

**Cristian Chun**  
10-13-2016



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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.*

Cristian is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. He may be overly sensitive to criticism of his work. If you do comment on his work you had better be right, since he may not take criticism lightly. He has a need to achieve in an environment in which the quality is controlled. He can become frustrated when put in a situation that is nothing more than a rambling discussion. Cristian wants to make certain that detailed reports are accurately completed. This tendency can be reassuring to Cristian's supervisors. He can be characterized by his creativity and attention to quality and detail. He resists change if he feels the change will lower the quality of his work. If change is inevitable, he may need reassurances that his standards will continue to be met. He likes to work behind the scene and be seen as someone who is organized and has his life in order. Safety and security are important to him. Cristian prefers to work in an environment that is both economically and physically sound. He is adaptable.

Cristian, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He tends to make his decisions after deliberation and gives weight to all the pros and cons. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. Cristian is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He has an acute awareness of social, economic and political implications of his decisions. He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject.

Cristian is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. Because Cristian wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. Because Cristian prefers logical information, he likes people who communicate all the facts in logical order. Random facts in a haphazard format tend to distract and annoy him. Cristian does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. He likes to know what is expected of him in a working relationship and

## STYLE: YOUR STYLE

have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He is usually soft-spoken, but his demeanor may be deceptive to those who work with him. He may possess strong and unwavering convictions that are not always apparent to others. He enjoys analyzing the motives of others. This allows him to develop his intuitive skills.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always concerned about quality work.
- Defines, clarifies, gets information, criticizes and tests.
- Comprehensive in problem solving.
- Will gather data for decision making.
- Maintains standards.
- Conscientious and steady.
- Accurate and intuitive.
- Adaptable.
- Respect for authority and organizational structure.

## 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.*

- Want full explanation before changes are made to ensure his understanding.
- Fail to tell others where he stands on an issue.
- Get bogged down in details and use details to protect his position.
- Yield his position to avoid controversy.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.
- Select people much like himself.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.

## 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.*

- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Prepare your "case" in advance.
- Take time to be sure that he is in agreement and understands what you said.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Be sincere and use a tone of voice that shows sincerity.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Follow through, if you agree.
- Give him time to ask questions.
- Provide solid, tangible, practical evidence.

## 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 in a loud voice or use confrontation.
- Give your presentation in random order.
- Use testimonies of unreliable sources; don't be haphazard.
- Threaten, cajole, wheedle, coax or whimper.
- Make conflicting statements.
- Make statements about the quality of his work unless you can prove it.
- Dillydally, or waste time.
- Be haphazard.
- Leave things to chance or luck.
- Push too hard, or be unrealistic with deadlines.
- Use gimmicks or clever, quick manipulations.
- Rush the decision-making process.

## 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.*

- Wants to know everything about the process, which leads to high standards and results.
- Detailed and compliant about the research process.
- Comfortable in groups that are compliant and hold strong traditions.
- Focused on doing his part the right way.
- Good listener when being presented with accurate facts and figures.
- Delivers his knowledge and wisdom objectively.
- Steady communicator of structure and process and the way it "should" be.
- Maintains long-term relationships with a strong sense of loyalty.

## 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.*

- Wants a consistent process but constantly looking to make sure it is correct.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- May obsess over other ways of doing things, especially if it's not within his set of procedures.
- Difficulty seeing past policy violations, even if the violation led to a better result.
- May withhold sharing of knowledge to meet his security needs.
- Resents change without logical facts and reasoning behind the change.
- Can come off passive/aggressive especially when beliefs are challenged.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Needs personal attention from his manager and compliments for each assignment well done.
- Time necessary to gather enough information in order to move forward.
- Information to support the reasons for change.
- An environment that does not advocate change for the sake of change.
- Rewards for consistently following established systems and processes.

