

**Julian Bravo**  
10-13-2016



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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.*

Julian, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He likes feedback from his manager on how he is doing. He is optimistic and usually has a positive sense of humor. Julian can be seen as a person of good will. He is enthusiastic and usually slow to anger. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He projects a self-assured and self-confident image. Julian likes quality social relationships. He often will become friends with his customers or clients. He influences most people with his warmth.

Julian 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. 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. He likes to participate in decision making. 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.

Julian is people-oriented and verbally fluent. He may use his time imprecisely because he likes to talk to people. He usually uses many gestures when talking. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. Julian has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He is good at negotiating conflict between others. Julian feels that "if everyone would just talk it out, everything would be okay!" He will optimistically interact with people in an assured, diplomatic and poised manner. It is important for Julian 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Team player.
- Positive sense of humor.
- Accomplishes goals through people.
- Bottom line-oriented.
- Verbalizes his feelings.
- Dedicated to his own ideas.
- Creative problem solving.
- Self-reliant.

## 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.*

- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Overuse praise in motivating others.
- Be so enthusiastic that he can be seen as superficial.
- Make decisions based on surface analysis.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be optimistic regarding possible results of his projects or the potential of his people.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."

## 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 ideas for implementing action.
- Talk about him, his goals and the opinions he finds stimulating.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Leave time for relating, socializing.
- Provide "yes" or "no" answers--not maybe.
- Read the body language for approval or disapproval.
- Define the problem in writing.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide a warm and friendly environment.
- Use a balanced, objective and emotional approach.
- Clarify any parameters in writing.
- Look for his oversights.

## 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.*

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

- Looks for the positive side of every situation.
- Motivates others to continue education.
- Motivates others to be the best they can be.
- Utilizes people to win and accomplish goals.
- Delivers his knowledge and wisdom objectively.
- Good listener when being presented with accurate facts and figures.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when his position or status is questioned.

## STYLE: SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- Will tend to elaborate on limited data.
- A desire to share information can impede his ability to listen and learn.
- He may overestimate his authority.
- As a leader may over focus on self and his own needs.
- Resents change without logical facts and reasoning behind the change.
- May withhold sharing of knowledge to meet his security needs.
- May let other's criticism of his work continually frustrate him.
- Will hide emotions until others push his buttons or take advantage of him.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Little conflict between people.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- A leadership team that is optimistic toward learning new concepts or theories.
- Opportunity to display excitement and fun while getting others to act.
- An environment to express ideas to influence people.

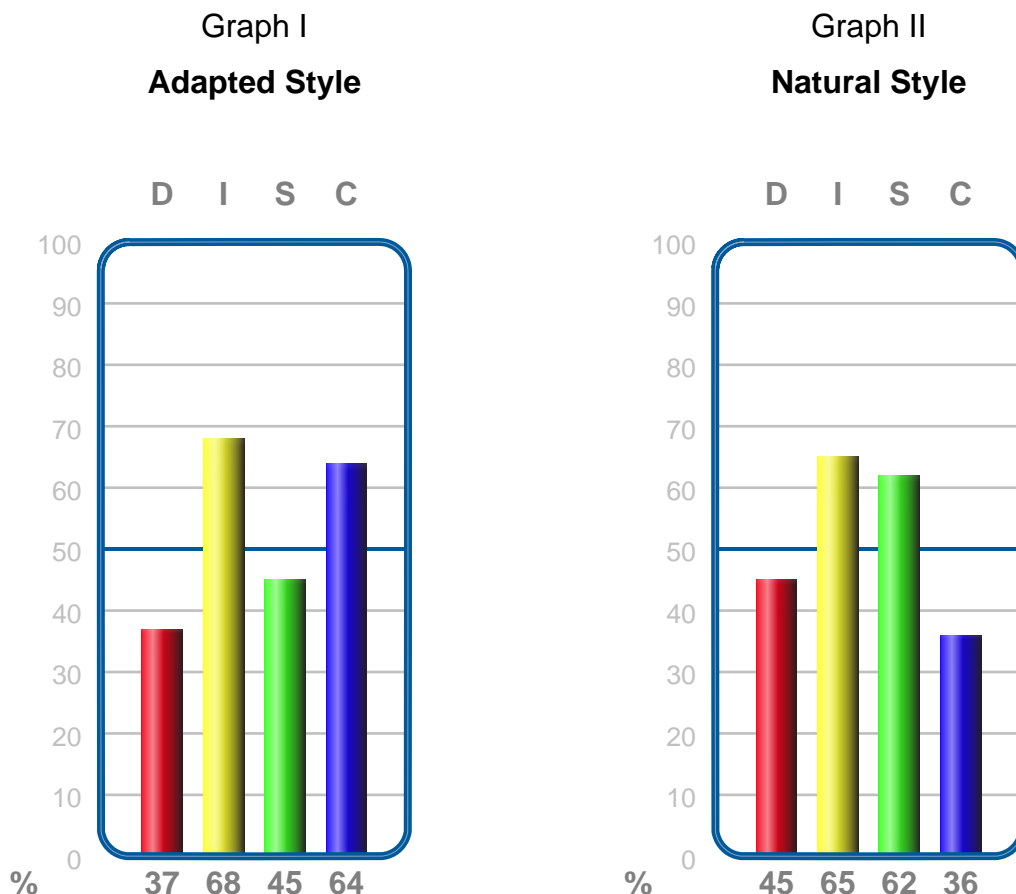
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- To be trusted.
- The opportunity to share knowledge with others.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Recognition for leadership accomplishments and the results he receives.
- Public recognition of power and prestige.

