

ezequiel beltran
10-13-2016



TABLE OF CONTENTS

MORE THAN A SCORE

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

THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

STYLE: YOUR STYLE

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

ezequiel likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He wants to be seen as his own person, but usually projects it in friendly terms. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes feedback from his manager on how he is doing. ezequiel likes quality social relationships. He often will become friends with his customers or clients. He influences most people with his warmth. He can combine and balance enthusiasm and patience. He is good at creating enthusiasm in others. ezequiel is optimistic and usually has a positive sense of humor. He projects a self-assured and self-confident image.

ezequiel 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. He 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. ezequiel 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.

ezequiel will optimistically interact with people in an assured, diplomatic and poised manner. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. 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 usually uses many gestures when talking. ezequiel tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He is good at negotiating conflict between others. ezequiel feels that "if everyone would just talk it out, everything would be okay!" 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accomplishes goals through people.
- Self-reliant.
- Builds confidence in others.
- Positive sense of humor.
- Verbalizes his feelings.
- Optimistic and enthusiastic.
- Negotiates conflicts.
- Creative problem solving.
- Dedicated to his own ideas.

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.

- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Make decisions based on surface analysis.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be so enthusiastic that he can be seen as superficial.
- Take information at face value without validation or substantial investigation.

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.

- Talk about him, his goals and the opinions he finds stimulating.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide a warm and friendly environment.
- Provide solutions--not opinions.
- Leave time for relating, socializing.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Clarify any parameters in writing.
- Define the problem in writing.
- Provide testimonials from people he sees as important.
- Provide "yes" or "no" answers--not maybe.
- Appeal to the benefits he will receive.

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.

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

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.

- Volunteers his knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.
- Sings the praises of peers and the contributions others make.
- Demonstrates a will and desire to help others in the organization.
- Will keep sensitive information under lock and key.
- Great at retrieving information for decision makers he trusts.
- Wants to methodically solve people-related problems that benefit the greater good.
- Willing to be the support system behind the cause.

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.

- May present facts and figures with too much emotion.
- May be too trusting of people as resources.
- May overestimate the impact he can have on others.
- Does not always listen to those he is helping.
- May not pursue knowledge if it jeopardizes his security.
- Struggles in adapting to new situations without preparation.
- May not always stand up for oneself or others.
- May always place blame on himself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- An environment in which he may deal with people on a personal, intimate basis.
- Information to support the reasons for change.
- A leadership team that is optimistic toward learning new concepts or theories.
- Work on a team that has common interests and desires.
- An environment where understanding and appreciating others is rewarded.

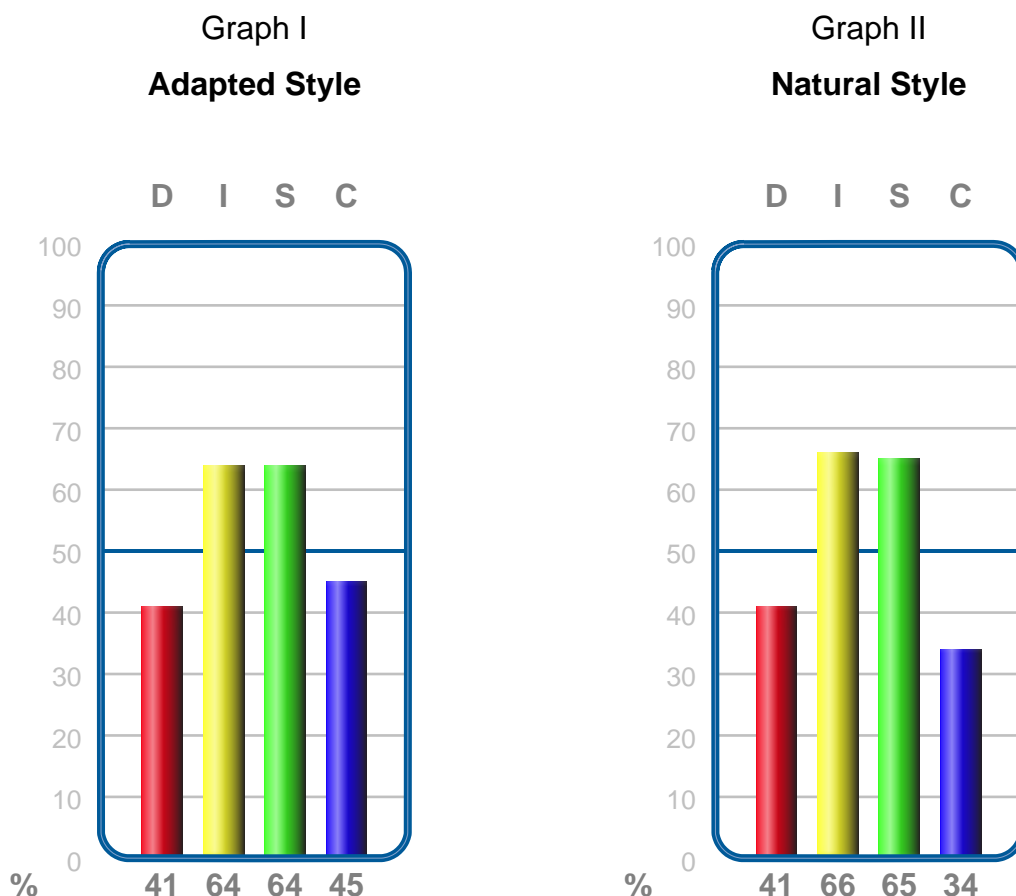
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Work assignments that provide opportunity for recognition.
- An opportunity to methodically layout research and work through the information-gathering process.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Support others in the organization's quest to make a difference.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



