

**Stone Garcia**  
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.*

Stone is gregarious and sociable. He will be seen as a good mixer both on or off the job. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is good at creating enthusiasm in others. He likes quality social relationships. He often will become friends with his customers or clients. Stone projects a self-assured and self-confident image. He can be seen as a person of good will. He likes feedback from his manager on how he is doing. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. Stone, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He can be obliging and accommodating; that is, he likes to work with people and help them.

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

Stone is people-oriented and verbally fluent. He is both a good talker and a good listener. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! It is important for Stone to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. Stone usually uses many gestures when talking. He has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He will optimistically interact with people in an assured, diplomatic and poised manner.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Big thinker.
- Creative problem solving.
- Self-reliant.
- Builds confidence in others.
- Dedicated to his own ideas.
- Team player.
- Positive sense of humor.

## 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 unrealistic in appraising people--especially if the person is a "friend."
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Be too verbal in expressing criticism.
- Make decisions based on surface analysis.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Overuse praise in motivating others.

## 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.*

- Provide "yes" or "no" answers--not maybe.
- Appeal to the benefits he will receive.
- Leave time for relating, socializing.
- Provide ideas for implementing action.
- Define the problem in writing.
- Clarify any parameters in writing.
- Look for his oversights.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Provide solutions--not opinions.

## 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.*

- "Dream" with him or you'll lose time.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to him.
- Drive on to facts, figures, alternatives or abstractions.
- Let him overpower you with verbiage.
- Be curt, cold or tight-lipped.
- Ramble.
- Leave decisions hanging in the air.

## 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.*

- Demonstrates a will and desire to help others in the organization.
- Wants to be seen as a leader in humanitarian issues.
- Motivates others to be the best they can be.
- Utilizes people to win and accomplish goals.
- Able to be a strong listener, who can become a lifelong friend.
- Strong supporter, therefore, always willing to help.
- The ideal right hand to a goal-driven leader.
- Methodically follows a strategy to achieve.

## 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.*

- Does not always listen to those he is helping.
- When helping others, may talk too much about himself.
- He may overestimate his authority.
- As a leader may over focus on self and his own needs.
- Can take a long time in addressing sensitive issues that could help others.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Listens to others but wants to act to his own interest.
- A fear of change prevents him from advancing.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Little conflict between people.
- An opportunity to help others without being in the limelight.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Opportunity to display excitement and fun while getting others to act.
- A "can-do" environment filled with optimistic people.

