

Randy Cruz
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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.

Randy prefers working for a participative manager. He does his best work in this kind of environment. He is good at creating enthusiasm in others. He is approachable, affectionate and understanding. He influences most people with his warmth. Randy likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He wants to be seen not only as a team player, but also as a leader of the team. He likes feedback from his manager on how he is doing. He tends to trust people and may be taken advantage of because of his high trust level. Randy, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is gregarious and sociable. He will be seen as a good mixer both on or off the job.

Randy 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. He is good at solving problems that deal with people. He likes working for managers who make quick decisions. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Randy may leap to a favorable conclusion without considering all the facts. Because of his trust and willing acceptance of people, he may misjudge the abilities of others.

Randy tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. 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. It is important for Randy 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. He is both a good talker and a good listener. Randy is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Randy will attempt to put them at ease. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is people-oriented and verbally fluent.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- People-oriented.
- Big thinker.
- Has the confidence to do the difficult assignments.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-reliant.
- Pioneering.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be optimistic regarding possible results of his projects or the potential of his people.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Trust people indiscriminately if positively reinforced by those people.
- Be so enthusiastic that he can be seen as superficial.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- 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.

- Expect him to return to fight another day when he has received a "no" answer.
- Provide solutions--not opinions.
- Understand his defiant nature.
- Use a motivating approach, when appropriate.
- Provide testimonials from people he sees as important.
- Provide "yes" or "no" answers--not maybe.
- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Leave time for relating, socializing.
- Use a balanced, objective and emotional approach.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Look for his oversights.
- Define the problem in writing.

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.
- Give him your opinion unless asked.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to him.
- "Dream" with him or you'll lose time.
- Be paternalistic.
- Be curt, cold or tight-lipped.
- Drive on to facts, figures, alternatives or abstractions.
- Let him overpower you with verbiage.
- Ramble.
- Be dictatorial.

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.

- Capable of addressing conflict for a win-win scenario.
- Being an optimistic leader.
- Expresses and strives for a balanced team.
- Brings balance to the organization in a positive and friendly way.
- A "winner" who is consistent but does not brag about accomplishments.
- Methodically follows a strategy to achieve.
- Accommodating team member that brings balance to the organization.
- Supports a leader and a cause that brings beauty or creativity.

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 disclose their agenda to the wrong people.
- May be viewed as someone who over promises and under delivers.
- Has difficulty looking at situations objectively.
- Spends too much time self-reflecting and not enough time following through.
- Will hide emotions until others push his buttons or take advantage of him.
- A fear of change prevents him from advancing.
- If environment is shaken, he struggles to speak up to realign it.
- Has difficulty in establishing priorities regarding his feelings.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- An environment that supports time-tested, proven processes for completing tasks.
- A "can-do" environment filled with optimistic people.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

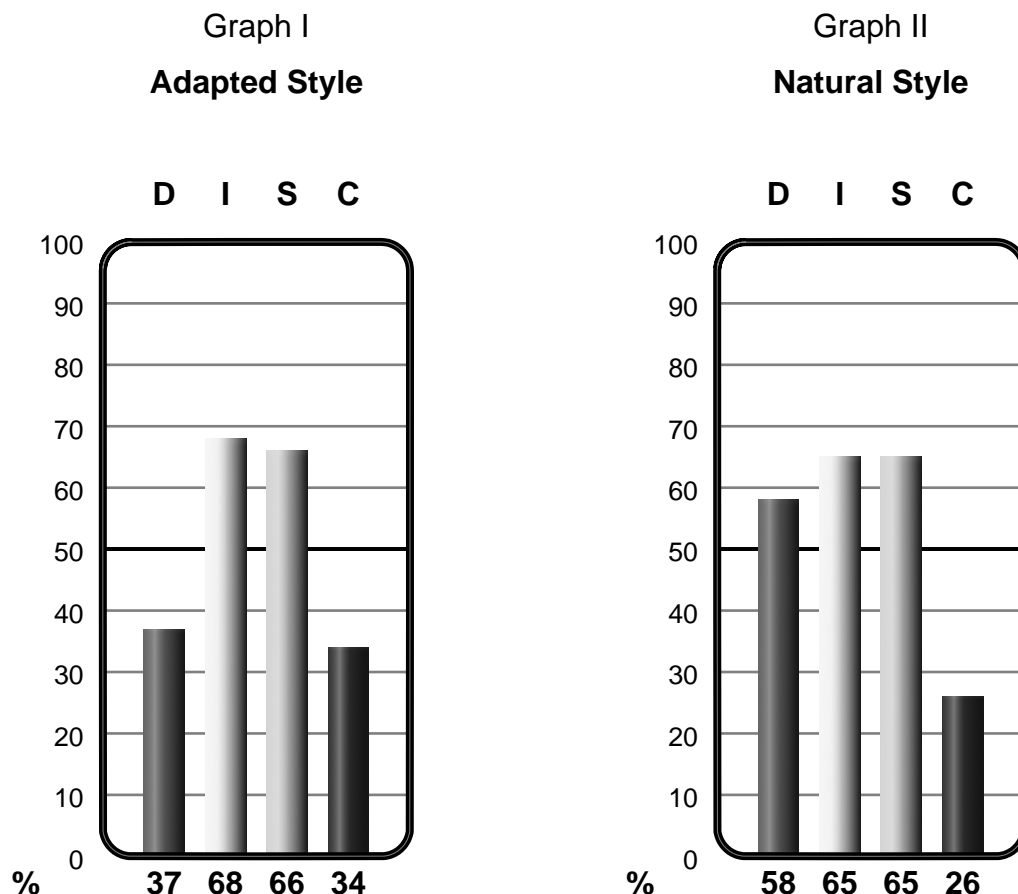
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Constant appreciation, and a feeling of security on the team.
- Management to understand that he will focus on keeping up morale and the balance of the organization.
- A proper work/life balance and a physical space that feels like home.
- To lead people toward his vision.
- Control over keeping the process consistent and methodical.

