

**Angel Ruano**  
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.*

Angel is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. When challenged, he becomes more objective. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He prefers to help and support others rather than compete against them. He is a team player but can also exhibit a desire for independence. Angel's flexibility will allow him to fit into almost any environment. Angel sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Once Angel 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.

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

Angel will be open with those he trusts; however, reaching the required trust level may take time. He likes a friendly, open style of communication. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. Angel 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative approach to problem solving.
- Service-oriented.
- Works for a leader and a cause.
- Dedicated to his own ideas.
- Bottom line-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- People-oriented.
- Self-reliant.
- Builds good relationships.

## 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.*

- Take criticism of his work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Dislike change if he feels the change is unwarranted.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Need help in prioritizing new assignments.
- Hold a grudge if his personal beliefs are attacked.

## STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

*This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Look for his oversights.
- Define the problem in writing.
- Move casually, informally.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define clearly (preferably in writing) individual contributions.
- Ask "how?" questions to draw his opinions.
- Provide a friendly environment.
- Use a balanced, objective and emotional approach.
- 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.*

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

## 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.*

- Able to be a strong listener, who can become a lifelong friend.
- Strong supporter, therefore, always willing to help.
- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.
- Great at generating excitement in others and getting people on board.
- Demonstrates a will and desire to help others in the organization.
- Willing to be the spokesperson for the team.
- Motivates others to be the best they can be.

## 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.*

- 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.
- Forgives but has a hard time forgetting.
- Has strong opinions but may not always share them.
- Has trouble making difficult decisions that affect others.
- Does not always listen to those he is helping.
- May struggle with hearing and applying constructive criticism.
- He may overestimate his authority.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Democratic supervisor with whom he can associate.
- An opportunity to help others without being in the limelight.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- A "can-do" environment filled with optimistic people.
- Opportunity to display excitement and fun while getting others to act.

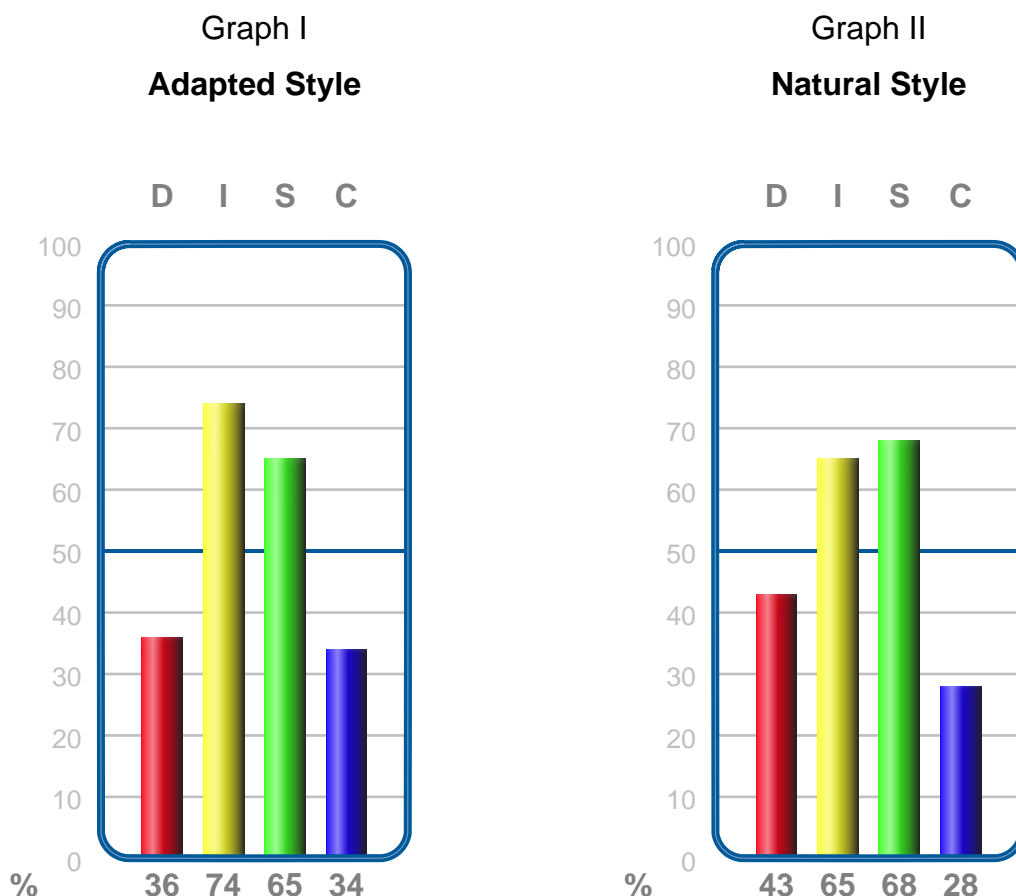
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Freedom to talk and participate on the team.
- To develop methodical and fair ways to help others.
- Consistency in ways he can contribute to people, the organization and causes.
- To lead people toward his vision.
- Recognition for leadership accomplishments and the results he receives.