## STYLE: THINGS YOU MAY WANT FROM OTHERS

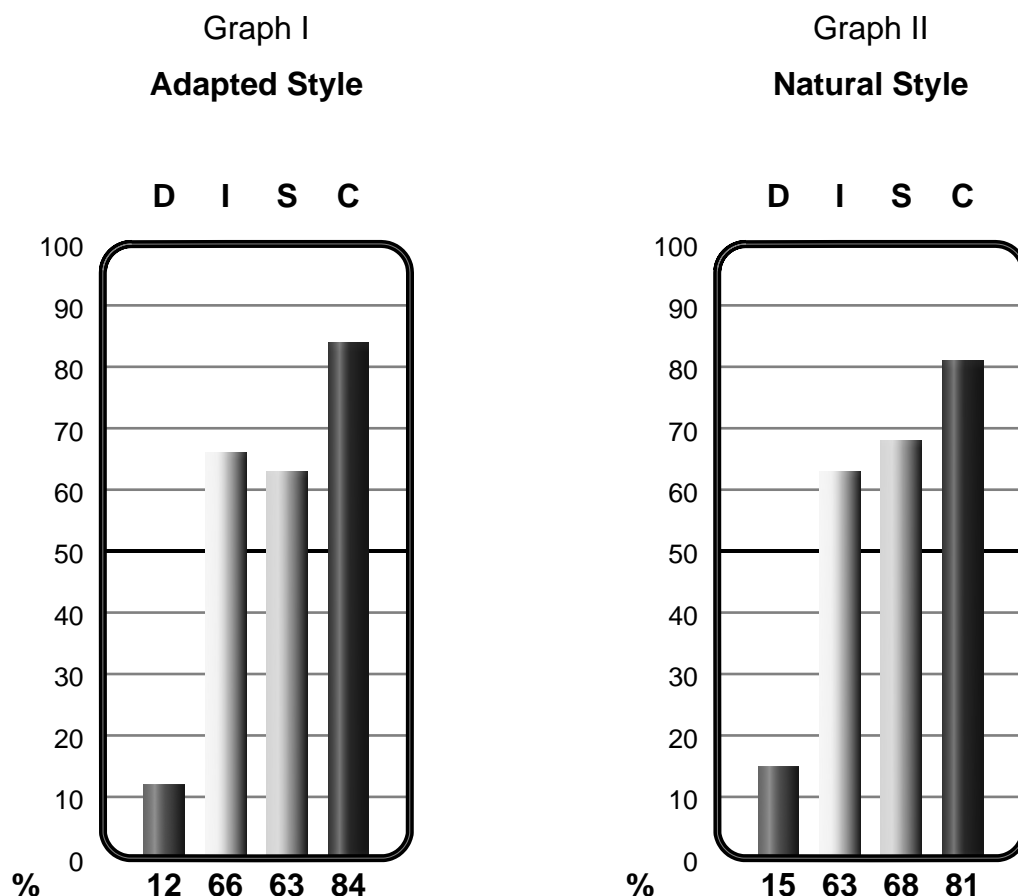
*People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".*

- A predictable work environment.
- Constant appreciation, and a feeling of security on the team.
- The time to research and layout information in a methodical way.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- Appreciation for his patient and steady following of the system and organization.
- Respect for privacy of his beliefs.



## 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:

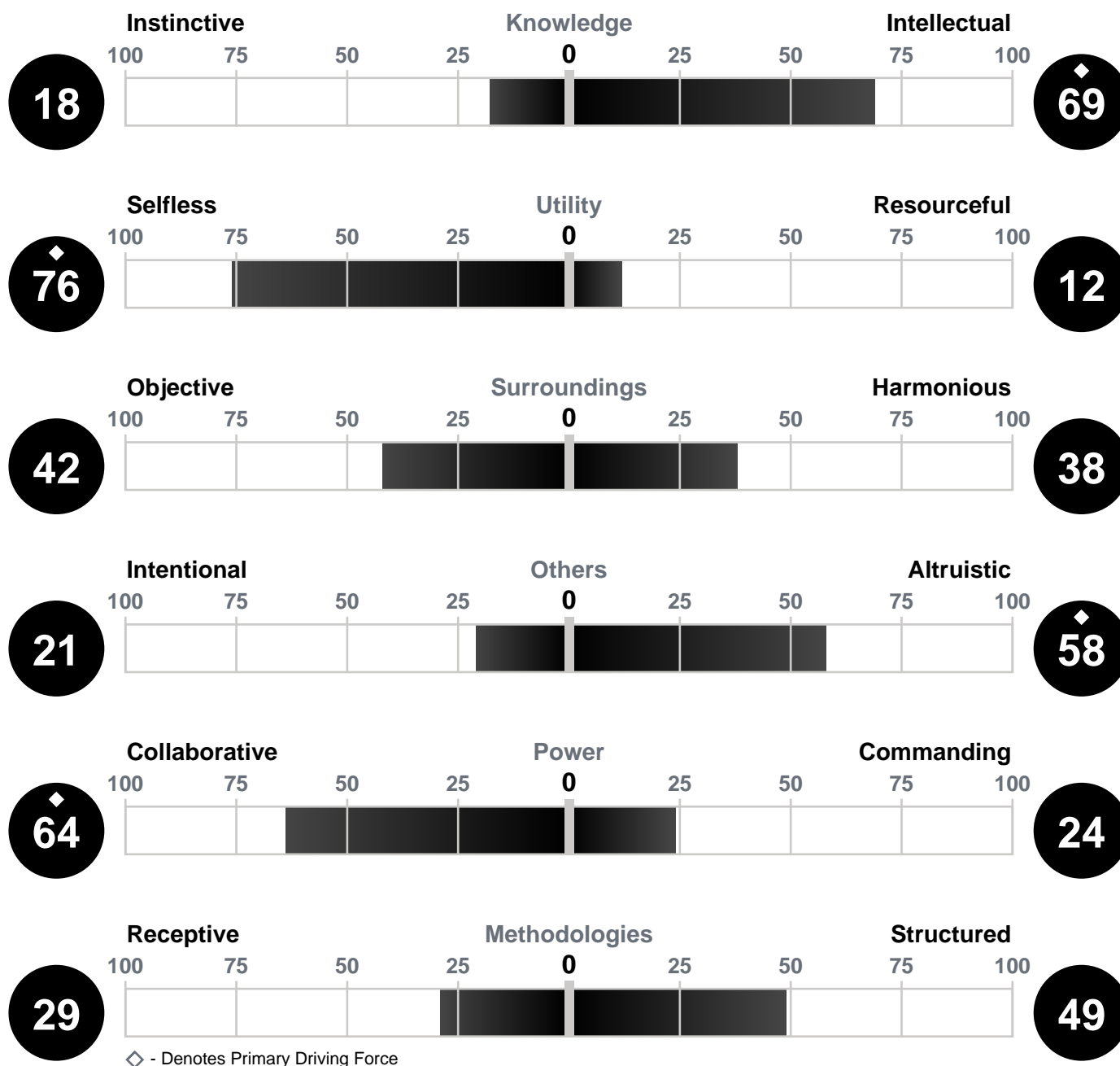
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- He will evaluate others based on his rules for living.
- Cristian likes unity and order in his life.
- Following proven procedures is more important than quick fixes.
- He believes strongly in his opinions.
- Cristian 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.*

