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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.

Allen 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. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He is usually steady, easygoing and relaxed. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. Allen wins through hard work and persistence. He likes to stay with one task until it is completed. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He may not project a sense of urgency like some people with different behavioral styles. He prefers to help and support others rather than compete against them. Patience, control and deliberateness characterize his usual behavior. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible.

Allen finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He is persistent and persevering in his approach to achieving goals. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Allen tries to use balanced judgment. He is the person who brings stability to the entire team. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process.

Allen is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He 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 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 is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. Allen will be open with those he trusts; however, reaching the required trust level may take time. He likes a friendly, open style of communication. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Good at reconciling factions--is calming and adds stability.
- Adaptable.
- Flexible.
- Respect for authority and organizational structure.
- Dependable team player.
- Will gather data for decision making.

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 change if he feels the change is unwarranted.
- Be dependent on others for decisions, even if he knows he is right.
- Be defensive when risk is involved--move towards maintaining status quo.
- Avoid accountability by overstating the complexity of the situation.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be too conservative--bides time and avoids much that is new.
- 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.

- Take time to be sure that he is in agreement and understands what you said.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- Look for hurt feelings or personal reasons if you disagree.
- Support your communications with correct facts and data.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Be prepared.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep conversation at discussion level.
- Take your time and be persistent.

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.

- Use testimonies from unreliable sources.
- Make promises you cannot deliver.
- Talk in a loud voice or use confrontation.
- Rush him in the decision-making process.
- Talk to him when you're extremely angry.
- Manipulate or push him into agreeing because he probably won't fight back.
- Be abrupt and rapid.
- Debate about facts and figures.
- Be haphazard.
- Give your presentation in random order.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

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 be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Good at selling reliable products and service to people he knows.
- Supports a leader and a cause.
- Brings organization for those striving for the same cause.
- Anticipates challenges within the process in order to help people succeed.
- Tends to make accurate decisions based on facts and return on investment, rather than emotions.
- Completes a due diligence process when making investments or taking risks.

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.

- Struggles with putting his foot down, as he doesn't want to hurt others.
- Sees change for change's sake as negative for himself and others.
- Sees unwarranted change as a waste of resources.
- Could miss out on opportunities by not acting swiftly.
- May micromanage friends or family and in turn, unintentionally alienate others.
- A desire to help is preceded with a tendency to over correct.
- Will have a desire to take risks, but will be fearful of failure.
- Only looks for the safe investment of time and resources.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- An environment where he can use his intuitive thinking skills.
- Where protection of the organization's bottom-line is rewarded and valued.
- The ability to achieve goals in a logical and practical manner.
- Ability to help others within the organizational framework.
- Provide functional and useful ways to help others achieve and win.

