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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.

Issac is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He is a team player but can also exhibit a desire for independence. At times, Issac would like to slow the world down and cut out some of the activities people want him involved in. He prefers to help and support others rather than compete against them. He wins through hard work and persistence. He likes to stay with one task until it is completed. He tends to build a close relationship with a relatively small group of associates. Issac requires many good reasons, as well as the benefits involved, before agreeing to making changes. When the time is right, Issac can stand up aggressively for what he believes.

Issac tends to make decisions based on past experiences. He prefers the "tried and true." When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He often thinks over major decisions before acting. He may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. Once he makes a decision, he can be organized in carrying it out. 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." Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He uses logic to assist him in decision making. This tendency is helpful to others in his group.

Issac usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He is more motivated by logic than emotion. To him, logic represents tangible research. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Suspicious of people with shallow ideas.
- Builds good relationships.
- Good listener.
- Presents the facts without emotion.
- Patient and empathetic.
- Objective and realistic.
- Always looking for the logical solutions.
- Can make decisions without getting emotionally involved.

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.

- Underestimate his abilities.
- Be dependent on others for decisions, even if he knows he is right.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Dislike change if he feels the change is unwarranted.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Need help in prioritizing new assignments.

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.

- Use expert testimonials.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Use an unemotional approach.
- Start, however briefly, with a personal comment. Break the ice.
- Respect his quiet demeanor.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Be prepared with the facts and figures.
- Ask "how?" questions to draw his opinions.
- Move casually, informally.
- Provide details in writing.
- Use the proper buzz words that are appropriate to his expertise.
- Keep at least three feet away from him.

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.

- Stand too close--give two to three feet of space.
- Be disorganized.
- Be redundant.
- Patronize or demean him by using subtlety or incentive.
- Make statements you cannot prove.
- Overuse emotion.
- Be domineering or demanding; don't threaten with position power.
- Be vague; don't offer opinions and probabilities.
- Be abrupt and rapid.
- Leave things open to interpretation.
- Offer assurance and guarantees you can't fulfill.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of his natural talents.
- The ideal right hand to a goal-driven leader.
- Will take a firm stance when his position or status is questioned.
- Will care for others while holding people accountable.
- Could be a judge with a heart.
- Gives clear instruction to what he needs to accomplish goals.
- Has a calculated plan to advance or win within the organizational framework.

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.
- Listens to others but wants to act to his own interest.
- Will hide emotions until others push his buttons or take advantage of him.
- Sets unwanted rules for others, but does so for their own good.
- Wants to help others but sometimes gets upset when others don't follow rules.
- Nothing is good enough, unless it's the best.
- Will control all of the details for fear of a tainted image.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- A stable and predictable environment.
- Able to showcase his unique ability to bring people up to speed through caring for others and detail orientation.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Ability to control the review and storage of facts and data.
- Desires to be seen as the gatekeeper of information and sensitive materials.

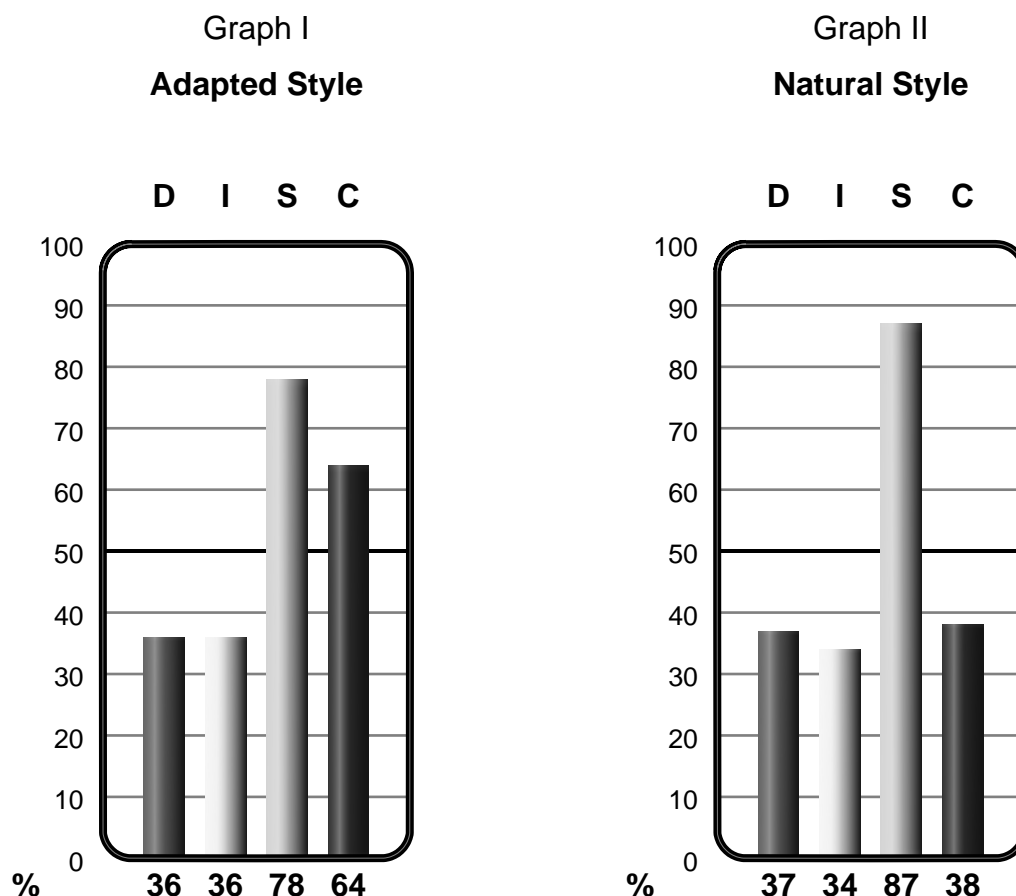
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be a member of a small team.
- Recognition for loyalty and long service.
- The facts and data to be sure all assistance is accurate and compliant with external standards in order to protect the organization.
- Consistency in ways he can contribute to people, the organization and causes.
- Recognition for calculated risk-taking and plans for action.
- The power to protect those he trusts or is loyal to.