Norm 2015 R4

D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

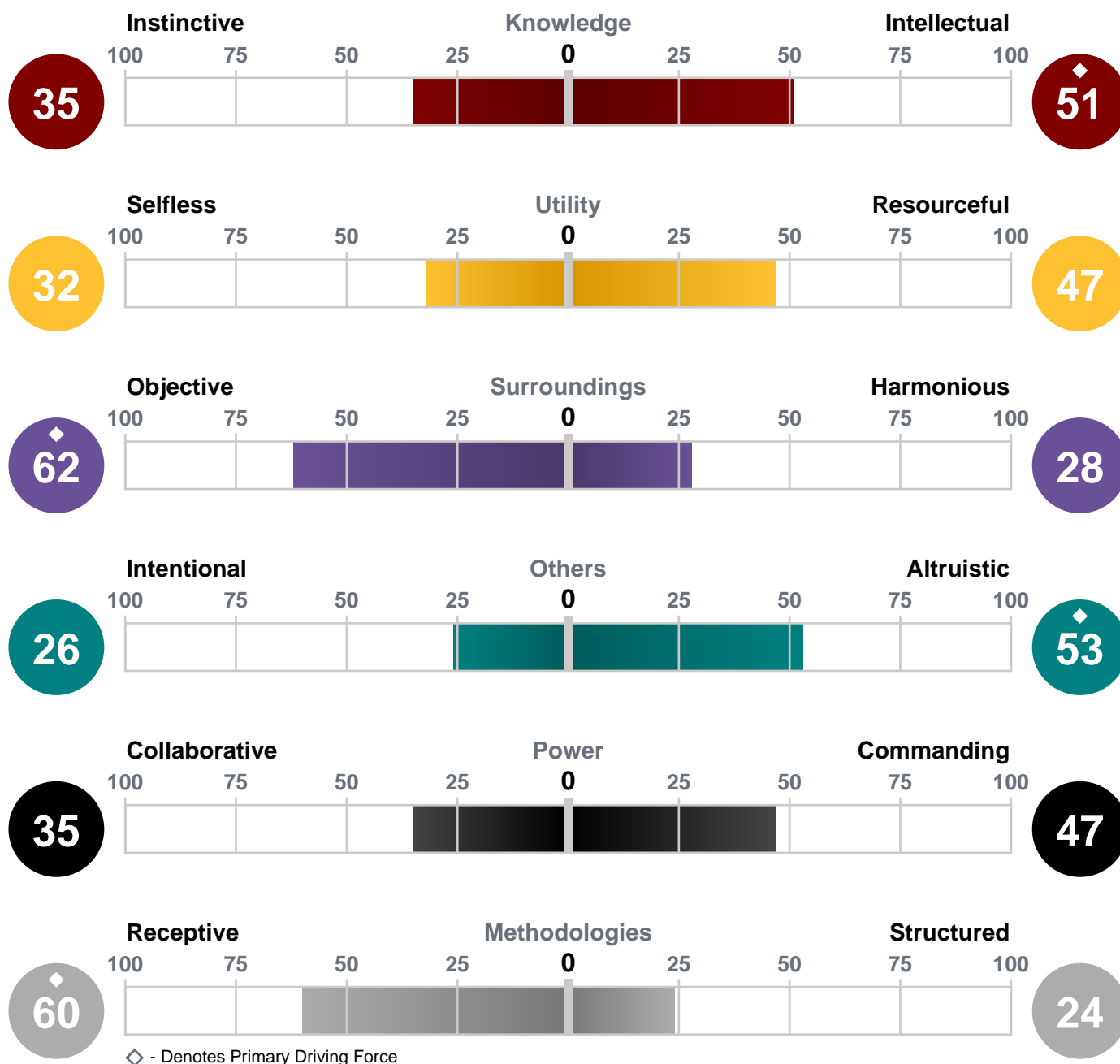
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