## 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:

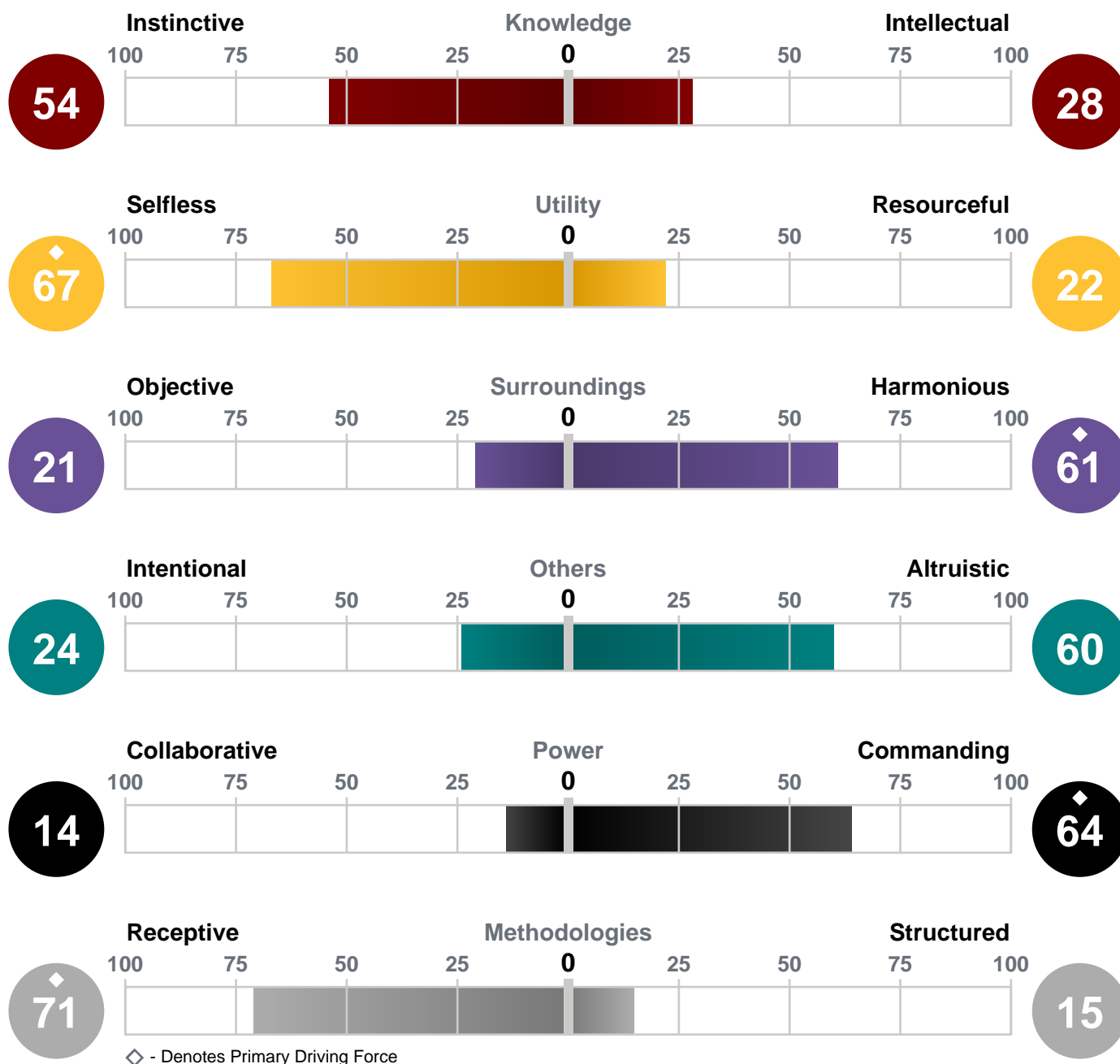
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