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:

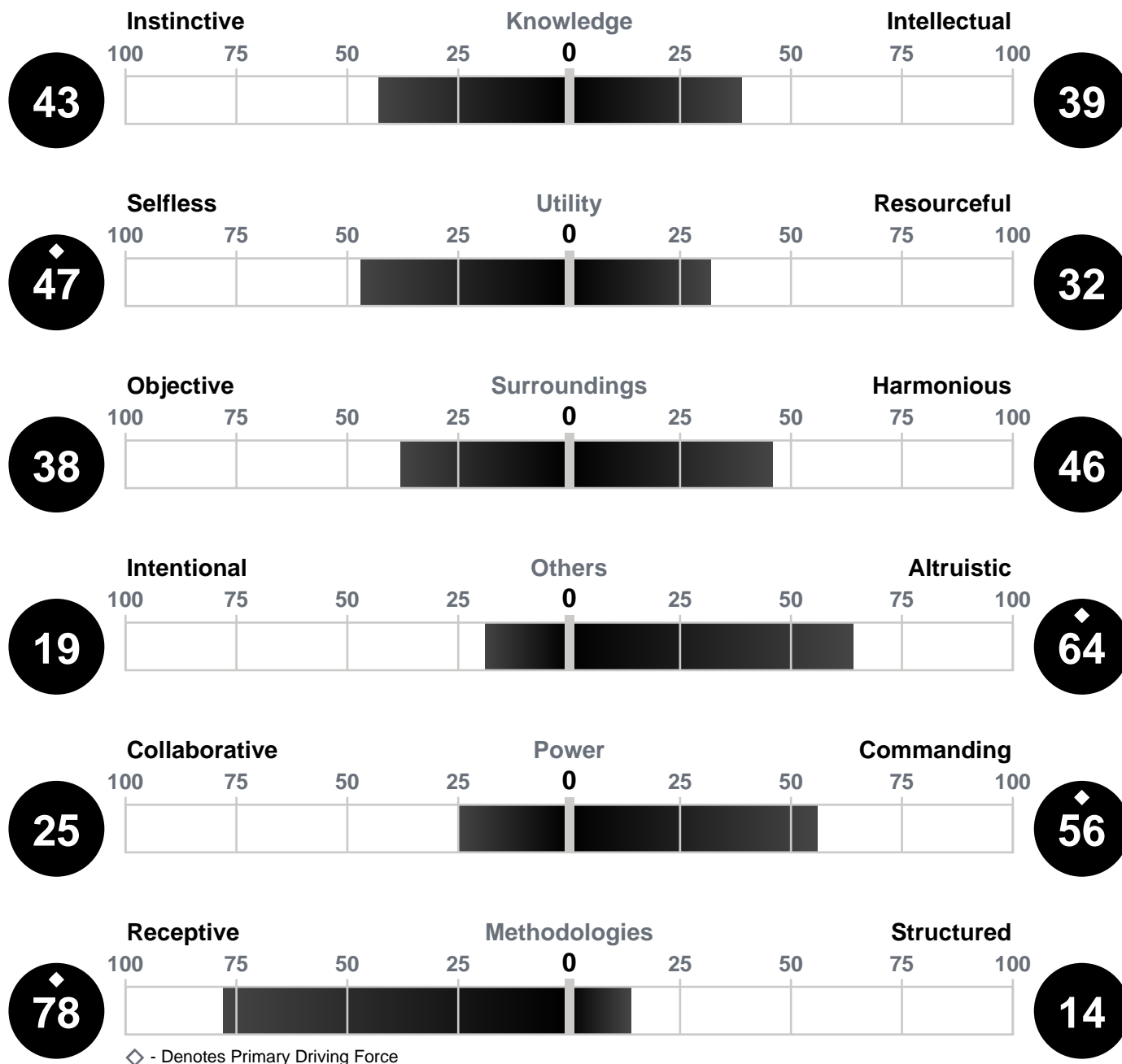
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- At times Issac will look for the beauty in all things.
- Issac may desire fine things for his spouse or family members.
- 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.

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.

