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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.*

pablo is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. Once pablo has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. pablo 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 wins through hard work and persistence. He likes to stay with one task until it is completed. He tends to build a close relationship with a relatively small group of associates. He looks to people for support and inner-satisfaction as a way to reach his personal goals. pablo is a team player but can also exhibit a desire for independence. He requires many good reasons, as well as the benefits involved, before agreeing to making changes.

pablo 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 can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. pablo often thinks over major decisions before acting. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." 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.

pablo 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. He 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. pablo will be open with those he trusts; however, reaching the required trust level may take time.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- Dependable team player.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Creative approach to problem solving.
- Self-reliant.
- Big thinker.
- Service-oriented.

## 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.*

- Not let others know where he stands on an issue.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Take criticism of his work as a personal affront.
- Be too conservative--bides time and avoids much that is new.
- Dislike change if he feels the change is unwarranted.
- Hold a grudge if his personal beliefs are attacked.
- Not take action against those who challenge or break the rules or guidelines.

## 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.*

- Define the problem in writing.
- Look for his oversights.
- Provide "yes" or "no" answers--not maybe.
- Start, however briefly, with a personal comment. Break the ice.
- Move casually, informally.
- Provide a friendly environment.
- Ask "how?" questions to draw his opinions.
- Define clearly (preferably in writing) individual contributions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use a motivating approach, when appropriate.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use a balanced, objective and emotional approach.

## 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.*

- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Ramble.
- Muffle or overcontrol.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Let him overpower you with verbiage.
- Be abrupt and rapid.
- 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.*

- Loyal and consistent in using the resources he has been allocated.
- Wants to do his part to keep things efficient and consistent.
- Good listener when being presented with accurate facts and figures.
- Desire for continuous learning is one of his greatest strengths.
- Resourceful and influential in creating effective results.
- Promotes efficiency and results.
- Thinks outside of the box when gathering information.
- Volunteers his knowledge on many subjects.

## 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 never get a good plan off the ground if he feels rushed.
- May overlook opportunity for added efficiency out of fear of change.
- May withhold sharing of knowledge to meet his security needs.
- May have difficulty sharing subjective information.
- Overestimates what others will contribute.
- Struggles balancing financial advice with actual results.
- May overlook vital details in his pursuit of information.
- May present facts and figures with too much emotion.

## 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.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- The need for consistent, reliable and stable contributions to the bottom-line.
- Time to allow verification of return on investment, prior to making a change.