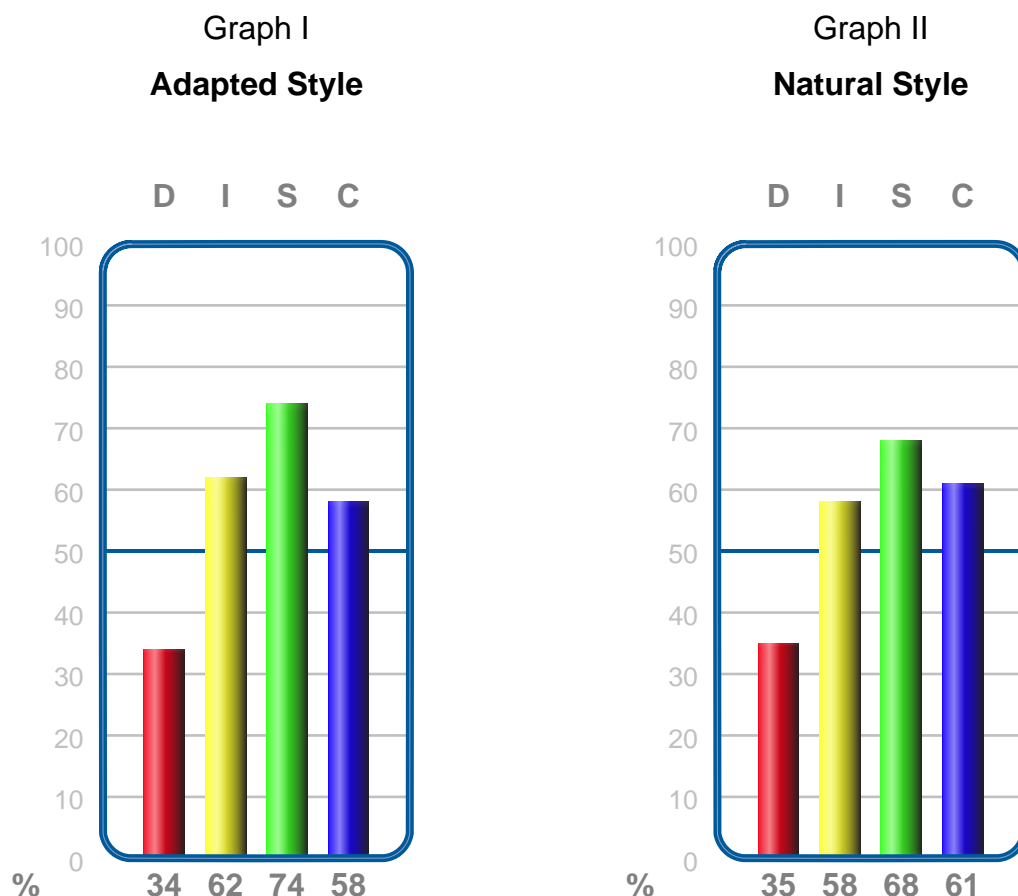
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be recognized for his continuance of quality work.
- Limited exposure to new procedures.
- Time to prove the process for achieving return on investment.
- Documentation of potential returns for projects and goals.
- Processes and procedures for maintaining compliance while giving back to society.
- Accountability for the desired humanitarian outcomes.

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:

