

**Alfredo Padilla**  
10-14-2016



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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.*

Alfredo is a team player and desires acceptance as a member of the team. He is optimistic and usually has a positive sense of humor. He may tend to agree to avoid confrontation. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Alfredo likes to develop people and build organizations. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He prefers working for a participative manager. He does his best work in this kind of environment. He believes in getting results through other people. He prefers the "team approach." His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He wants to know what others think of him. He wants and tries to please.

Alfredo likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Decisions are made after gathering facts and supportive data. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. Alfredo 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 may be inconsistent in disciplining others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He is good at solving problems that deal with people.

Alfredo judges others by their verbal skills and warmth. He usually uses many gestures when talking. It is important for Alfredo 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 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. Alfredo will know many people. He has a tendency to be a name dropper. He may do this without thinking, trying to establish rapport with people he may not know well. He will optimistically interact with people in an assured, diplomatic and poised manner. He is always concerned with other people's feelings and thoughts. He often makes suggestions to others, but rarely attempts to force his ideas on them.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Verbalizes his feelings.
- Comprehensive in problem solving.
- People-oriented.
- Negotiates conflicts.
- Conscientious and steady.
- Builds confidence in others.
- Accomplishes goals through people.

## 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.*

- Overuse praise in motivating others.
- Have difficulty planning and controlling time expenditure.
- Trust people indiscriminately if positively reinforced by those people.
- Be too verbal in expressing criticism.
- Overestimate his ability to motivate people or change others' behavior.

## 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.*

- Leave time for relating, socializing.
- Provide solid, tangible, practical evidence.
- Plan interaction that supports his dreams and intentions.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Provide a warm and friendly environment.
- Make an organized presentation of your position, if you disagree.
- Provide ideas for implementing action.
- Talk about him, his goals and the opinions he finds stimulating.
- Deal with details in writing, have him commit to modes of action.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Prepare your "case" in advance.

## 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.*

- Be disorganized or messy.
- Be dictatorial.
- Use testimonies of unreliable sources; don't be haphazard.
- Legislate or muffle--don't overcontrol the conversation.
- Say "trust me"--you must prove it.
- Be curt, cold or tight-lipped.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Kid around too much, or "stick to the agenda" too much.
- Be vague about what's expected of either of you; don't fail to follow through.
- Drive on to facts, figures, alternatives or abstractions.
- Rush the decision-making process.
- Dillydally, or waste time.

## 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.*

- Will bring high energy and enthusiasm to the researching process.
- Volunteers his knowledge on many subjects.
- Brings enthusiasm to the creative process.
- Motivates others to express themselves.
- Wants to know everything about the process, which leads to high standards and results.
- Asks many questions to find the correct answers.
- Gives clear specific instructions to maintain balance.
- He brings extreme detail and precision to the project in order to enhance the outcome.

## 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.*

- Ability to learn is diminished due to his lack of focus on one thing.
- May present facts and figures with too much emotion.
- Can over share personal feelings or emotions.
- Overly optimistic in his ability to bring balance to any situation.
- Wants a consistent process but constantly looking to make sure it is correct.
- Can be defensive when hard facts are questioned.
- Feels a better job could be done if more focus was on the experience of the project.
- Takes criticism personally and may need time to bounce back.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Assignments with a high degree of people contacts.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Ability to develop new and out-of-the box ideas with others.
- An environment where detail orientation and processes create organizational symmetry.