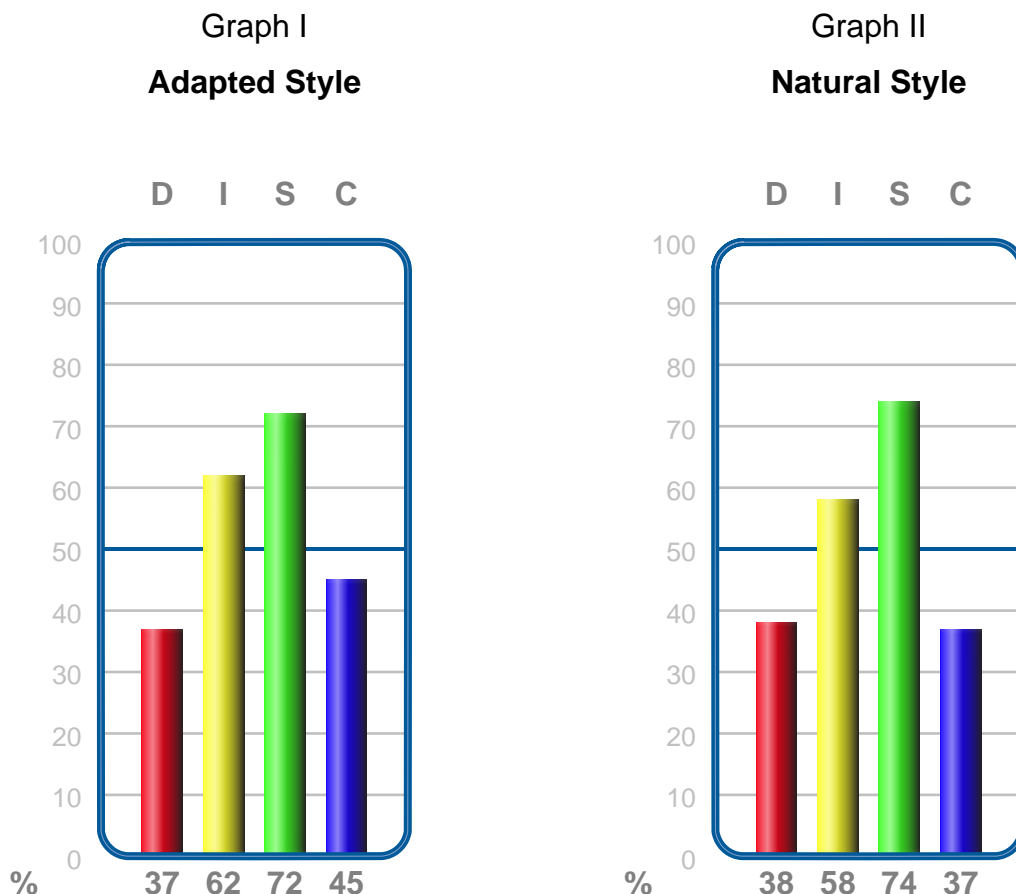
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- A support system to do the detail work.
- The opportunity to share knowledge with others.
- Praise for his knowledge base and research capabilities.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Loyalty and commitment to be seen as a return on investment for the organization.

## 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:

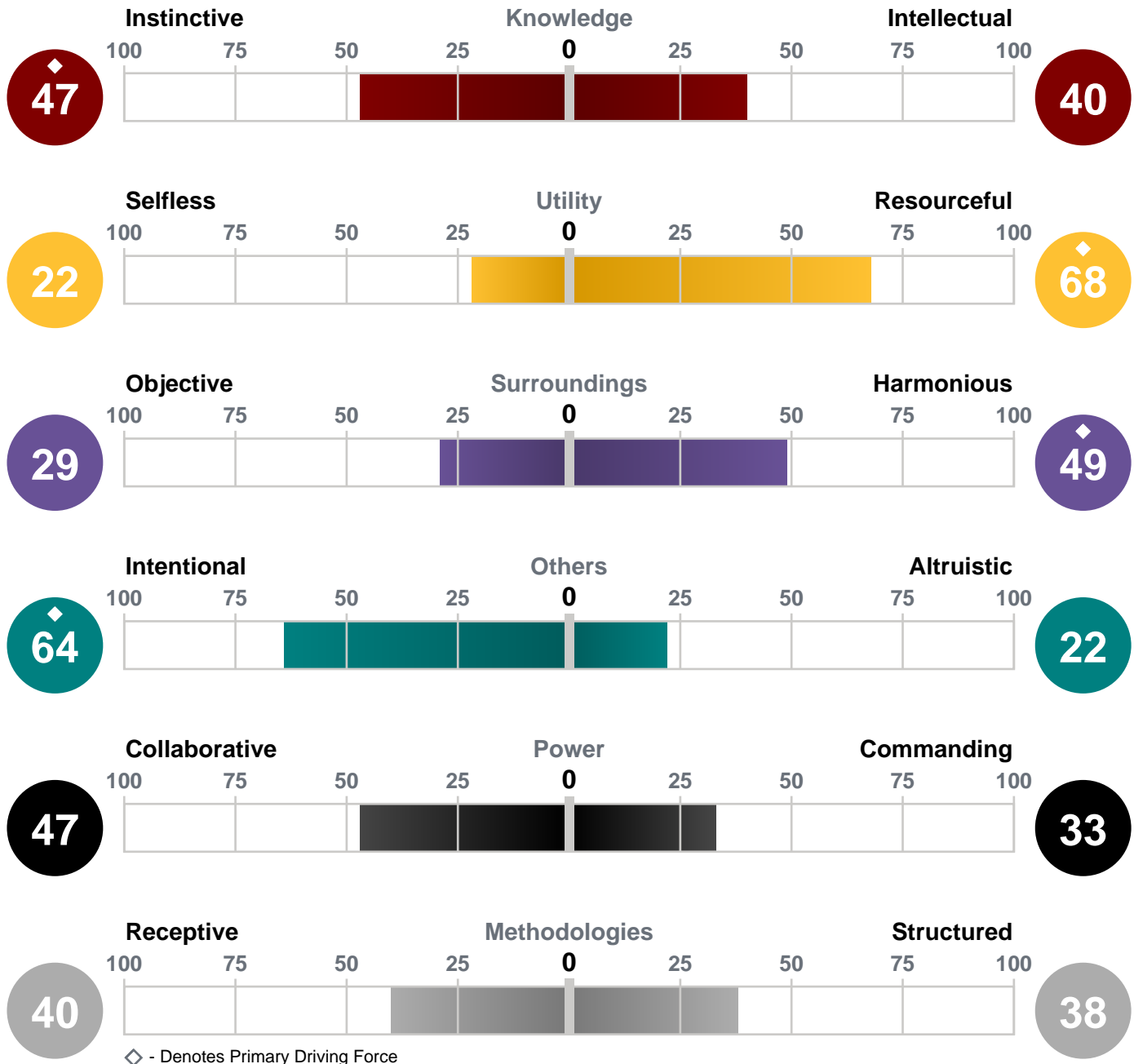
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 evaluates things for their utility and economic return.
- He will work long and hard to satisfy his needs.
- pablo tends to give freely of time and resources, but will want and expect a return on his investment.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He may use wealth as a yardstick to measure his work effort.
- pablo is good at achieving goals.