- Issac will usually have the data to support his convictions.
- If Issac 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.
- In those areas where Issac has a special interest he will be good at integrating past knowledge to solve current problems.
- Issac 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, Issac will have a tendency to rely on his intuition or practical information in this area.
- Issac will seek knowledge based on his needs in individual situations.

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.

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

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

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

Composition, Writing
Information Technology
Library Science
Web Design, Web Administration

Career and Technical

Dental Assistance
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

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

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Environment, Conservation and Sustainability
Graphic Design
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Videography

Health Sciences

Chiropractic Assistance
Human Development and Family Services
Nursing
Pre-Dental
Pre-Ophthalmology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Other Career Paths

Child Care, Family Services
Fitness and Exercise Science
Personal Care Technician
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
29-1122	4+	Occupational Therapist
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

NEXT STEPS: POSSIBLE CAREER IDEAS

STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Don't listen so critically that you miss the intended ideas.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set realistic goals.
- Plan your study week on Sunday.
- Quiz yourself and others about ideas you are learning.
- Break your habit of studying alone and study or share new insights with friends.
- Listen for ideas and think how they may apply to your future.
- Think positively about each class.
- Put words you have trouble spelling on your mirror so you see them daily.
- Try new ways of learning.
- Study in groups of two or more.

Strengths

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

Accommodating and pleasing others is one of his natural talents.

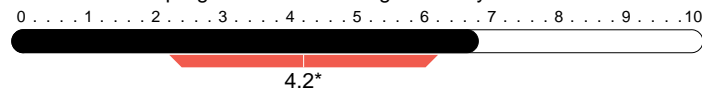
The ideal right hand to a goal-driven leader.

Will take a firm stance when his position or status is questioned.

Will care for others while holding people accountable.

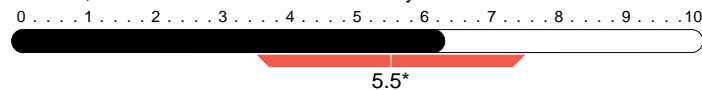
Motivators

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



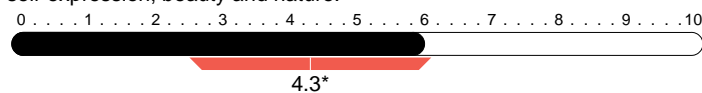
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



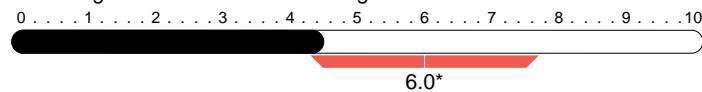
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



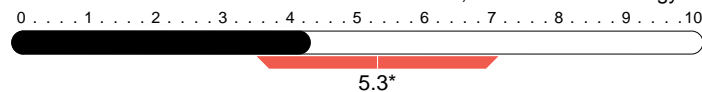
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



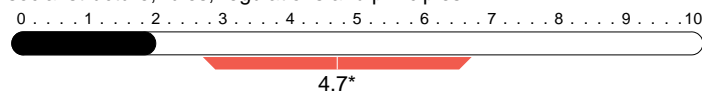
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

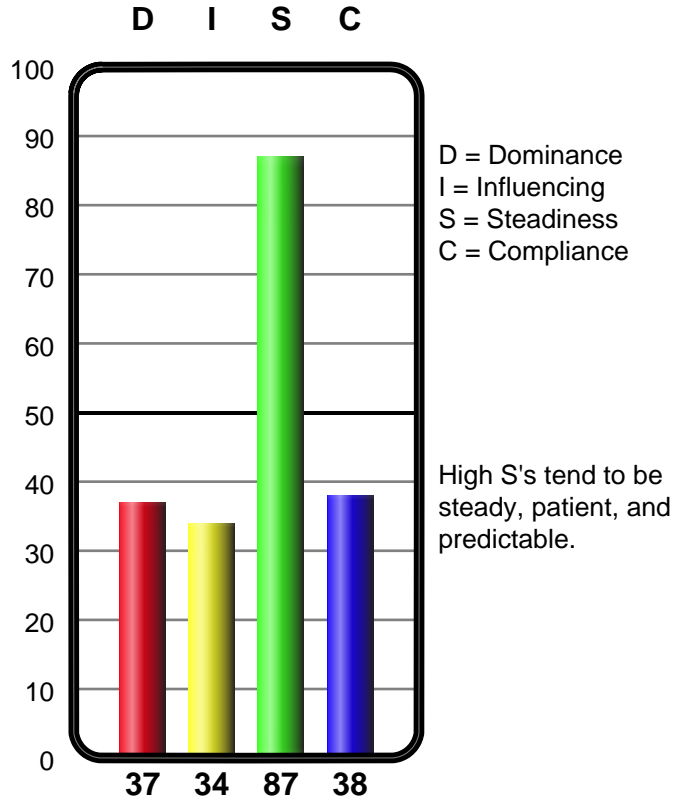


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.0



Value to a Team

Consistent and steady.

Good listener.

People-oriented.

Suspicious of people with shallow ideas.

Always looking for the logical solutions.

Patient and empathetic.