

**alexis zacarias**

10-11-2016



# TABLE OF CONTENTS

## MORE THAN A SCORE

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

## THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

## STYLE: YOUR STYLE

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

alexis can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. Many people see him as a self-starter dedicated to achieving results. He is often frustrated when working with others who do not share the same sense of urgency. alexis is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He is extremely results-oriented, with a sense of urgency to complete projects quickly. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. alexis likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He has high ego strengths and may be viewed by some as egotistical.

alexis has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. He finds it easy to share his opinions on solving work-related problems. Sometimes he becomes emotionally involved in the decision-making process. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He has the ability to make high-risk decisions, but sometimes should seek counsel before acting. When faced with a tough decision, he will try to sell you on his ideas. He should realize that at times he needs to think a project through, beginning to end, before starting the project.

alexis tends to be intolerant of people who seem ambiguous or think too slowly. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He may sometimes mask his feelings in friendly terms. If pressured, alexis' true feelings may emerge. alexis tends to influence people by being direct, friendly and results-oriented. He may lack the patience to listen and communicate with slower acting people. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others!

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Challenges the status quo.
- Deadline conscious.
- Good mixer.
- Change agent--looks for faster and better ways.
- Spontaneity.
- Usually makes decisions with the bottom line in mind.
- Ability to handle many activities.

## 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.*

- Dislike routine work or routine people--unless he sees the need to further his goals.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Resist participation as part of the team, unless seen as a leader.
- Take on too much, too soon, too fast.
- Set standards for himself and others so high that impossibility of the situation is common place.

## 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.*

- Be isolated from interruptions.
- Support the results, not the person, if you agree.
- Be specific and leave nothing to chance.
- Support and maintain an environment where he can be efficient.
- Give strokes for his involvement.
- Verify that the message was heard.
- Be open, honest and informal.
- Put projects in writing, with deadlines.
- Stick to business--let him decide if he wants to talk socially.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Motivate and persuade by referring to objectives and results.

## 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 too slowly, or dwell on details to excess.
- Let him change the topic until you are finished.
- Use paternalistic approach.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Ask rhetorical questions, or useless ones.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Reinforce agreement with "I'm with you."
- Come with a ready-made decision, or make it for him.
- Try to convince by "personal" means.
- Try to build personal relationships.
- Forget to follow-up.

## 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.*

- Innovative with strategies for success.
- Willing to make high-risk decisions.
- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.
- Capable of addressing conflict for a win-win scenario.
- Positively promotes the image of the organization.
- Will bring high energy and enthusiasm to the researching process.
- Looks for the positive side of every situation.

## 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.*

- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May not realize the negative consequences of his quick decisions.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- A focus on quick results may hinder quality of information.
- Can disclose their agenda to the wrong people.
- May only interact with those he feels complement his goals.
- Ability to learn is diminished due to his lack of focus on one thing.
- Will tend to elaborate on limited data.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom of movement.
- An innovative and futuristic-oriented environment.
- New and challenging questions or projects.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A "can-do" environment filled with optimistic people.
- A forum to celebrate successes as an individual.

