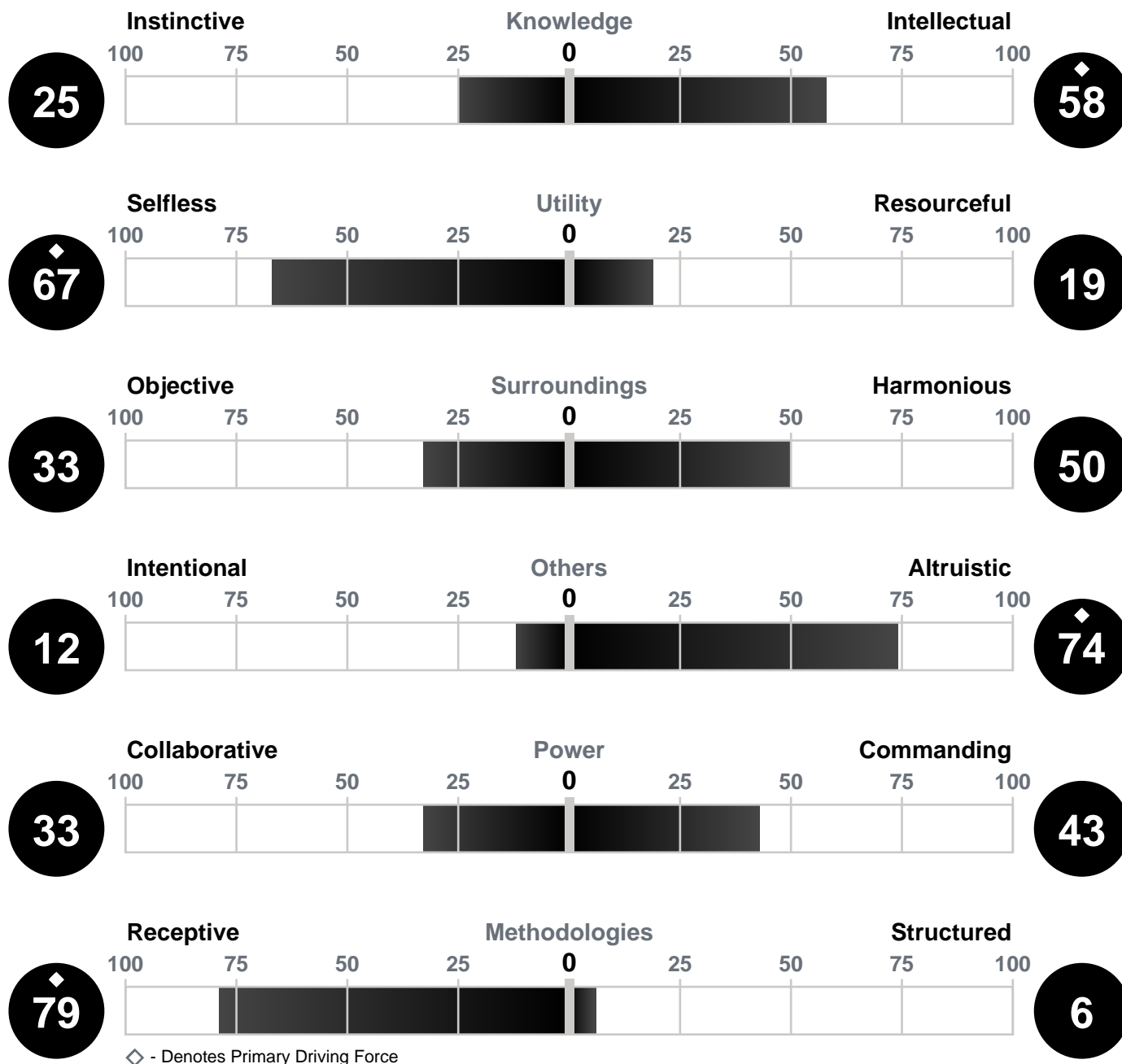
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

*High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.*

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

## 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.*

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

## 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.*

- Guillermo may desire fine things for his spouse or family members.
- 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 Guillermo will look for the beauty in all things.
- 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.

## 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 Guillermo can be very competitive.
- Guillermo can be assertive in meeting his needs.

## 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.*

- Money and material possessions are not a high priority for Guillermo.
- Overemphasizing the value of money will bore Guillermo and turn him off.
- Guillermo will not use money as a scorecard to impress others.
- Guillermo will use his money to satisfy his true motivation.
- Financial security is not a necessity, but a long-term goal.
- Guillermo will seek a comfort level in his standard of living and try to maintain that level.
- There is not a tremendous need for Guillermo to have great sums of money.
- Guillermo will accept his financial situation and not strive to change it.
- Guillermo 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.

## 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.*

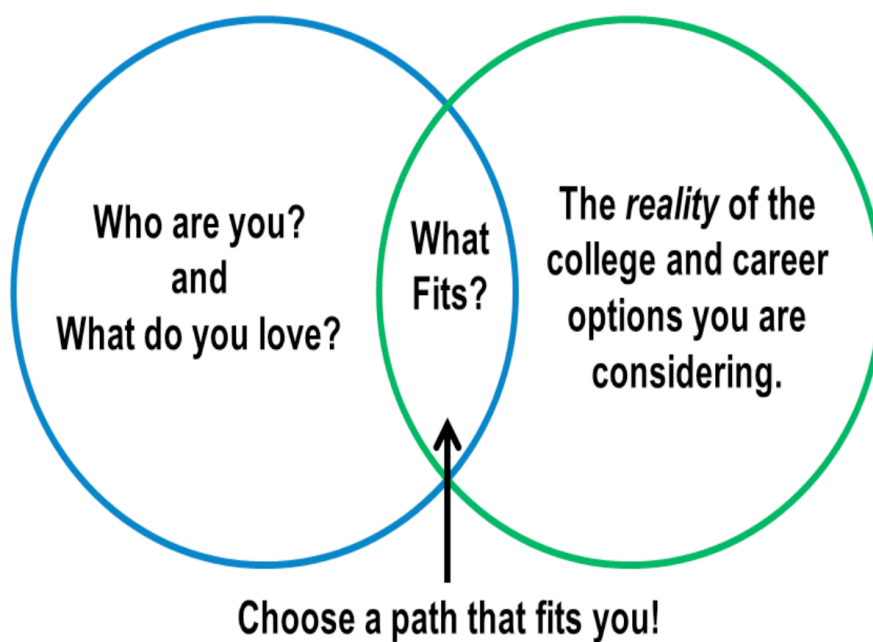
- Traditions will not place limits or boundaries on Guillermo.
- In many cases, Guillermo will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Guillermo can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate Guillermo because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will work within a broadly defined set of beliefs.
- Guillermo'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.