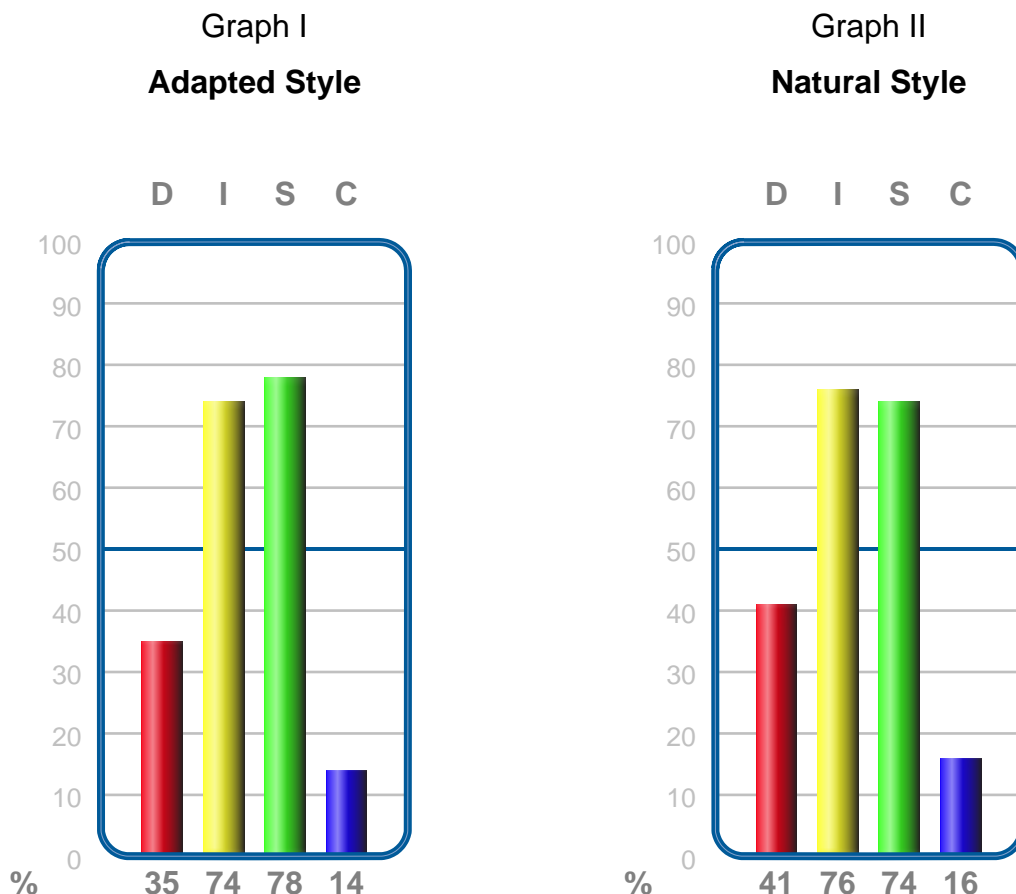
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- To be trusted.
- To develop methodical and fair ways to help others.
- To be seen as an internal resource for people to express problems and challenges.
- Recognition for leadership accomplishments and the results he receives.
- 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:

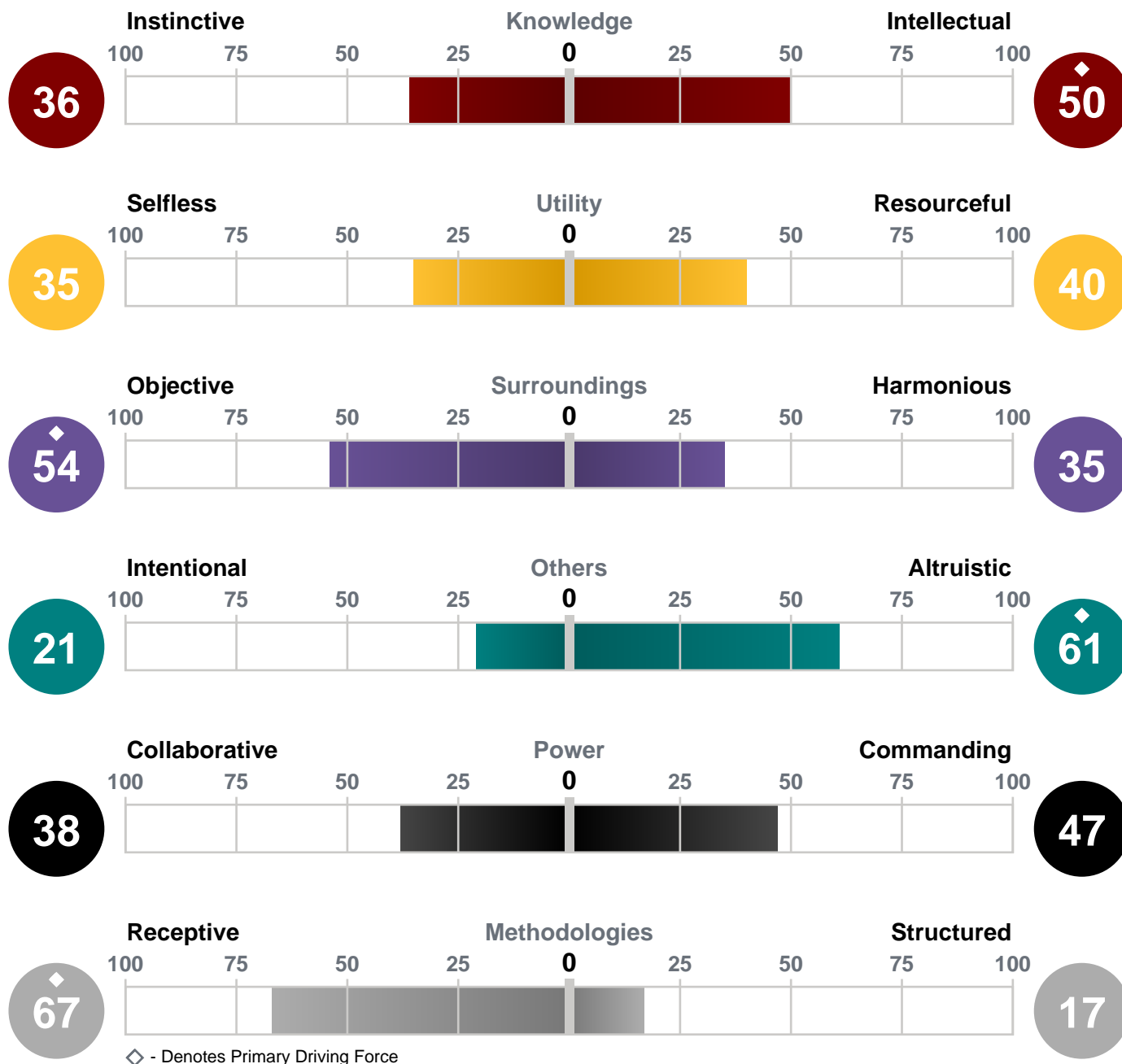
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- Stone believes "when the going gets tough, the tough get going."
- Maintaining individuality is strived for in relationships.
- Stone takes responsibility for his actions.
- He wants to control his own destiny and display his independence.
- Stone 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.
- He believes "if at first you don't succeed try, try again."
- People who are determined and competitive are liked by Stone.
- If necessary, Stone will be assertive in meeting his own needs.
- Stone has the desire to assert himself and to be recognized for his accomplishments.

