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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.*

kevin likes feedback from his manager on how he is doing. He can be obliging and accommodating; that is, he likes to work with people and help them. He is optimistic and usually has a positive sense of humor. He places his focus on people. To him, strangers are just friends he hasn't met! kevin wants to know what others think of him. He wants and tries to please. He is approachable, affectionate and understanding. He influences most people with his warmth. He may tend to agree to avoid confrontation. kevin can be sensitive to criticism of his work and take it as a personal affront. He may equate work criticism as someone's personal displeasure with him. He is gregarious and sociable. He will be seen as a good mixer both on or off the job.

kevin prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes working for managers who make quick decisions. He 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. Decisions are made after gathering facts and supportive data. 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 likes to participate in decision making. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He is good at solving problems that deal with people.

kevin often makes suggestions to others, but rarely attempts to force his ideas on them. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is people-oriented and verbally fluent. He usually uses many gestures when talking. kevin is both a good talker and a good listener. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, kevin will attempt to put them at ease. 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. He is always concerned with other people's feelings and thoughts.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Optimistic and enthusiastic.
- Verbalizes his feelings.
- Positive sense of humor.
- Accomplishes goals through people.
- Concerned about quality.
- People-oriented.

## 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.*

- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Make decisions based on surface analysis.
- Overuse praise in motivating others.
- Be so enthusiastic that he can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.
- Be optimistic regarding possible results of his projects or the potential of his people.

## 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.*

- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Take time to be sure that he is in agreement and understands what you said.
- Use scheduled timetable when implementing new action.
- Take your time and be persistent.
- Provide solid, tangible, practical evidence.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide testimonials from people he sees as important.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Give him time to ask questions.
- Leave time for relating, socializing.

## 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.
- Push too hard, or be unrealistic with deadlines.
- Be haphazard.
- Legislate or muffle--don't overcontrol the conversation.
- Rush him in the decision-making process.
- Be dictatorial.
- Be curt, cold or tight-lipped.
- Take credit for his ideas.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to him.
- Leave decisions hanging in the air.
- Make promises you cannot deliver.
- Kid around too much, or "stick to the agenda" too much.

## 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.*

- Willing to share knowledge to benefit the team or organization.
- Looks for the positive side of every situation.
- Sees the positive in all resources and will want to use resources accordingly.
- Brings enthusiasm to practical situations.
- Detailed and compliant about the research process.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Expectations are clear, tangible and have a bottom-line focus.
- 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.*

- May be too trusting of people as resources.
- Will tend to elaborate on limited data.
- May overlook details when weighing results.
- May not recognize increased risk associated with bigger rewards.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- 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.
- Familiar work environment with a predictable pattern.
- An environment where being prepared for meetings is rewarded.
- Continuous learning in a team atmosphere where people share openly.
- Optimism about expected results is not frowned upon.
- The experience is seen as a part of the desired return on investment.

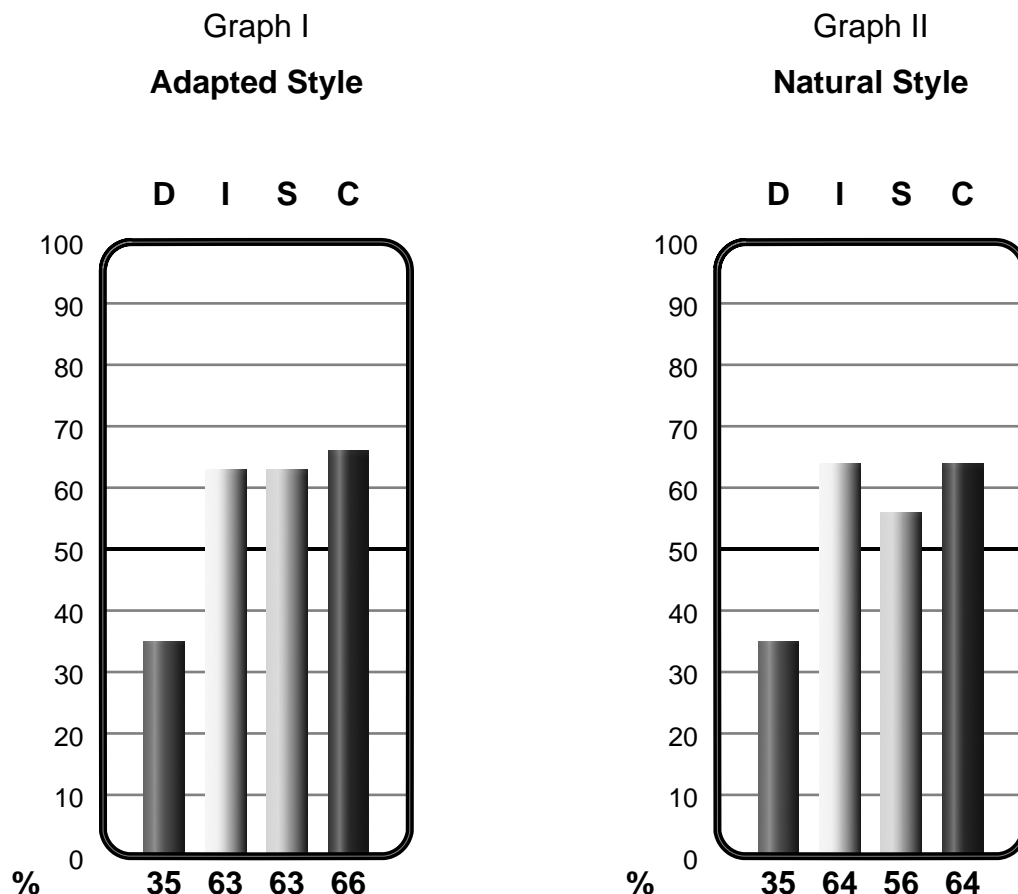
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Time to perform up to his high standards.
- To be recognized for his continuance of quality work.
- Background and detailed information on process and procedures in order to ensure they are correct.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Recognition for solid use of resources and investments.
- Public recognition of financial rewards for returns and efficiency.