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:

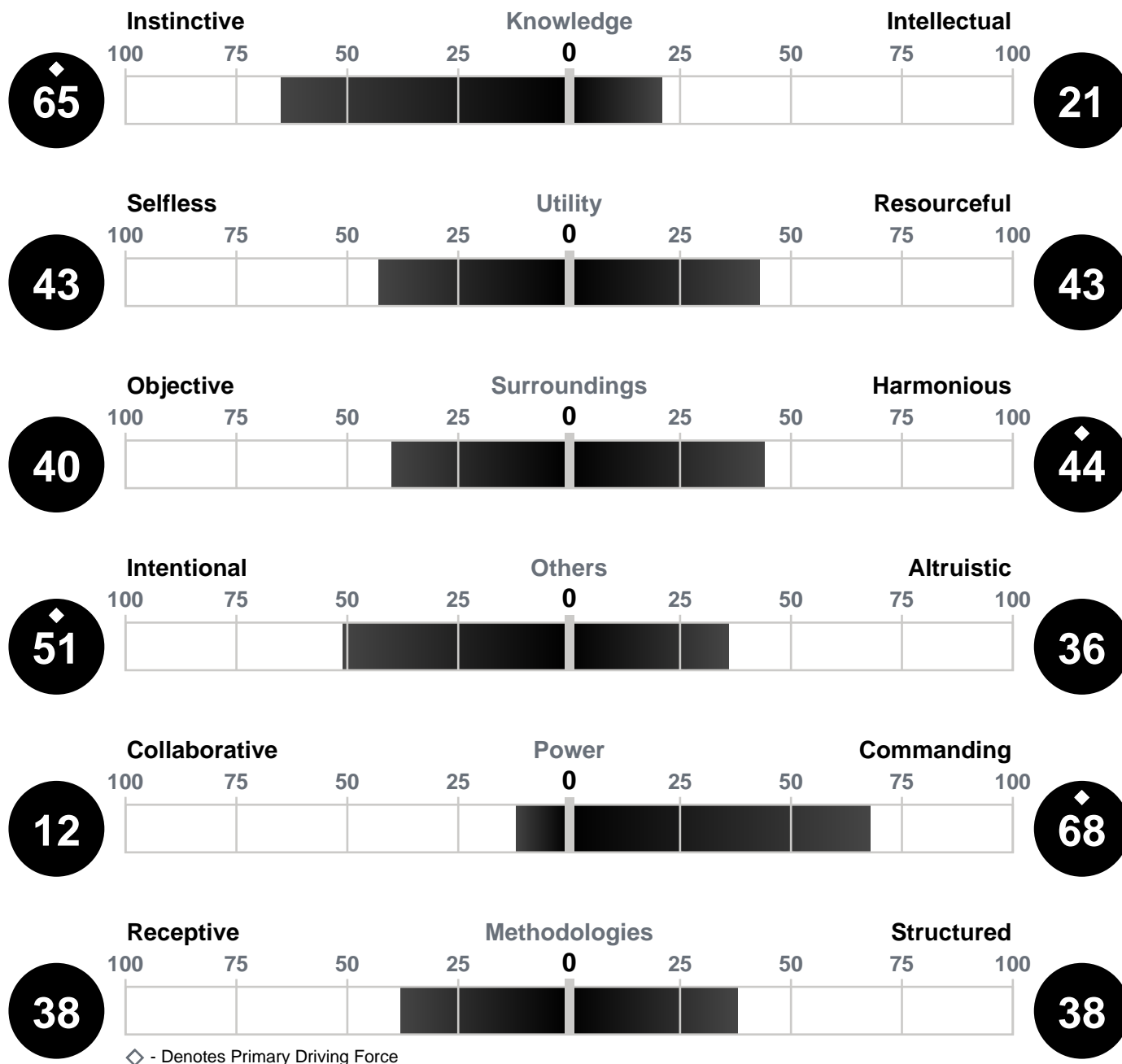
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Randy will evaluate things based on artistic beauty and usefulness.
- Dressing for success comes naturally to Randy. He enjoys the latest designer clothes when he has the funds to purchase them.
- Decorating his surroundings so they are visually pleasing is enjoyable for Randy.
- Randy uses his aesthetic talent to impress others.
- Randy looks for and appreciates the beauty in things.
- Form and harmony provide him with an experience to remember.