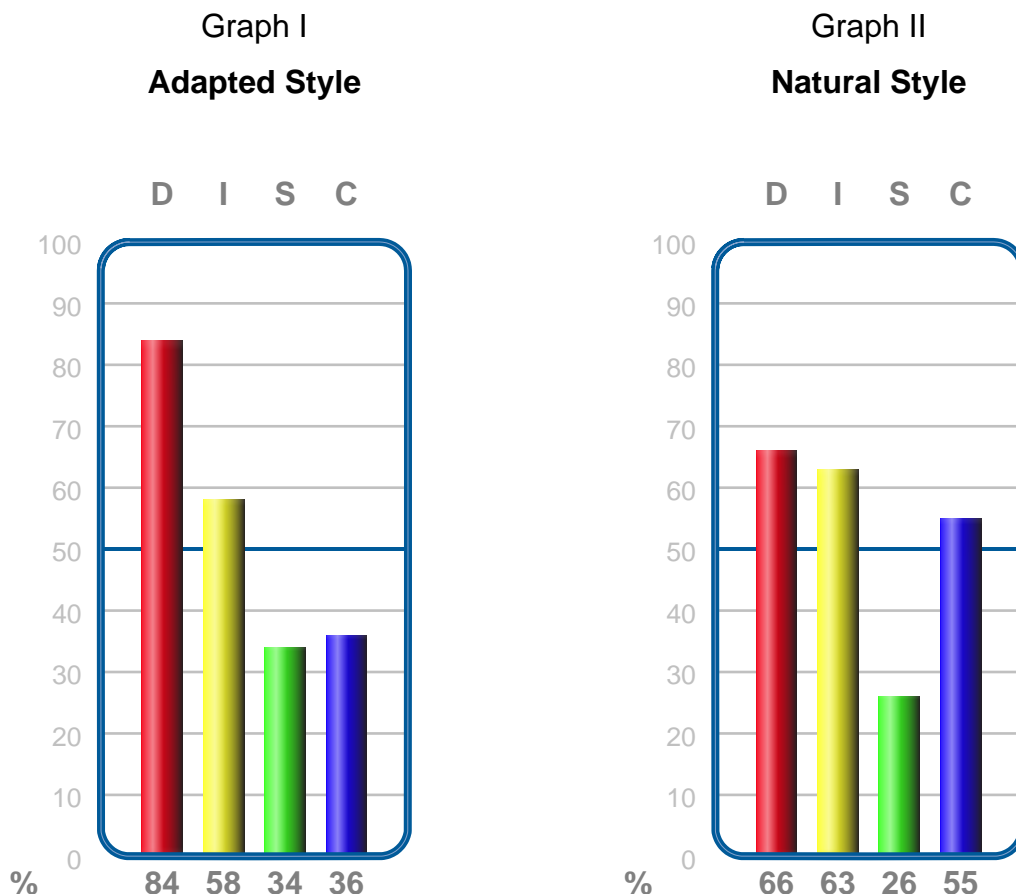
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- New challenges and problems to solve.
- Complete information in bulleted format for his own investigation.
- Praise for his knowledge base and research capabilities.
- To lead people toward his vision.
- Opportunities for advancement and new experiences.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



Norm 2015 R4

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

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

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

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

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

*Famous high S's are Michelle Obama and Gandhi.*

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

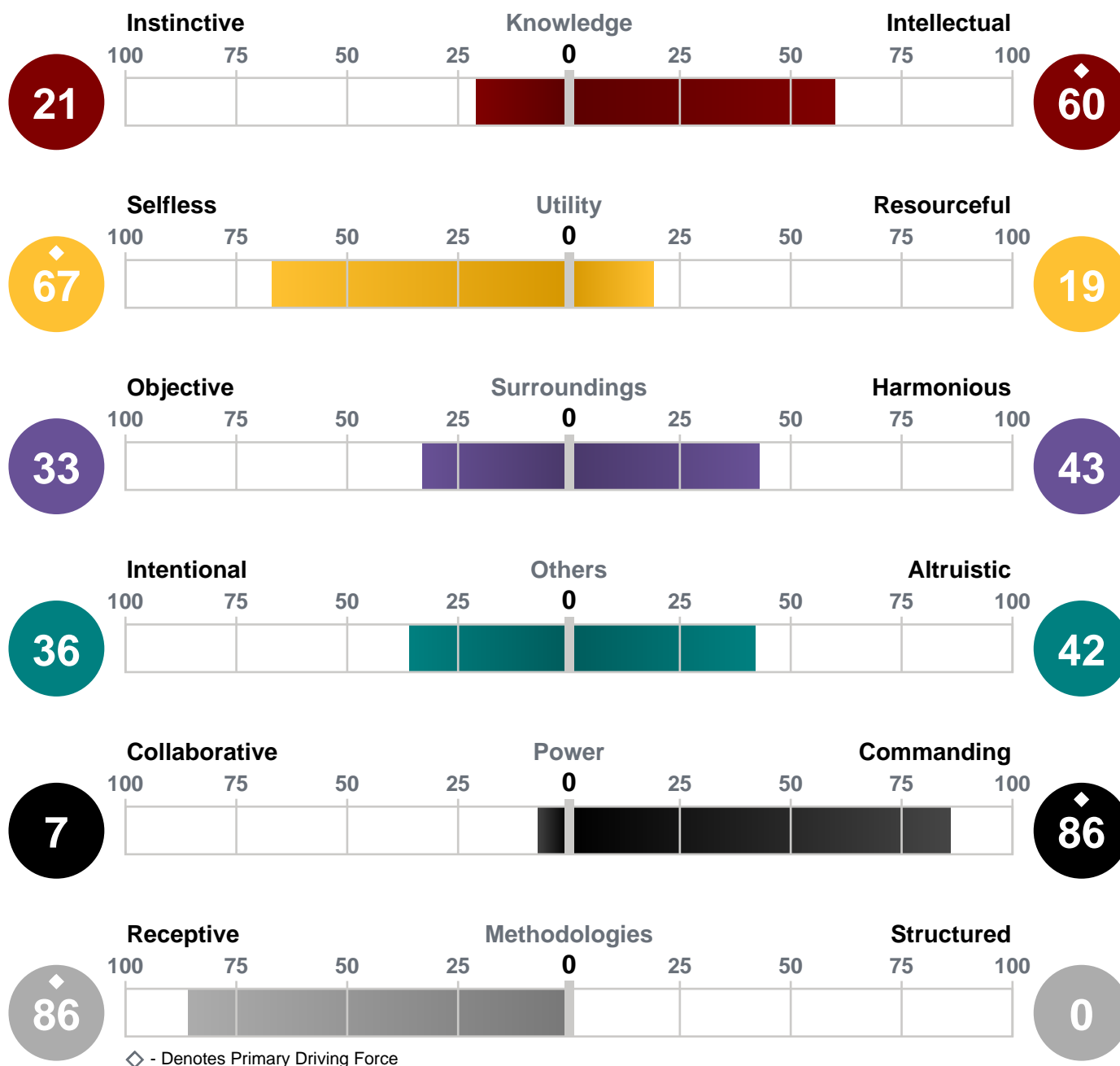
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](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 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.*