## 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

Anthropology  
Archaeology  
Art History  
Botany  
Education Counselor  
Ethnic, Cultural and Gender Studies  
Geology, Earth Sciences  
Humanities  
Journalism  
Library Science  
Literature Studies, Classics  
Paleontology  
Philosophy, Religious Studies  
Sociology  
Teaching, Education  
Theology  
Urban Studies  
Web Design, Web Administration

### Career and Technical

Massage Therapy  
Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

Bio Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Biotechnology

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Community Planning and Development  
Community and Public Health Administration  
Environment, Conservation and Sustainability  
Genetics, Reproductive Technology and Research  
Graphic Design  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography  
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  
Psychology



## 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
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
19-1023	4+	Zoologist & Wildlife Biologist
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher 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
27-1023	HS	Floral Designer

## STUDY TIPS

- Set goals which challenge your abilities.
- Try new ways of learning.
- Study in groups of two or more.
- Study or review notes before each class starts.
- 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.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Set realistic goals.
- Study and review notes just before class starts.
- Don't let others intrude upon your study time.
- Plan a block of time for studying - take 10-minute breaks every hour.

## Strengths

Will be persistent about moving toward the greater cause.

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

Good listener when being presented with accurate facts and figures.

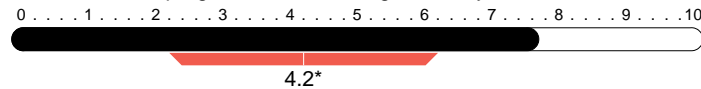
Delivers his knowledge and wisdom objectively.

Always willing to offer his time and perspective.

Willing to share knowledge to benefit the team or organization.

## Motivators

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



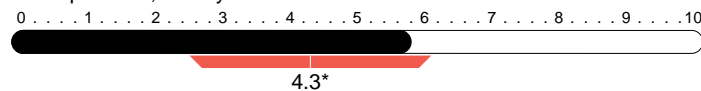
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



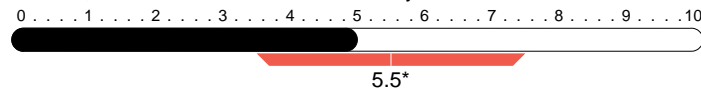
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



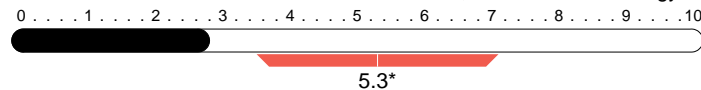
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**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



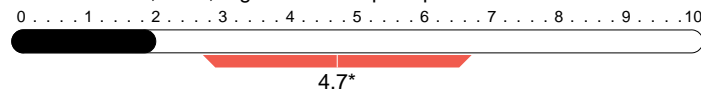
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**5. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

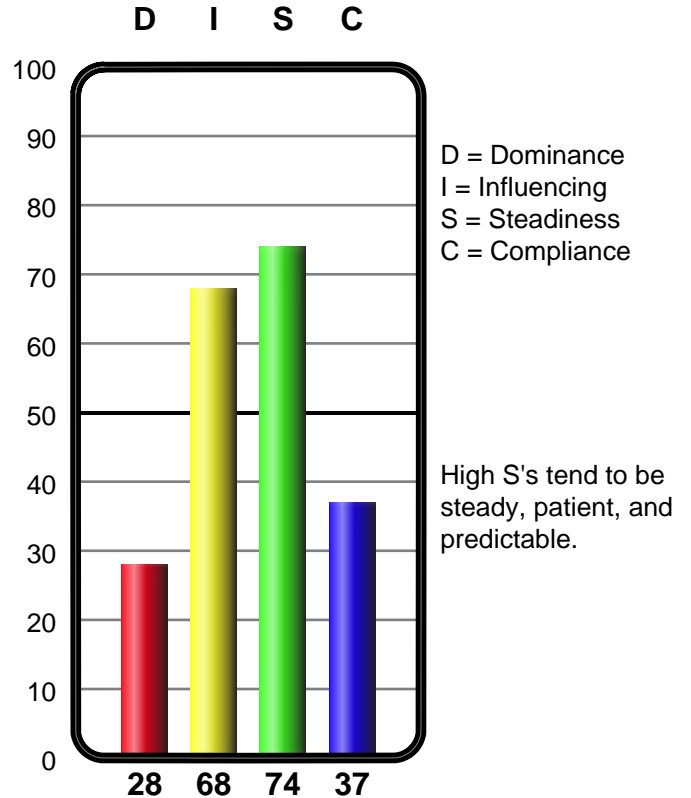


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.0



## Value to a Team

Turns confrontation into positives.

Service-oriented.

Patient and empathetic.

Builds good relationships.

Adaptable.

Respect for authority and organizational structure.