## 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.*

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

## 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.*

- Angel will not be swayed or motivated by what he feels are excessive material goals.
- Angel will use his money to satisfy his true motivation.
- Angel will seek a comfort level in his standard of living and try to maintain that level.
- Money and material possessions are not a high priority for Angel.
- There is not a tremendous need for Angel to have great sums of money.
- Financial security is not a necessity, but a long-term goal.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Angel will not use money as a scorecard to impress others.
- Overemphasizing the value of money will bore Angel and turn him off.
- Angel will accept his financial situation and not strive to change it.

## 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.*

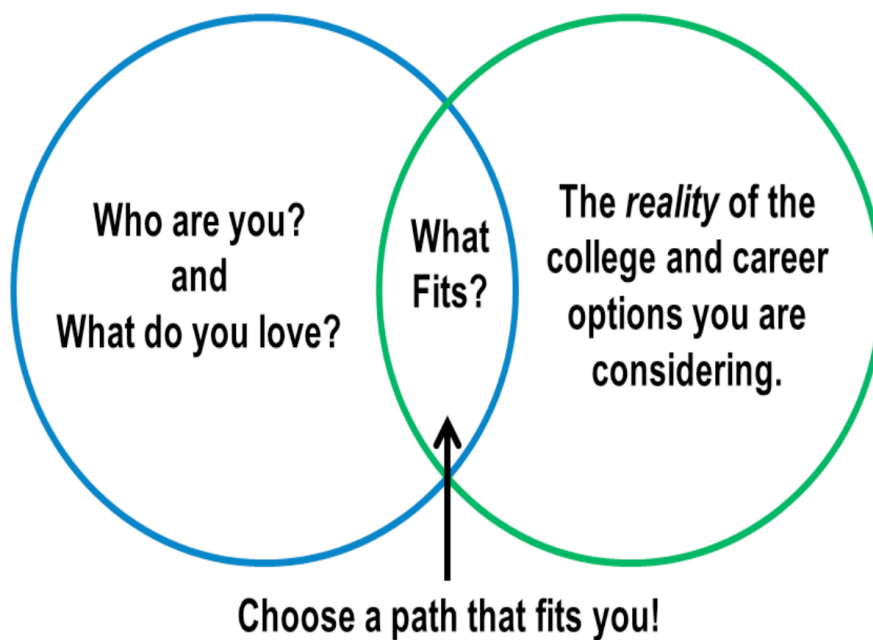
- It may be hard to manipulate Angel because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Angel can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries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

## 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

Botany  
Composition, Writing  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Geology, Earth Sciences  
Humanities  
International Studies and Relations  
Library Science  
Paleontology  
Philosophy, Religious Studies  
Political Science  
Sociology  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Marketing

### Environmental, Agriculture and Food

Animal Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Educational Administrator  
Environment, Conservation and Sustainability  
Graphic Design  
Life Coaching  
Multimedia, Digital Communications  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Social Work  
Urban and City Planning  
Videography  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Occupational Therapy  
Psychology

### Other Career Paths

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
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
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
11-9141	4+	Property, Real Estate & Community Association Manager
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
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
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator

## NEXT STEPS: POSSIBLE CAREER IDEAS

41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

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

Strong supporter, therefore, always willing to help.