## 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.*

- A job that challenges the knowledge will increase his job satisfaction.
- Stone will usually have the data to support his convictions.
- If knowledge of a specific subject is not of interest, or is not required for success, Stone will have a tendency to rely on his intuition or practical information in this area.
- If Stone is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- Stone will seek knowledge based on his needs in individual situations.
- Stone has the potential to become an expert in his chosen field.
- In those areas where Stone has a special interest he will be good at integrating past knowledge to solve current problems.

## 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 evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- Stone will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Stone will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Stone can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

## 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.*

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

## 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.*

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

## 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

Broadcasting  
Chemistry  
Communications  
Criminology, Forensics  
Economics  
Entertainment and Arts Management  
Film and Television Production  
Geology, Earth Sciences  
Information Technology  
International Studies and Relations  
Library Science  
Meteorology  
Paleontology  
Political Science  
Pre-Law

### Business

Advertising  
Business Communications, Public Relations  
Facilities Planning and Management  
Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Dental Assistance  
Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

Bio Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Natural Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Biotechnology  
Community Planning and Development  
Community and Public Health Administration  
Educational Administrator  
Health Technology  
Life Coaching  
Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Entrepreneurism  
Urban and City Planning

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Hospital and Health Administration  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Optometry  
Pre-Dental  
Pre-Medicine  
Pre-Ophthalmology  
Pre-Veterinary Medicine  
Psychology

### Other Career Paths

Child Care, Family Services  
Computer Support  
Fitness and Exercise Science  
Law Enforcement  
Military Service  
Police and Fire Services



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Publishing  
Recreation and Tourism

## 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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
43-4051	2-4	Customer Service Representative
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

## STUDY TIPS

- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Use short sentences when taking notes - leave out unnecessary words.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.
- Develop good study habits and follow them everyday.
- Listen for ideas and facts to support the main idea.
- Review your notes after class.
- Use recitation to embed fact and ideas.
- Take meaningful notes.
- Socialize after studying - not before.