- Cristian's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Cristian 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.
- Cristian may desire fine things for his spouse or family members.
- At times Cristian will look for the beauty in all things.

## 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.*

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

## 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.*

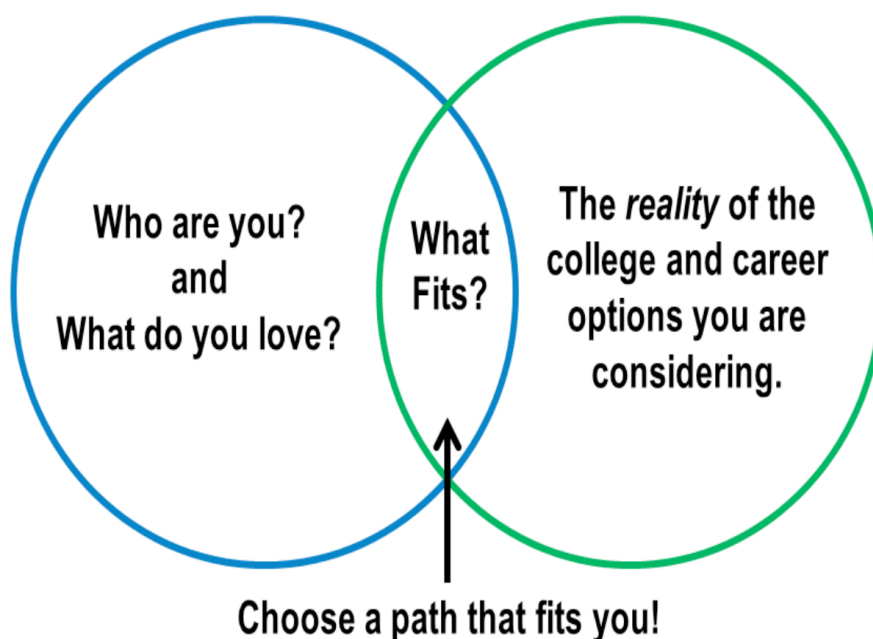
- Cristian will seek a comfort level in his standard of living and try to maintain that level.
- Financial security is not a necessity, but a long-term goal.
- Overemphasizing the value of money will bore Cristian and turn him off.
- Cristian will not be swayed or motivated by what he feels are excessive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

## 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

Anthropology  
Archaeology  
Art History  
Astronomy  
Botany  
Criminology, Forensics  
English  
Geography  
Geology, Earth Sciences  
History  
Interior Design  
Language Study  
Library Science  
Linguistics  
Literature Studies, Classics  
Microbiology  
Neuroscience  
Paleontology  
Philosophy, Religious Studies  
Theology  
Web Design, Web Administration

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Chemical Engineering  
Civil Engineering  
Electrical Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Fish, Game and Wildlife



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Forestry, Natural Resources  
Natural Sciences  
Plants and Horticulture

### **Evolving Opportunities**

Environment, Conservation and Sustainability  
Medical Ethics  
Nutrition and Diet Science  
Renewable Energy