- Control of the situation is the primary concern for him. The limelight is not a requirement as long as credit is given where credit is due.
- alexis believes he deserves the very best that life has to offer.
- At times, he believes all is fair in love and war.
- alexis believes you have to do what works for you.
- He will work long and hard to achieve positions that will allow him to interject his philosophies.
- His intellectual curiosity and information will be used to control many situations.
- When alexis feels strongly about a situation, he may apply the "end justifies the means" concept.
- He enjoys public recognition for his contributions made for the betterment of those in need.
- He may have strong feelings about the legacy he leaves behind and will have both permanency and beauty.
- alexis may go to extremes to win or control the situation.

## 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.*

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

## MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.*

- alexis' desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- alexis will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

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

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

## 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.*

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

## 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  
Broadcasting  
Economics  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Geography  
Humanities  
Interior Design  
International Studies and Relations  
Meteorology  
Music Composition  
Music Performance  
Photography and Studio Art  
Political Science  
Radio and Broadcast Communications  
Sociology  
Urban Studies  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Business Management, Consulting  
Facilities Planning and Management  
General Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Chef, Food Preparation  
Emergency Medical Technician

### Engineering

Aerospace Engineering  
Computer Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Environmental, Agriculture and Food

Culinary Science

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Educational Administrator  
Graphic Design  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Social Entrepreneurism  
Urban and City Planning  
Videography  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Exercise Science  
Health and Fitness, Personal Training  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine  
Psychology

### Other Career Paths

Business Sales  
Event Planning



## 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
53-2021	4+	Air Traffic Controller
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
13-1061	4+	Emergency Management Specialist
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3061	4+	Purchasing Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2021	4+	Marketing Manager
55-1016	4	Infantry Officer
43-3061	4	Procurement Clerk
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer

## NEXT STEPS: POSSIBLE CAREER IDEAS

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
19-3022	4	Survey Researcher
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1011	2-4+	Computer & Information Scientist, Research
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
51-9061	2	Inspector and Tester
47-4011	2	Construction and Building Inspector
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

## STUDY TIPS

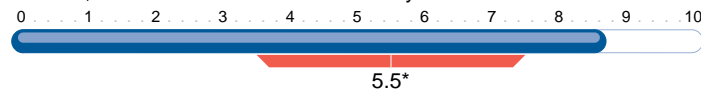
- Plan tomorrow today and put your plan in writing.
- Cut down on some of your activities and devote this time to studying.
- Underline or highlight when you read; make study notes.
- Set aside time to plan.
- Do only one class assignment at a time.
- Plan ahead - don't put off completing assignments until the last minute.
- Use a quiet place for studying when possible.
- Chunk big assignments into smaller pieces.
- Write detailed instructions for each class assignment.
- Work on your listening skills.
- Set up an area for studying only.
- Think visually - convert words into pictures.