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.
- Randy 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.
- Randy is good at achieving goals.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

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.

- Randy needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- Randy at times will evaluate others based on his rules for living.
- Randy lets his conscience be his guide.
- 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.

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.

- Randy'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.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Randy will be torn if helping others proves to be detrimental to him.
- Randy is willing to help others if they are working as hard as possible to achieve their 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.

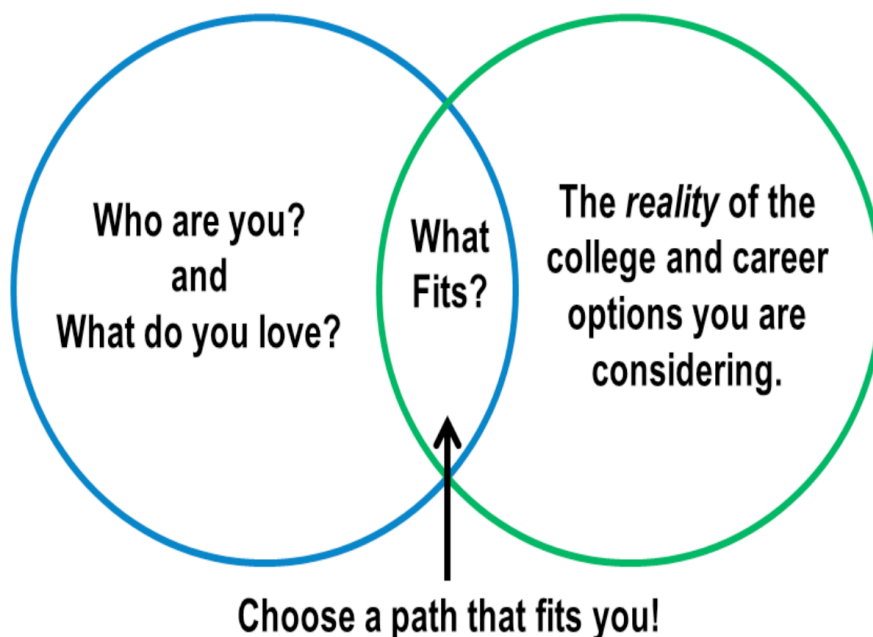
- Randy will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- When required, Randy will seek knowledge to better understand a particular situation.
- Randy will only read books that relate to his chosen field or special interests.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Randy will use an instinctual approach to problem solving.
- For Randy, personal experiences are a key factor in decision making.
- Randy can be turned off by people who talk about things in detail if he has no interest in the subject.
- Randy will not seek knowledge based on curiosity or just for the sake of knowledge.
- He will attempt to take the practical approach and not over-analyze the process.