## 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.*

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

## 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.*

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

## 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.*

- pablo needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- pablo at times will evaluate others based on his rules for living.
- pablo lets his conscience be his guide.

## 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.*

- Stability is a primary concern. Patience and fortitude will win in the long run.
- pablo will be less concerned about his ego than others may be.
- As long as pablo's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- He will not attempt to overpower others' points of view or change their thinking.
- pablo's passion in life will be found in one or two of the other dimensions discussed in this report.
- pablo feels that struggles should be the burden of the team, not just the individuals.
- Being in total control of a situation is not a primary motivating factor.

## 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.*

- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- pablo's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- pablo will be torn if helping others proves to be detrimental to him.
- pablo is willing to help others if they are working as hard as possible to achieve their goals.

## 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

Criminology, Forensics  
Film and Television Production  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Building Inspector  
Dental Assistance  
Vehicle Maintenance and Repair

### Engineering

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

### Environmental, Agriculture and Food

Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Graphic Design  
Medical Ethics  
Online Marketing, Social Media  
Videography

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Exercise Science  
Kinesiology

### 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
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator

## NEXT STEPS: POSSIBLE CAREER IDEAS

11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Study and review notes just before class starts.
- Meditate and think positive thoughts before taking an exam.
- Don't put off studying until the last minute.
- Use recitation to embed fact and ideas.
- Read an article on listening and note taking.
- Quiz yourself and others about ideas you are learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Develop good study habits and follow them everyday.
- Think positively about subjects that give you difficulty.
- Don't let your ego keep you from studying.
- Plan a block of time for studying - take 10-minute breaks every hour.

## Strengths

Loyal and consistent in using the resources he has been allocated.

Wants to do his part to keep things efficient and consistent.