## 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:

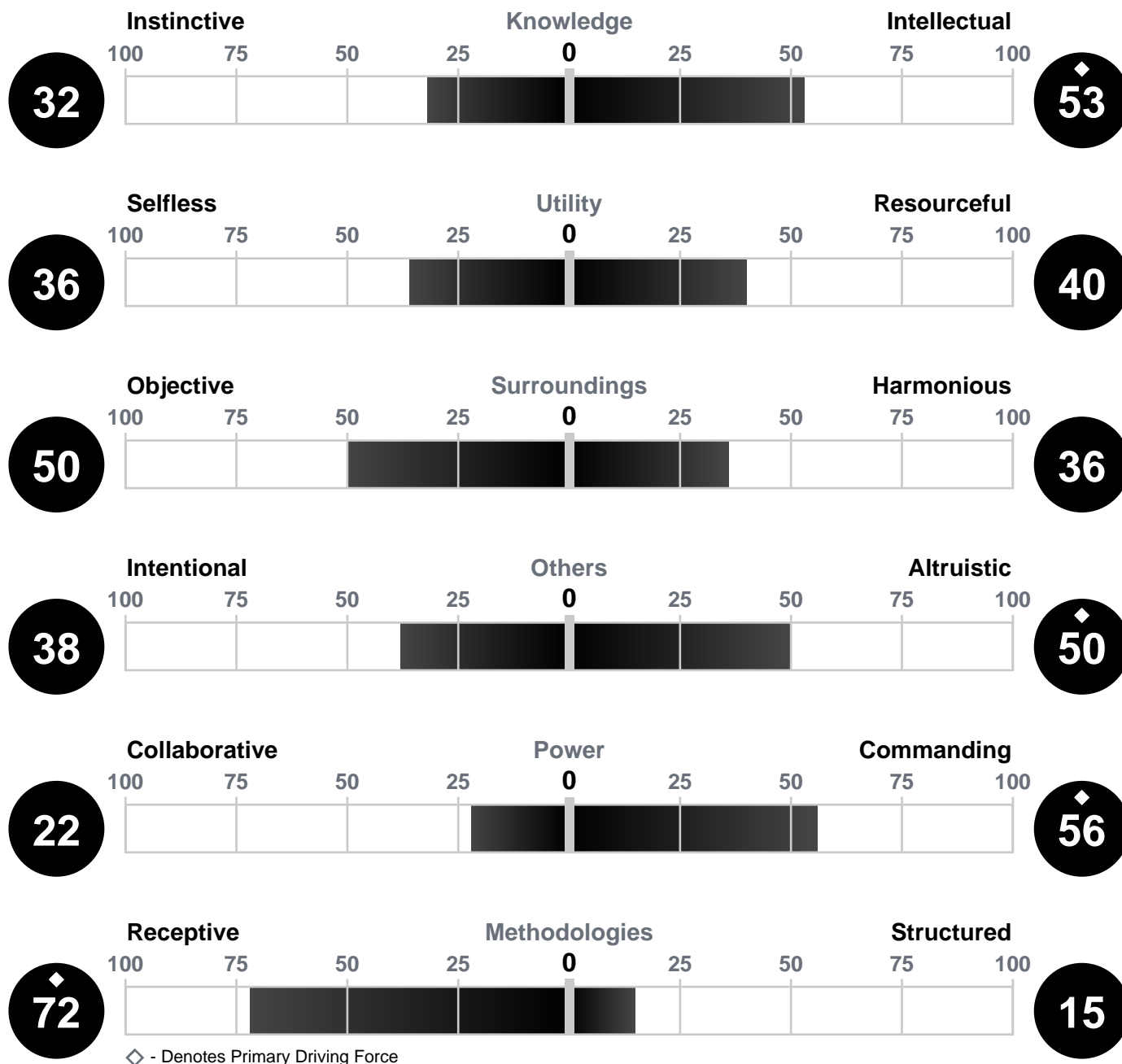
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- kevin is good at achieving goals.
- He will work long and hard to satisfy his needs.
- He may use wealth as a yardstick to measure his work effort.
- kevin tends to give freely of time and resources, but will want and expect a return on his investment.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He evaluates things for their utility and economic return.