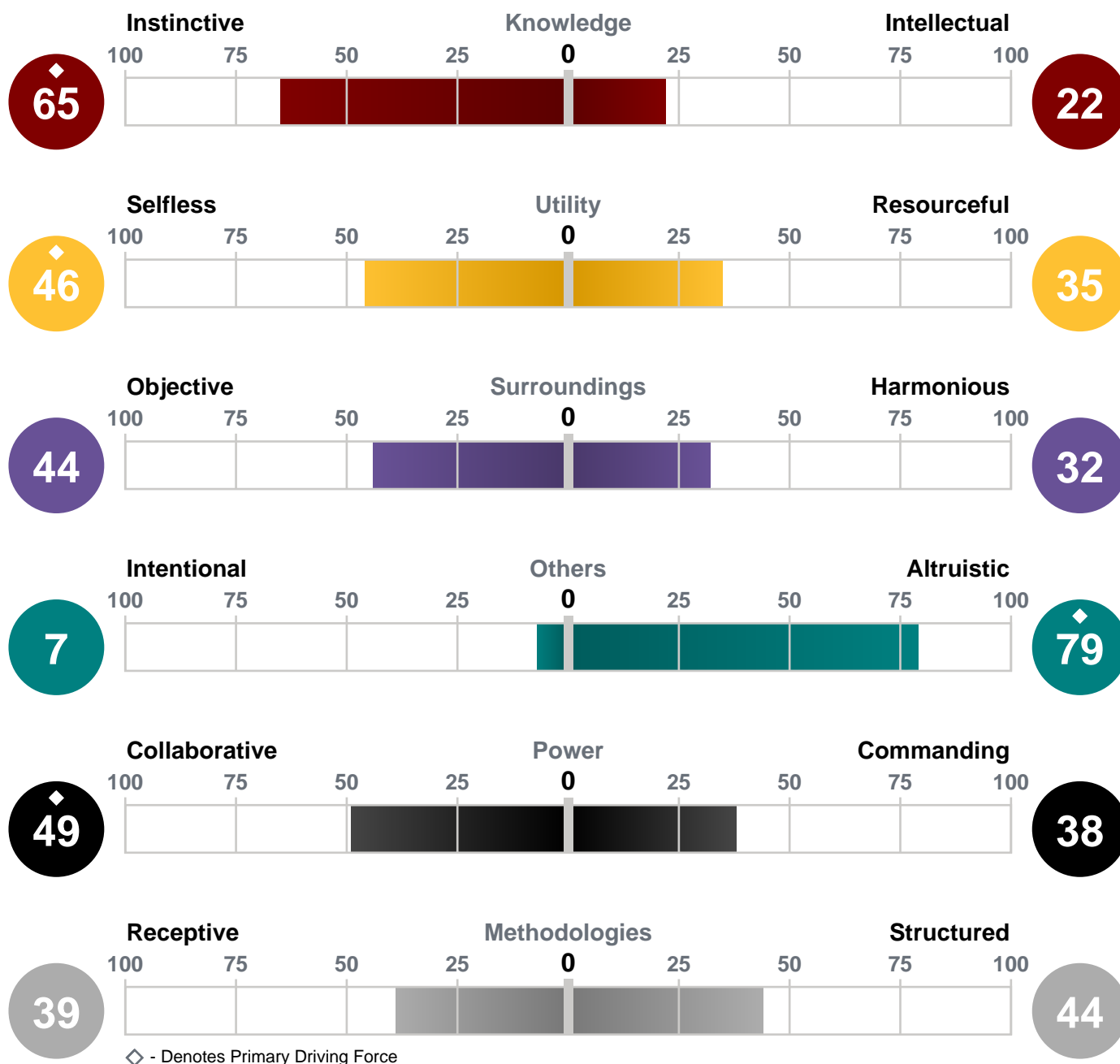
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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.
- He is generous with his time, talent and resources for those in need.
- Allen is patient and sensitive to others.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.

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.

- Allen will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Allen will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- Allen can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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.

- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times Allen can be very competitive.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- Allen can be assertive in meeting his needs.

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

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

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.

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

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

Audio Engineering
Film and Television Production
Information Technology
Interior Design
Library Science
Music Composition
Photography and Studio Art
Web Design, Web Administration

Business

Marketing

Career and Technical

Biomedical Equipment Technician
Carpentry
Chef, Food Preparation
Drafting
Electrician
Emergency Medical Technician
Health Aide, Medical Assistance
Massage Therapy
Plumbing
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair
Welding

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development

NEXT STEPS: POSSIBLE DEGREE MATCHES

Community and Public Health Administration
Computer Programming
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Work
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Hospital and Health Administration
Human Development and Family Services
Nursing
Occupational Therapy
Pharmaceutical

Other Career Paths

Apparel Fashion
Camp Operations
Child Care, Family Services
Military Service
Personal Care Technician

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2012	4+	Physicist
17-2131	4+	Materials Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
29-9091	4	Athletic Trainer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist

NEXT STEPS: POSSIBLE CAREER IDEAS

29-2011	4	Medical & Clinical Lab Technician
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3012	4	Electrical & Electronic Drafter
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
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
53-3041	HS	Taxi Driver and Chauffeur
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-4051	HS	Highway Maintenance Worker

NEXT STEPS: POSSIBLE CAREER IDEAS

45-3011	HS	Fisher and Fishing Vessel Operator
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk
43-5051	HS	Postal Service Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
43-3011	HS	Bill and Accounts Collector
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.
- Study and review notes just before class starts.
- Try new ways of learning.
- Identify the time of day you feel best and try to fit studying into these hours.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Study or review notes before each class starts.
- Study in groups of two or more.

Strengths

Will be persistent about moving toward the greater cause.

Wants to methodically solve people-related problems that benefit the greater good.