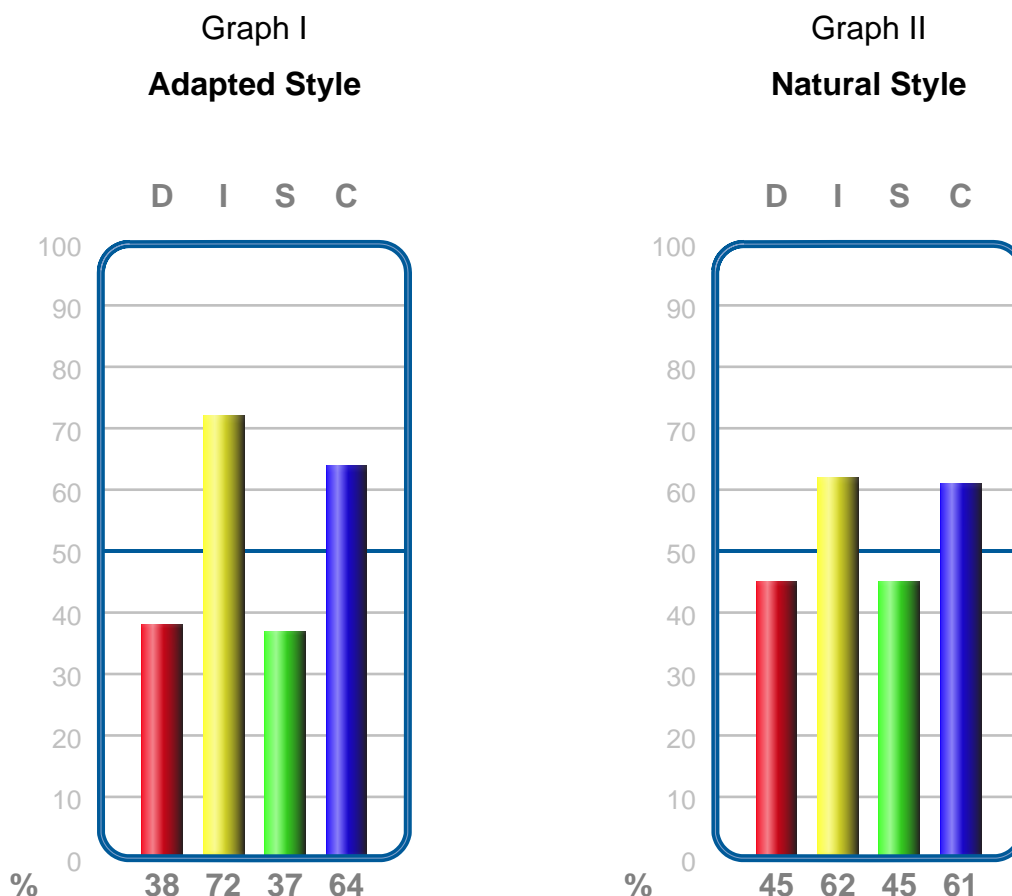
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Participation in meetings on future planning.
- The opportunity to share knowledge with others.
- Praise for his knowledge base and research capabilities.
- Positive and open interactions between co-workers and management.
- Complete and precise systems and procedures that create a harmonious workplace.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

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

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

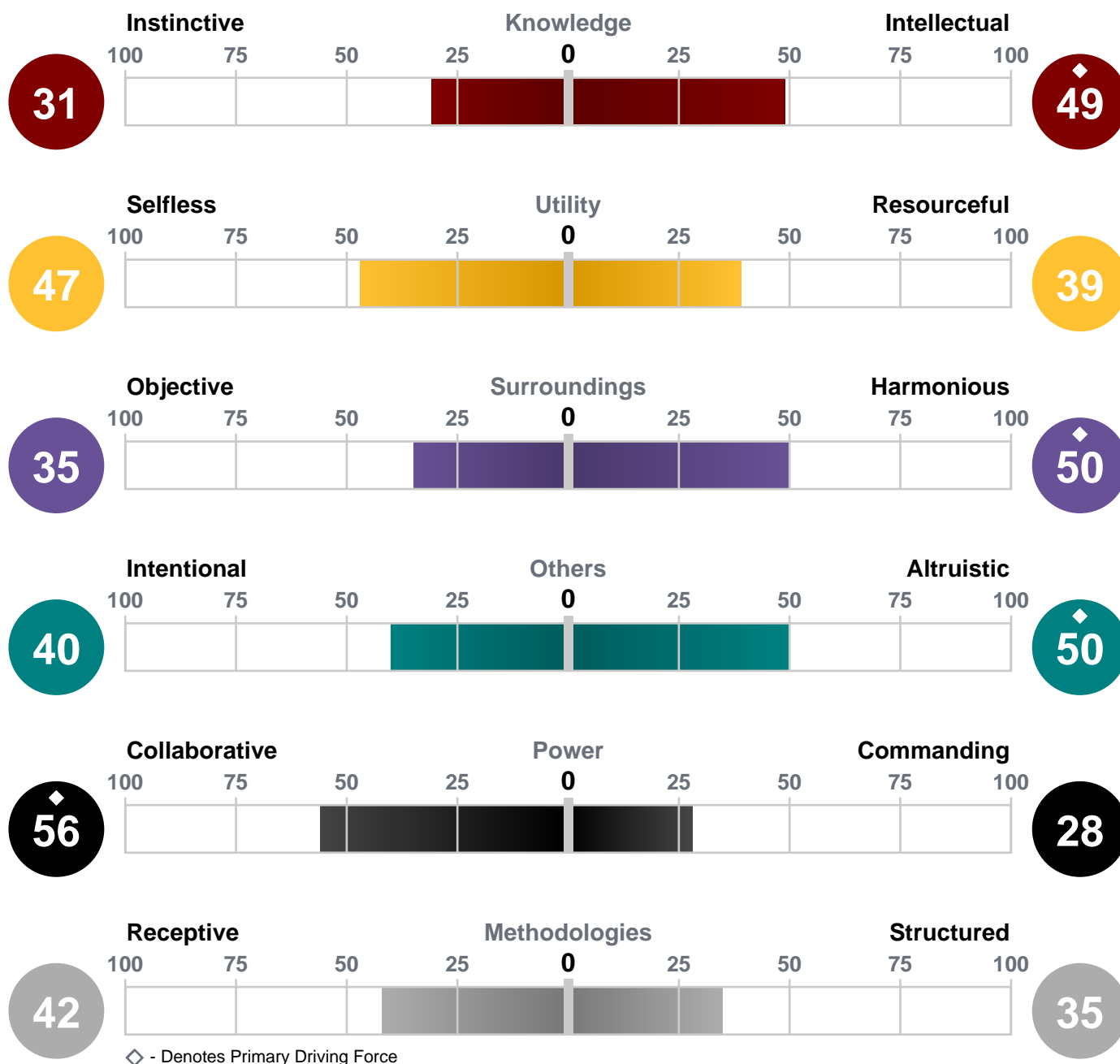
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