## 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.*

- At times kevin can be very competitive.
- kevin can be assertive in meeting his needs.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- 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.

## 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.*

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

- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- The utility of "something" is more important than its beauty, form and harmony.
- kevin's passion in life will be found in one or two of the other motivators discussed in this report.
- Unpleasant surroundings will not stifle his creativity.
- kevin is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- Intellectually, kevin can see the need for beauty, but has difficulty buying the finer things in life.

## 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.*

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

## 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

Criminology, Forensics  
Economics  
Information Technology  
Interior Design  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Biomedical Equipment Technician  
Chef, Food Preparation  
Emergency Medical Technician  
Vehicle Maintenance and Repair

### Engineering

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

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Ecommerce

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine



## 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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
25-4012	4+	Curator
19-3093	4+	Historian
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
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
25-2031	4	Teacher, Secondary
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-9022	2	Real Estate Sales Agent
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Take meaningful notes.
- Don't doodle.
- Review notes from previous lessons to prepare yourself for the next.
- Review your notes after class.
- Socialize after studying - not before.
- Don't let others intrude upon your study time.
- Track your time and see how you are spending it and add more time for studying if needed.
- Set goals which challenge your abilities.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Listen for ideas and facts to support the main idea.

## Strengths

Willing to share knowledge to benefit the team or organization.

Looks for the positive side of every situation.

Sees the positive in all resources and will want to use resources accordingly.

Brings enthusiasm to practical situations.

Detailed and compliant about the research process.

Expectations are clear, tangible and have a bottom-line focus.

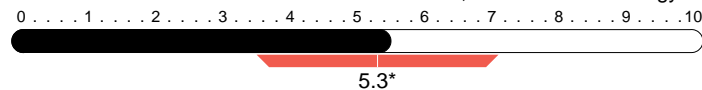
## Motivators

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



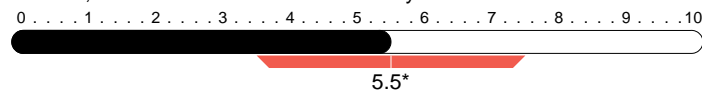
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**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



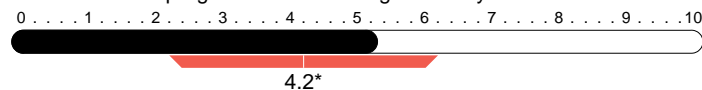
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



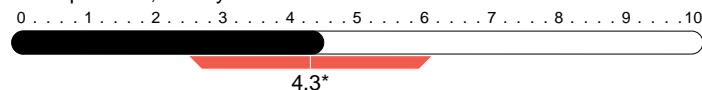
5.5

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



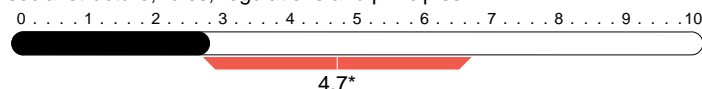
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

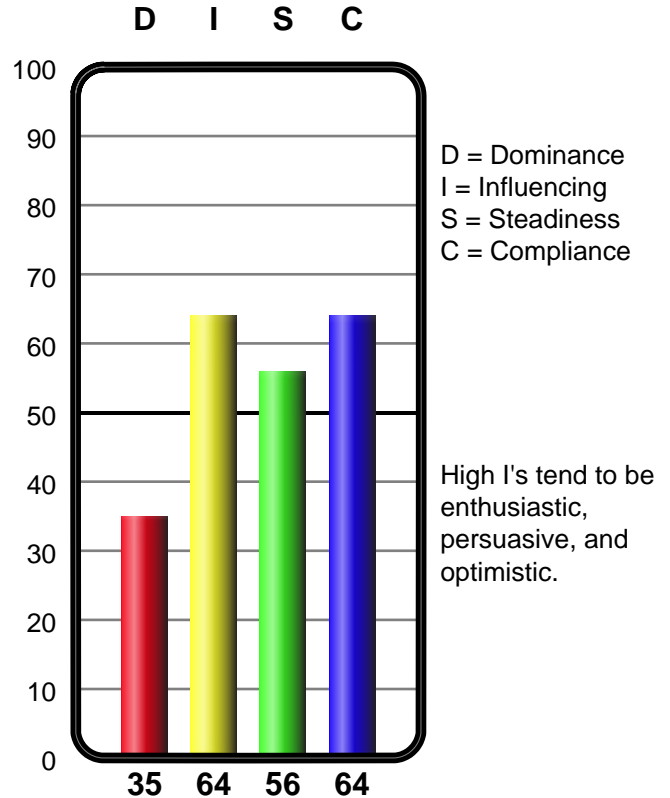


4.5

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



2.8



## Value to a Team

Adaptable.

Concerned about quality.

Builds confidence in others.

Optimistic and enthusiastic.

Will gather data for decision making.

Negotiates conflicts.