Leads by example and in a quiet and methodical way.

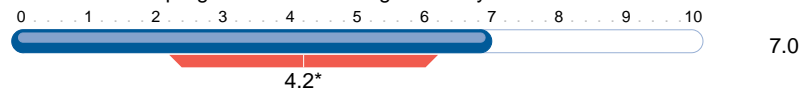
The ideal right hand to a goal-driven leader.

Great at generating excitement in others and getting people on board.

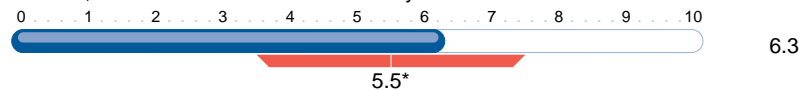
Willing to be the spokesperson for the team.

## Motivators

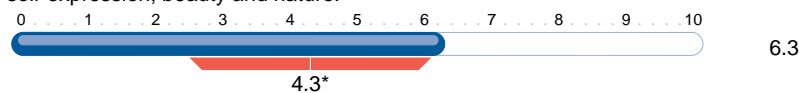
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



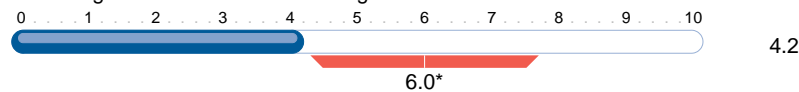
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



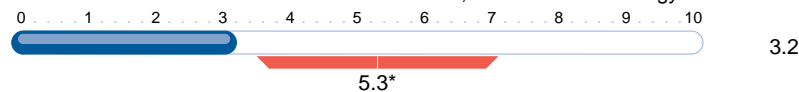
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



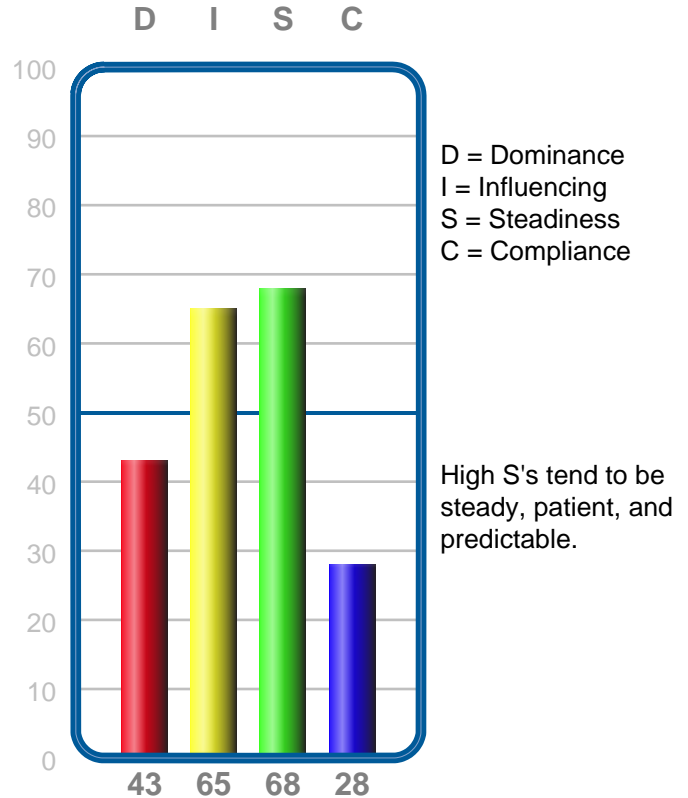
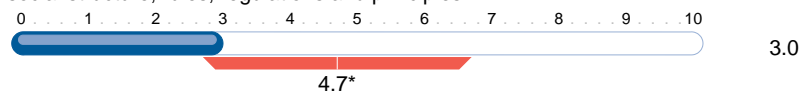
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Service-oriented.

People-oriented.

Bottom line-oriented.

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

Self-reliant.

Works for a leader and a cause.