## 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:

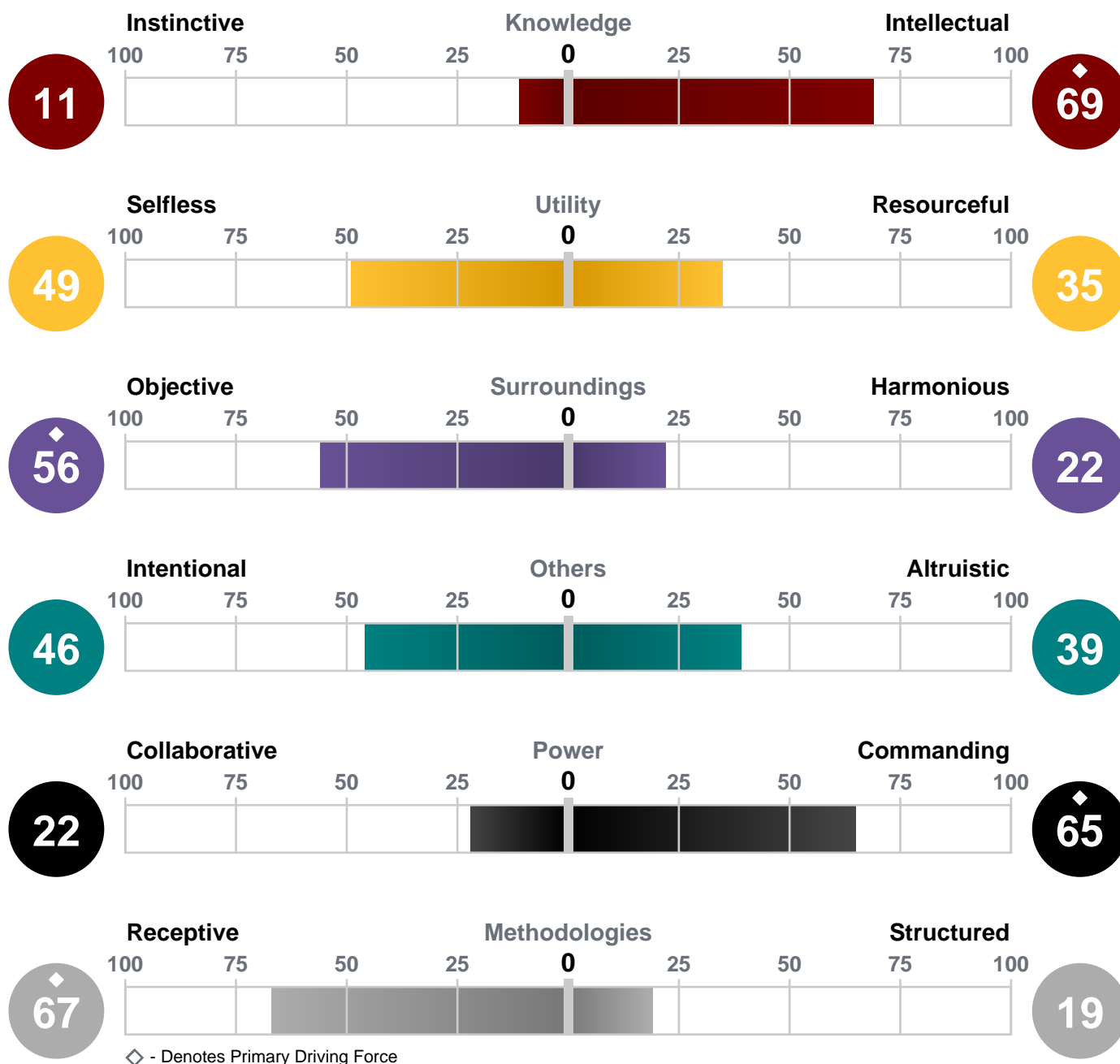
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

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

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

## 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.*

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

## 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.*

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

## 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.*

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

## 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

Biochemistry, Biophysics  
Biology  
Botany  
Broadcasting  
Chemistry  
Composition, Writing  
Computer Science  
Criminology, Forensics  
Economics  
Entertainment and Arts Management  
Film and Television Production  
Geology, Earth Sciences  
Interior Design  
Library Science  
Meteorology  
Paleontology  
Political Science  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Rehabilitation Therapy  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Computer Engineering  
Electrical Engineering  
Materials Engineering