## Strengths

Demonstrates a will and desire to help others in the organization.

Wants to be seen as a leader in humanitarian issues.

Motivates others to be the best they can be.

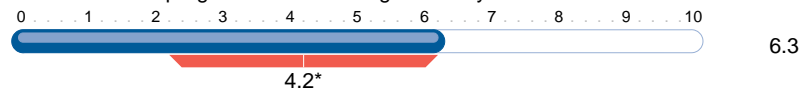
Utilizes people to win and accomplish goals.

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

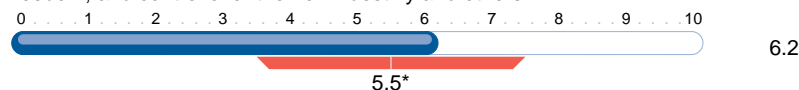
The ideal right hand to a goal-driven leader.

## Motivators

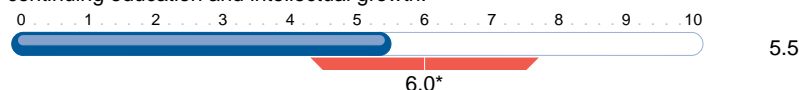
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



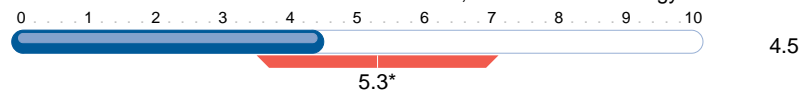
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



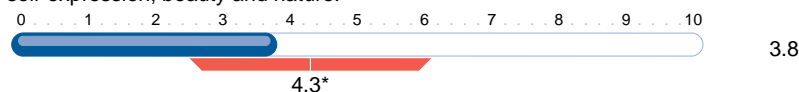
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



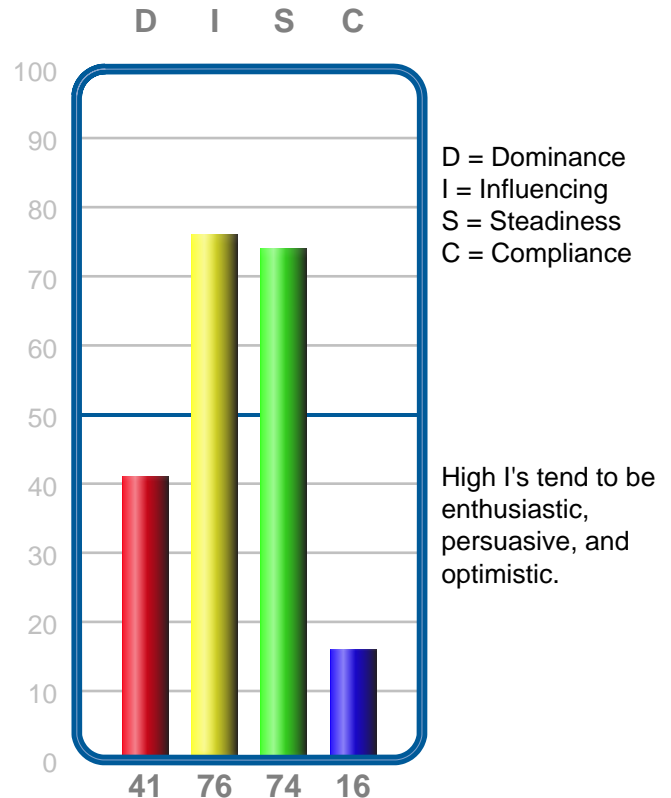
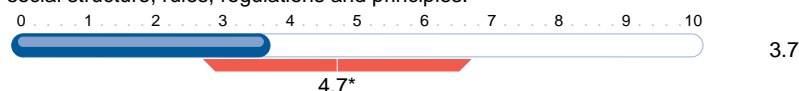
**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



## Value to a Team

People-oriented.

Bottom line-oriented.

Verbalizes his feelings.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Dedicated to his own ideas.

Negotiates conflicts.