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

*High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.*

- Alfredo is very good at integrating past knowledge to solve present problems.
- Alfredo 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.
- Alfredo has the potential to become an expert in his chosen field.
- A comfortable job for Alfredo is one that challenges his knowledge.
- He will usually have the data to support his convictions.

## 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.*

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

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

## 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.*

- Alfredo's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Alfredo 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 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.*

- Money and material possessions are not a high priority for Alfredo.
- Alfredo will seek a comfort level in his standard of living and try to maintain that level.
- Alfredo will accept his financial situation and not strive to change it.
- Alfredo will not be swayed or motivated by what he feels are excessive material goals.
- 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.
- Alfredo will use his money to satisfy his true motivation.
- Overemphasizing the value of money will bore Alfredo and turn him off.
- There is not a tremendous need for Alfredo to have great sums of money.
- Alfredo will not use money as a scorecard to impress others.

## 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.*

- Alfredo will be less concerned about his ego than others may be.
- Alfredo feels that struggles should be the burden of the team, not just the individuals.
- Being in total control of a situation is not a primary motivating factor.
- As long as Alfredo's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Alfredo's passion in life will be found in one or two of the other dimensions discussed in this report.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- He will not attempt to overpower others' points of view or change their thinking.

## 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

Architecture  
Entertainment and Arts Management  
Film and Television Production  
Information Technology  
Interior Design  
Journalism  
Library Science  
Music Composition  
Music Performance  
Photography and Studio Art  
Web Design, Web Administration

### Business

Facilities Planning and Management  
Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Chef, Food Preparation  
Electrician  
Plumbing  
Welding

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Environmental Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Environment, Conservation and Sustainability  
Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning  
Videography

### Health Sciences

Counseling  
Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine

### Other Career Paths

Apparel Fashion  
Ministry



## 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
51-4111	4+	Tool and Dye Maker
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
25-4012	4+	Curator
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3021	4	Insurance Sales Agent
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-4021	4	Photographer
27-3091	4	Interpreter & Translator
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary

## NEXT STEPS: POSSIBLE CAREER IDEAS

25-2022	4	Teacher, Middle School
19-3022	4	Survey Researcher
19-3021	4	Market Research Analyst
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
27-1014	2+	Artist & Animator, multi-media
49-2097	2	Home Entertainment Installer & Repairer
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
51-3011	HS	Baker
43-4151	HS	Order Clerk
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