## Strengths

- Innovative with strategies for success.
- Willing to make high-risk decisions.
- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.
- Capable of addressing conflict for a win-win scenario.
- Will bring high energy and enthusiasm to the researching process.

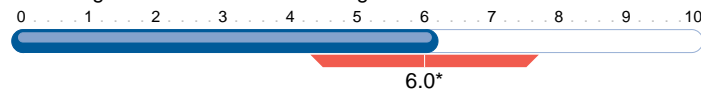
## Motivators

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



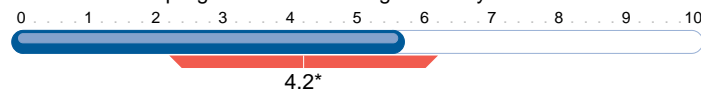
8.7

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



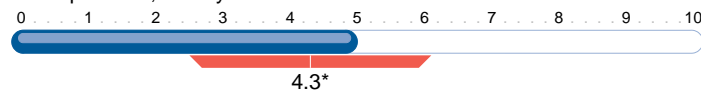
6.2

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



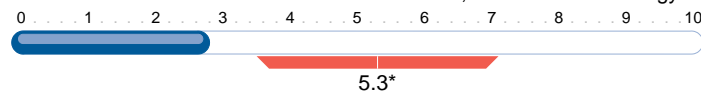
5.7

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



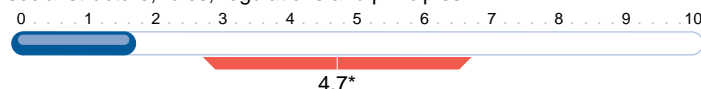
5.0

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

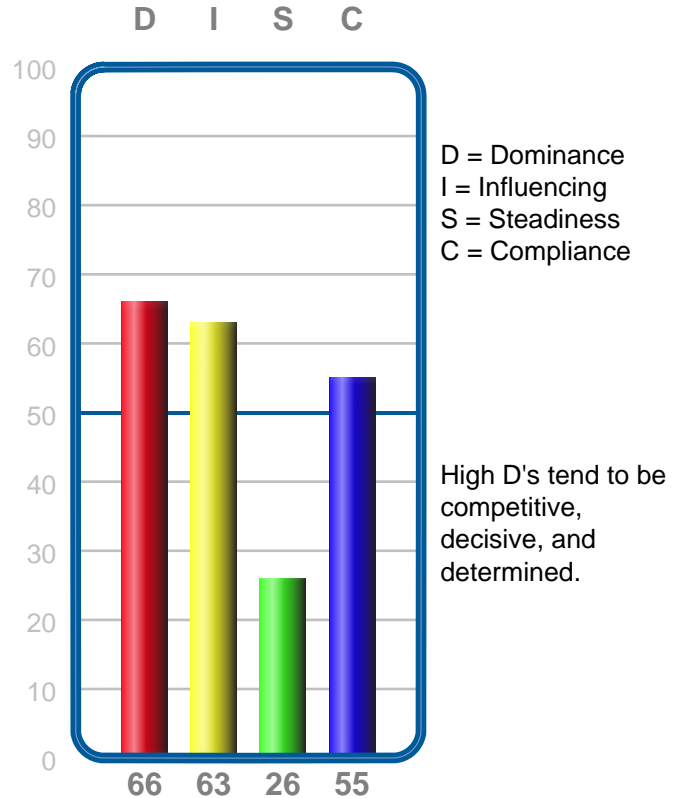


2.8

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



1.7



## Value to a Team

Deadline conscious.

Competitive.

Initiates activity.

Innovative.

Thinks big.

Will join organizations to represent the company.