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

Broadcasting
Communications
Composition, Writing
Creative Writing
Dance
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Meteorology
Performing Arts, Theatre
Photography and Studio Art
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Building Inspector
Entrepreneurism
Home Maintenance and Repair

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Entrepreneurial Studies
Graphic Design
Inside Sales
Life Coaching
Multimedia, Digital Communications
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Outside Sales
Peace and Conflict Resolution Studies
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Occupational Therapy
Physical Therapy, Sports Medicine

Other Career Paths

Apparel Fashion
Business Sales
Event Planning
Fitness and Exercise Science
Interior Design
Publishing
Recreation and Tourism

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
27-2031	4 & exp	Dancer
27-1011	4+	Art Director
19-3051	4+	Urban & Regional Planner
17-2081	4+	Environmental Engineer
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5011	HS	Cargo & Freight Agent
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker

STUDY TIPS

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

Strengths

Capable of addressing conflict for a win-win scenario.

Being an optimistic leader.

Expresses and strives for a balanced team.

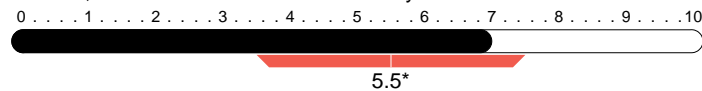
Brings balance to the organization in a positive and friendly way.

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

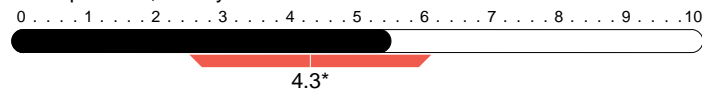
Accommodating team member that brings balance to the organization.

Motivators

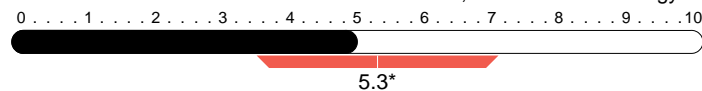
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



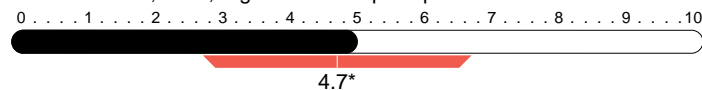
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



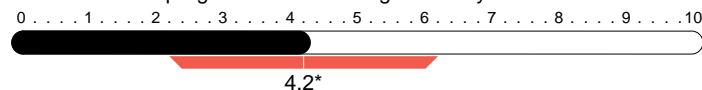
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



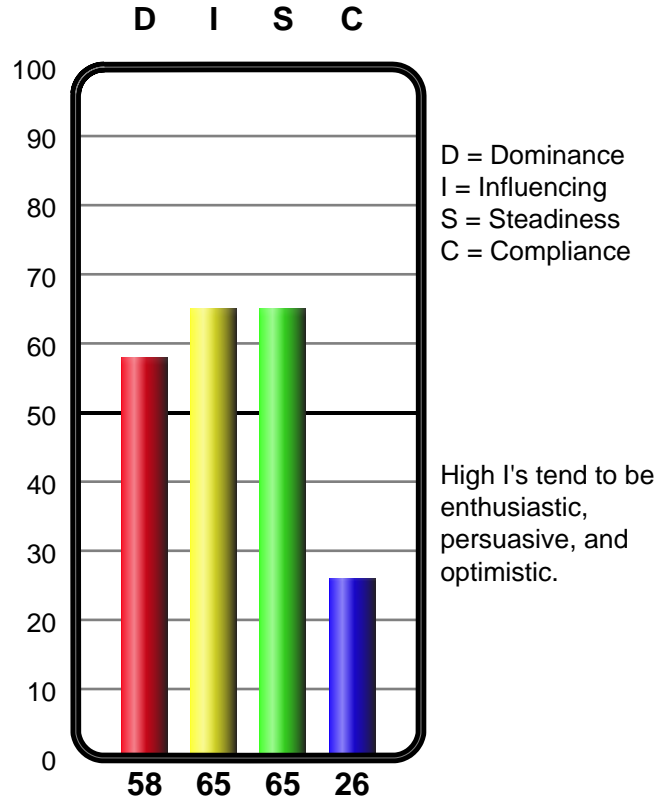
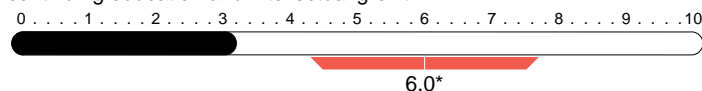
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Optimistic and enthusiastic.

Big thinker.

Team player.

Dedicated to his own ideas.

Creative problem solving.

Self-reliant.