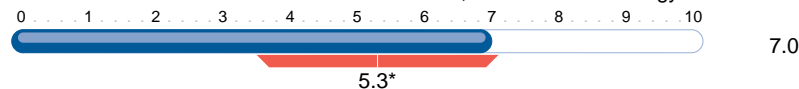
Good listener when being presented with accurate facts and figures.

Desire for continuous learning is one of his greatest strengths.

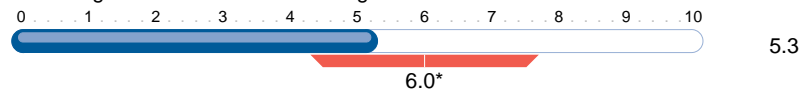
Resourceful and influential in creating effective results.

## Motivators

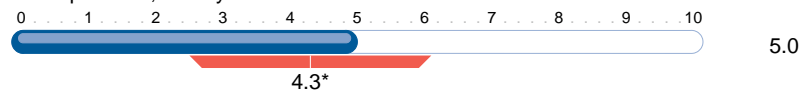
**1. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



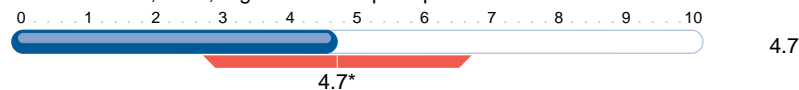
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



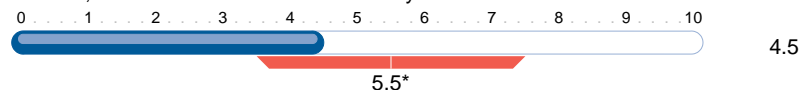
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



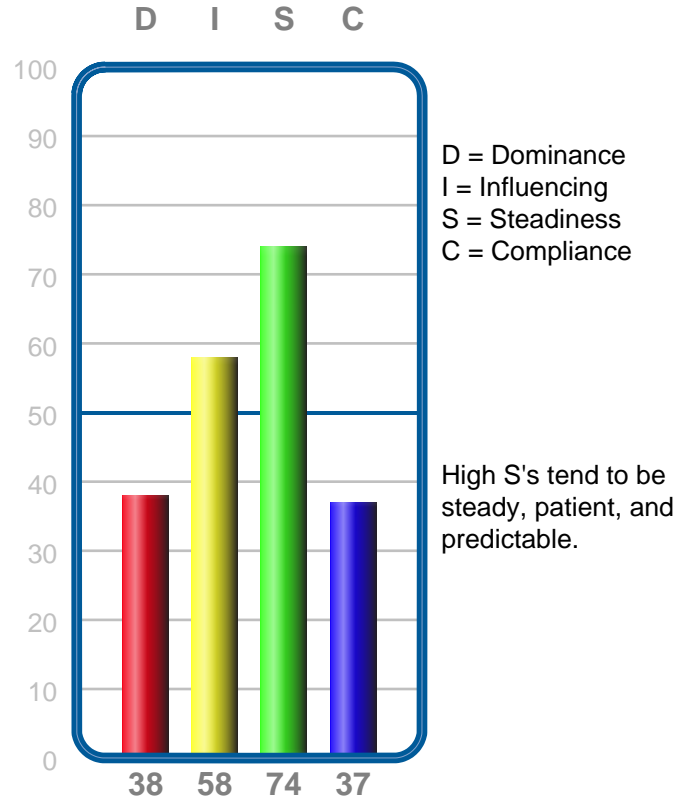
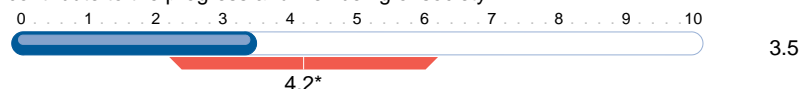
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Big thinker.

Service-oriented.

Self-reliant.

Bottom line-oriented.

Dedicated to his own ideas.

Works for a leader and a cause.