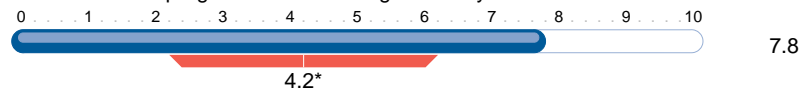
Good at selling reliable products and service to people he knows.

Supports a leader and a cause.

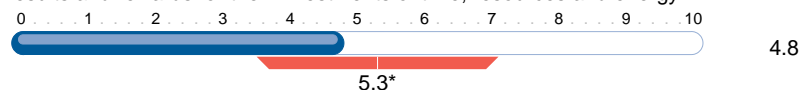
Brings organization for those striving for the same cause.

Motivators

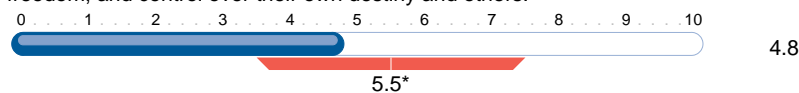
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



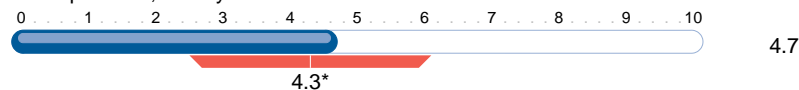
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



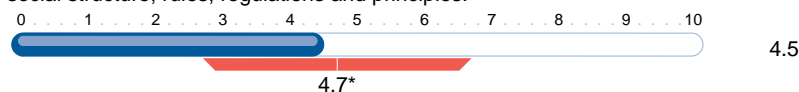
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



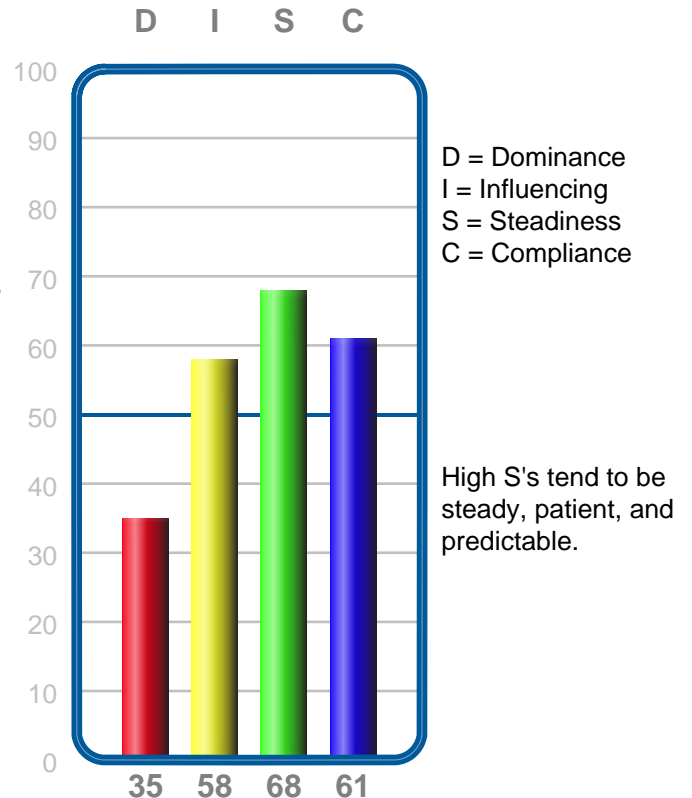
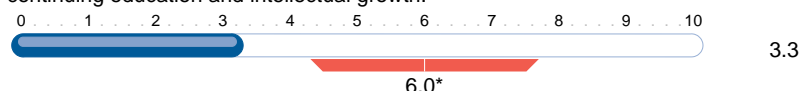
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Concerned about quality.

Flexible.

Adaptable.

Good at reconciling factions--is calming and adds stability.

Dependable team player.

Builds good relationships.