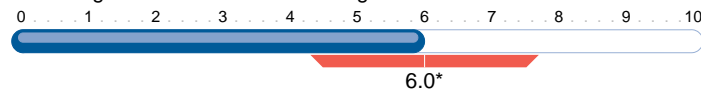
- Review notes from previous lessons to prepare yourself for the next.
- Track your time and see how you are spending it and add more time for studying if needed.
- Think positively about your ability to pass every class with high marks.
- Study alone.
- Take meaningful notes.
- Set challenging goals.
- Socialize after studying - not before.
- Make sure you understand course expectations and ask if necessary.
- Listen for ideas and facts to support the main idea.
- Participate in class discussions.
- Review your notes after class.

## Strengths

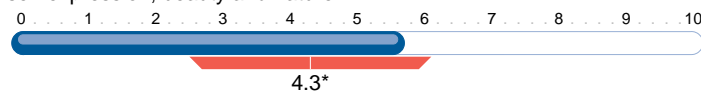
- Will bring high energy and enthusiasm to the researching process.
- Volunteers his knowledge on many subjects.
- Brings enthusiasm to the creative process.
- Motivates others to express themselves.
- Wants to know everything about the process, which leads to high standards and results.
- Gives clear specific instructions to maintain balance.

## Motivators

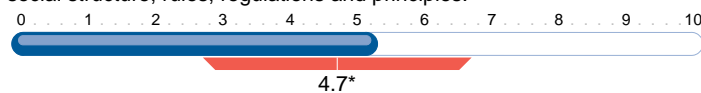
**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



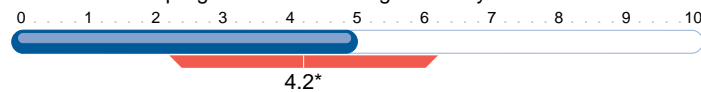
**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



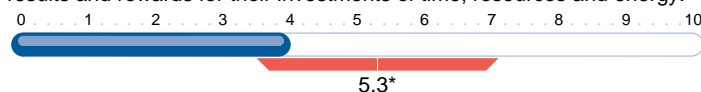
**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



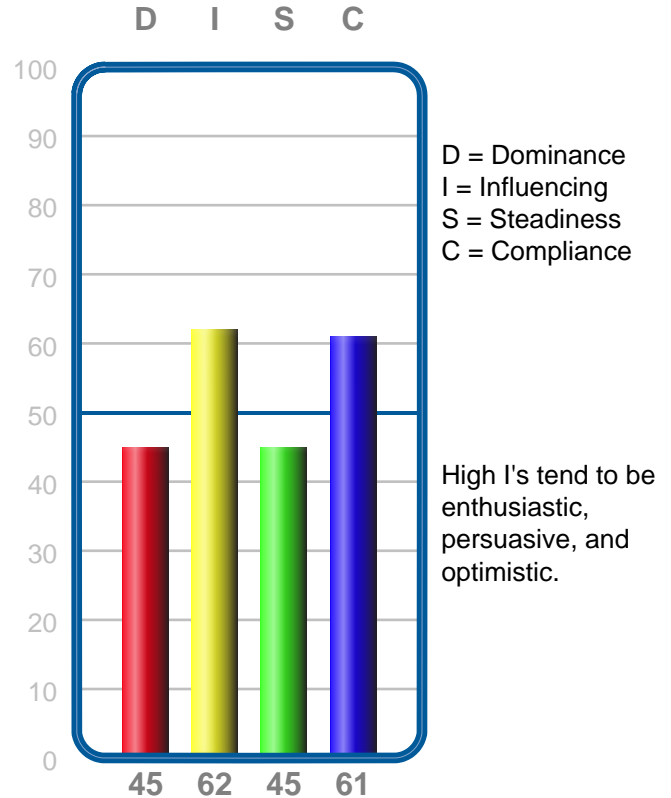
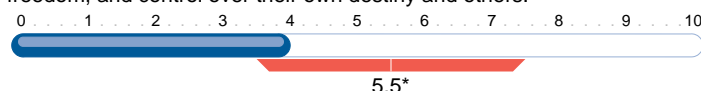
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



## Value to a Team

- Negotiates conflicts.
- Positive sense of humor.
- Optimistic and enthusiastic.
- People-oriented.
- Conscientious and steady.
- Accomplishes goals through people.