### Environmental, Agriculture and Food

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Agriculture and Farming  
Animal Sciences  
Culinary Science  
Landscape Architecture  
Natural Sciences  
Plants and Horticulture

## Evolving Opportunities

Biotechnology  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Genetics, Reproductive Technology and Research  
Health Technology  
Life Coaching  
Medical Ethics  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Urban and City Planning  
Wilderness Education  
Yoga Therapy and Training

## Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Kinesiology  
Pre-Dental  
Pre-Ophthalmology  
Pre-Veterinary Medicine

## Other Career Paths

Apparel Fashion  
Event Planning  
Fitness and Exercise Science  
Publishing



## 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
19-3091	4+	Anthropologist & Archaeologist
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
11-9141	4+	Property, Real Estate & Community Association Manager
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
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
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
17-3026	2-4	Industrial Engineering Technician
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media

## NEXT STEPS: POSSIBLE CAREER IDEAS

25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
43-4151	HS	Order Clerk
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

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

## Strengths

Looks for the positive side of every situation.

Motivates others to continue education.

Motivates others to be the best they can be.

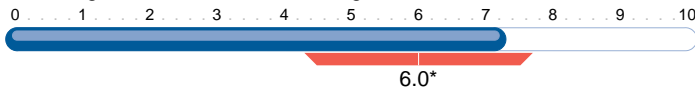
Utilizes people to win and accomplish goals.

Delivers his knowledge and wisdom objectively.

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

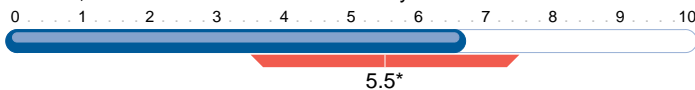
## Motivators

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



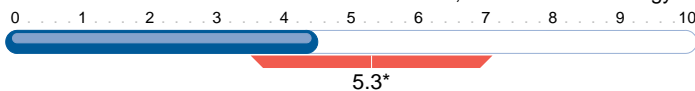
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



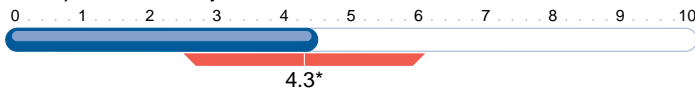
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



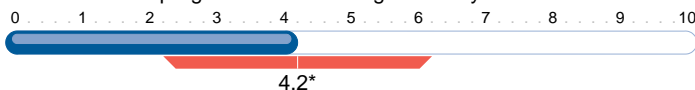
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



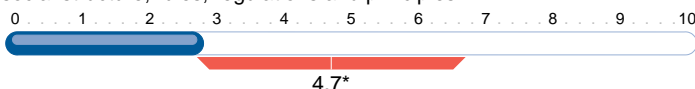
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

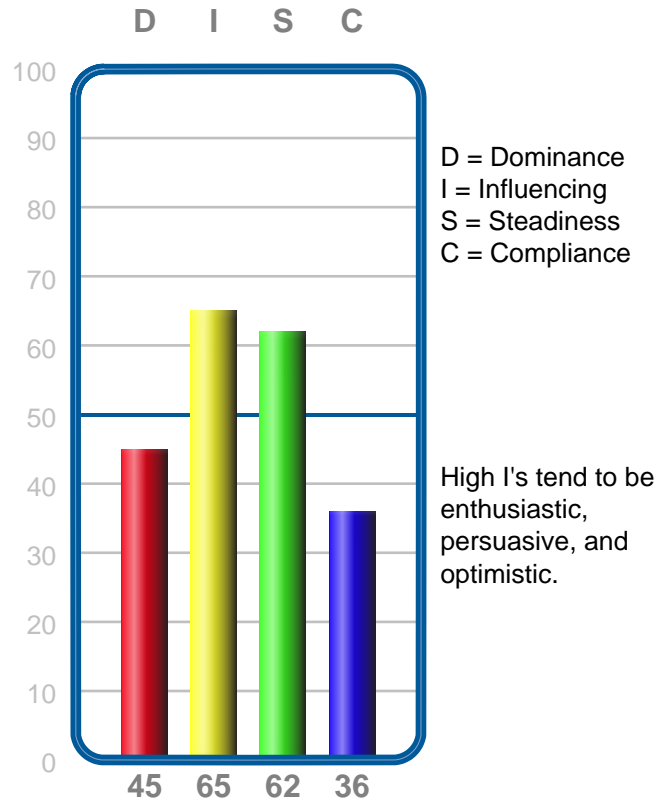


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.8



## Value to a Team

Big thinker.

Bottom line-oriented.

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

Optimistic and enthusiastic.

Builds confidence in others.

Dedicated to his own ideas.