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

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.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- ezequiel tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.
- He evaluates things for their utility and economic return.
- ezequiel is good at achieving goals.

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 ezequiel can be very competitive.
- ezequiel can be assertive in meeting his needs.

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

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.

- ezequiel's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, ezequiel can see the need for beauty, but has difficulty buying the finer things in life.
- 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.
- The utility of "something" is more important than its beauty, form and harmony.
- Unpleasant surroundings will not stifle his creativity.
- ezequiel is not necessarily worried about form and beauty in his environment.

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

Criminology, Forensics
Economics
Entertainment and Arts Management
Legal Assistance, Paralegal Studies
Web Design, Web Administration

Business

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

Career and Technical

Vehicle Maintenance and Repair

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Industrial Engineering
Materials Engineering
Operations Research

Environmental, Agriculture and Food

Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Ecommerce
Educational Administrator
Medical Ethics

NEXT STEPS: POSSIBLE DEGREE MATCHES

Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Kinesiology
Nursing

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

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

NEXT STEPS: POSSIBLE CAREER IDEAS

27-3031	4	Public Relations Specialist
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
13-1121	4	Meeting & Convention Planner
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Don't let your ego keep you from studying.
- 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.
- Review your notes after class.
- Take meaningful notes.
- Don't doodle.
- Review notes from previous lessons to prepare yourself for the next.
- Use short sentences when taking notes - leave out unnecessary words.
- Develop good study habits and follow them everyday.
- Use recitation to embed fact and ideas.
- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Socialize after studying - not before.

Strengths

Volunteers his knowledge on many subjects.

Willing to share knowledge to benefit the team or organization.

Sings the praises of peers and the contributions others make.

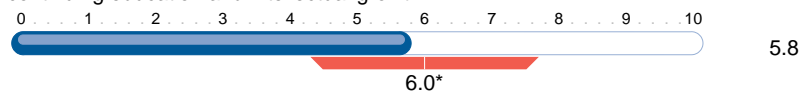
Demonstrates a will and desire to help others in the organization.

Will keep sensitive information under lock and key.

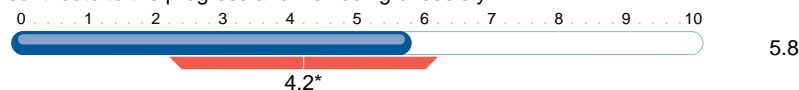
Wants to methodically solve people-related problems that benefit the greater good.

Motivators

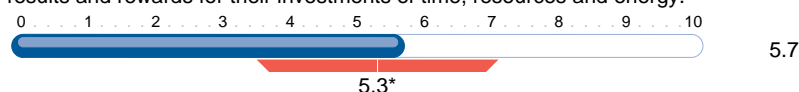
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



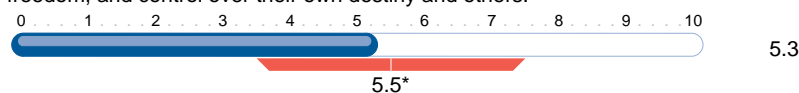
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



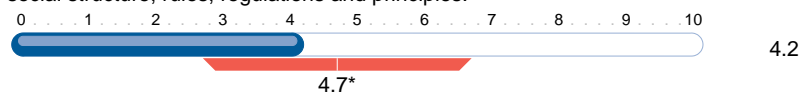
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



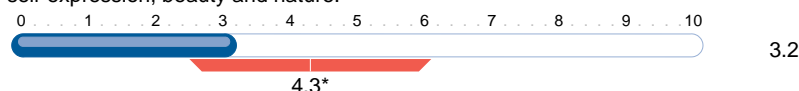
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



Value to a Team

Creative problem solving.

Self-reliant.

Big thinker.

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

Positive sense of humor.

Verbalizes his feelings.