### **Health Sciences**

Exercise Science  
Kinesiology

## 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
29-1051	4+	Pharmacist
29-1021	4+	Dentist
25-3011	4+	Adult Educator
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
11-3011	4+	Administrative Services Manager
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-3021	2-4	Billing and Posting Clerk
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-6051	2	Transportation Inspector
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
31-9094	2	Medical Transcriptionist
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2071	2	Medical Records Technician
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
55-3016	HS	Infantry
47-2111	HS	Electrician
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
39-3011	HS	Gaming Dealer
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
13-2082	HS	Tax Preparer

## STUDY TIPS

- Force yourself to ask your classmates questions.
- Set challenging goals.
- Study alone.
- Identify the time of day you feel best and try to fit studying into these hours.
- Think positively about your ability to pass every class with high marks.
- Listen and think positively about the concepts you are studying.
- Participate in class discussions.
- Set goals which challenge your abilities.
- Make sure you understand course expectations and ask if necessary.
- Ask yourself questions - either from the class material or ones you make-up.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Don't let others intrude upon your study time.

## Strengths

Wants to know everything about the process, which leads to high standards and results.

Detailed and compliant about the research process.

Comfortable in groups that are compliant and hold strong traditions.

Focused on doing his part the right way.

Good listener when being presented with accurate facts and figures.

Steady communicator of structure and process and the way it "should" be.

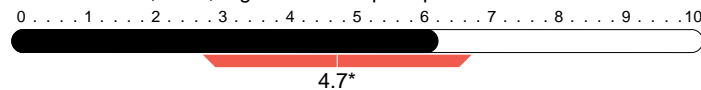
## Motivators

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



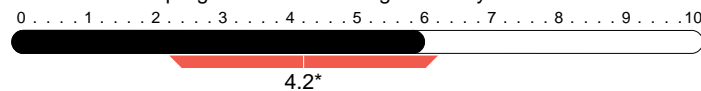
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**2. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



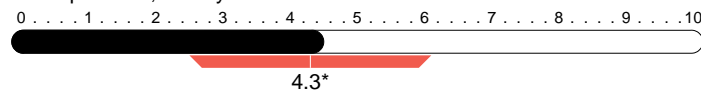
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**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



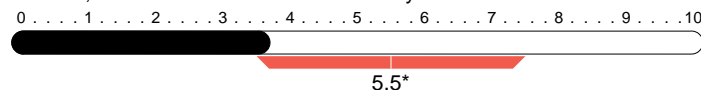
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



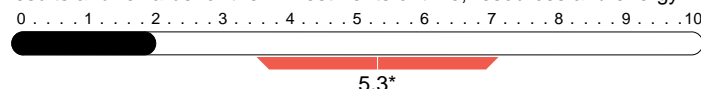
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**5. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

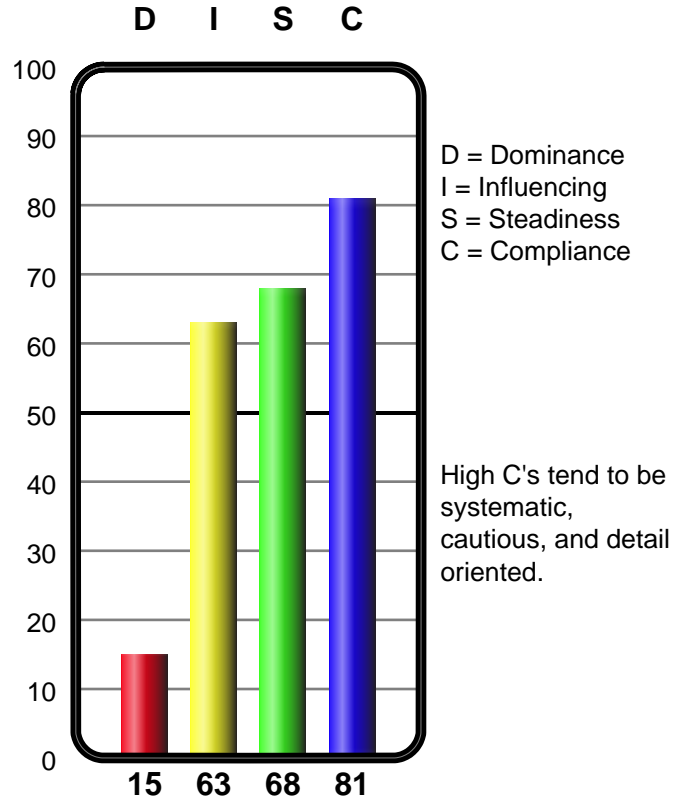


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.0



## Value to a Team

Comprehensive in problem solving.

Maintains standards.

Always concerned about quality work.

Defines, clarifies, gets information, criticizes and tests.

Flexible.

Proficient and skilled in his technical specialty.