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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.

Daniel likes to develop people and build organizations. He wants to be seen not only as a team player, but also as a leader of the team. He 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 likes quality social relationships. He often will become friends with his customers or clients. Daniel 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. He likes to get results through others. He is at his best when he has people working with him. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Daniel, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is approachable, affectionate and understanding.

Daniel 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. 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. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes working for managers who make quick decisions. Daniel is good at solving problems that deal with people.

Daniel usually uses many gestures when talking. He judges others by their verbal skills and warmth. He 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, Daniel will attempt to put them at ease. Daniel 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 is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Creative problem solving.
- Patient and empathetic.
- People-oriented.
- Service-oriented.
- Builds good relationships.
- Builds confidence in others.
- Optimistic and enthusiastic.

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.

- Make decisions based on surface analysis.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be so enthusiastic that he can be seen as superficial.
- Be unrealistic in appraising people--especially if the person is a "friend."

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.

- Talk about him, his goals and the opinions he finds stimulating.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Provide testimonials from people he sees as important.
- Read the body language for approval or disapproval.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Leave time for relating, socializing.
- Provide ideas for implementing action.
- Ask for his opinions/ideas regarding people.
- Look for hurt feelings or personal reasons if you disagree.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Watch carefully for possible areas of early disagreement or dissatisfaction.

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.

- Take credit for his ideas.
- Kid around too much, or "stick to the agenda" too much.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Offer assurance and guarantees you can't fulfill.
- Debate about facts and figures.
- Legislate or muffle--don't overcontrol the conversation.
- Be abrupt and rapid.
- Talk down to him.
- Be curt, cold or tight-lipped.
- Patronize or demean him by using subtlety or incentive.
- Manipulate or push him into agreeing because he probably won't fight back.
- Leave decisions hanging in the air.

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.

- Tends to be futuristic and entrepreneurial in attaining results.
- Promotes efficiency and results.
- Volunteers his knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.
- Good at selling reliable products and service to people he knows.
- When stability is established, he can become entrepreneurial.
- Methodical and reliable researcher.
- Good listener when being presented with accurate facts and figures.

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.

- Efficiency is diminished with small talk.
- Struggles balancing financial advice with actual results.
- May present facts and figures with too much emotion.
- May be too trusting of people as resources.
- Sees unwarranted change as a waste of resources.
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- Will have difficulty in establishing priorities in learning new matters.
- May withhold sharing of knowledge to meet his security needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- An environment in which he may deal with people on a personal, intimate basis.
- A forum to be curious about the discovery of new information.
- Time necessary to gather enough information in order to move forward.
- People-oriented returns are rewarded higher than task-oriented returns.
- A manager that brings people and excitement into the act of doing business.

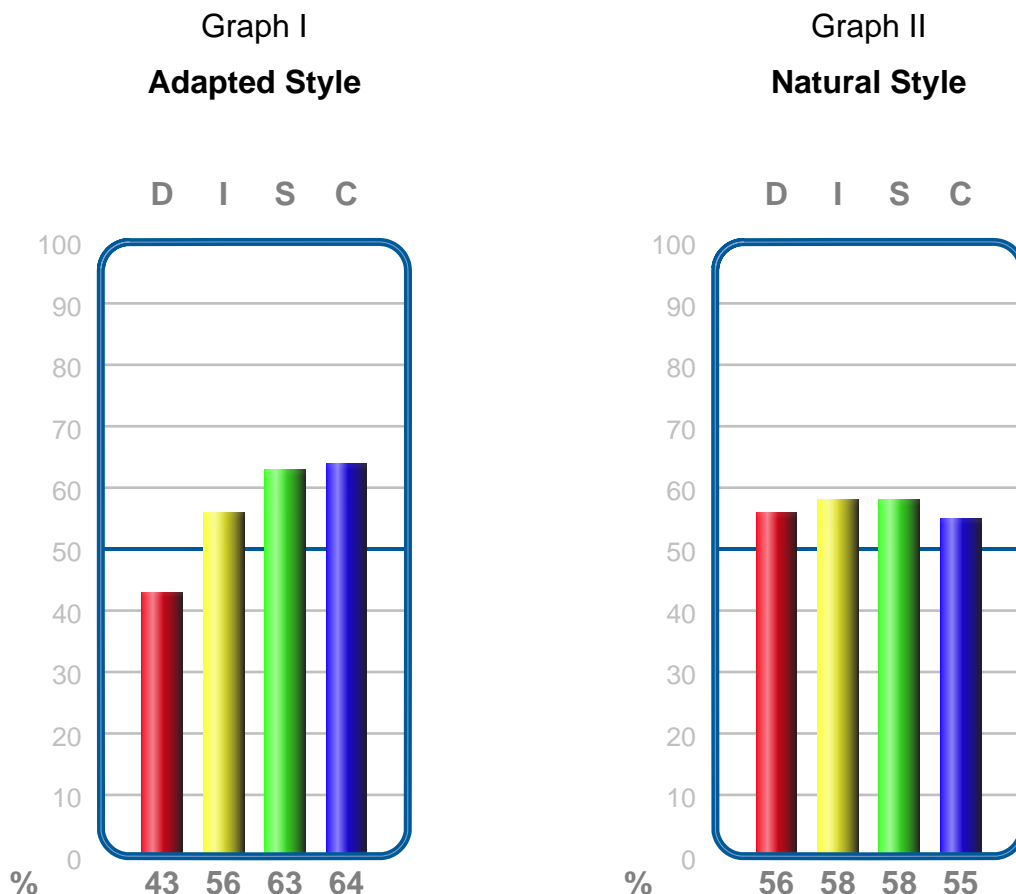
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Constant appreciation, and a feeling of security on the team.
- To be able to seek out new information that will be valuable to share with others.
- The time to research and layout information in a methodical way.
- Freedom to include others in the celebration of achievements.
- To be the spokesperson for team and organizational accomplishments.

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:

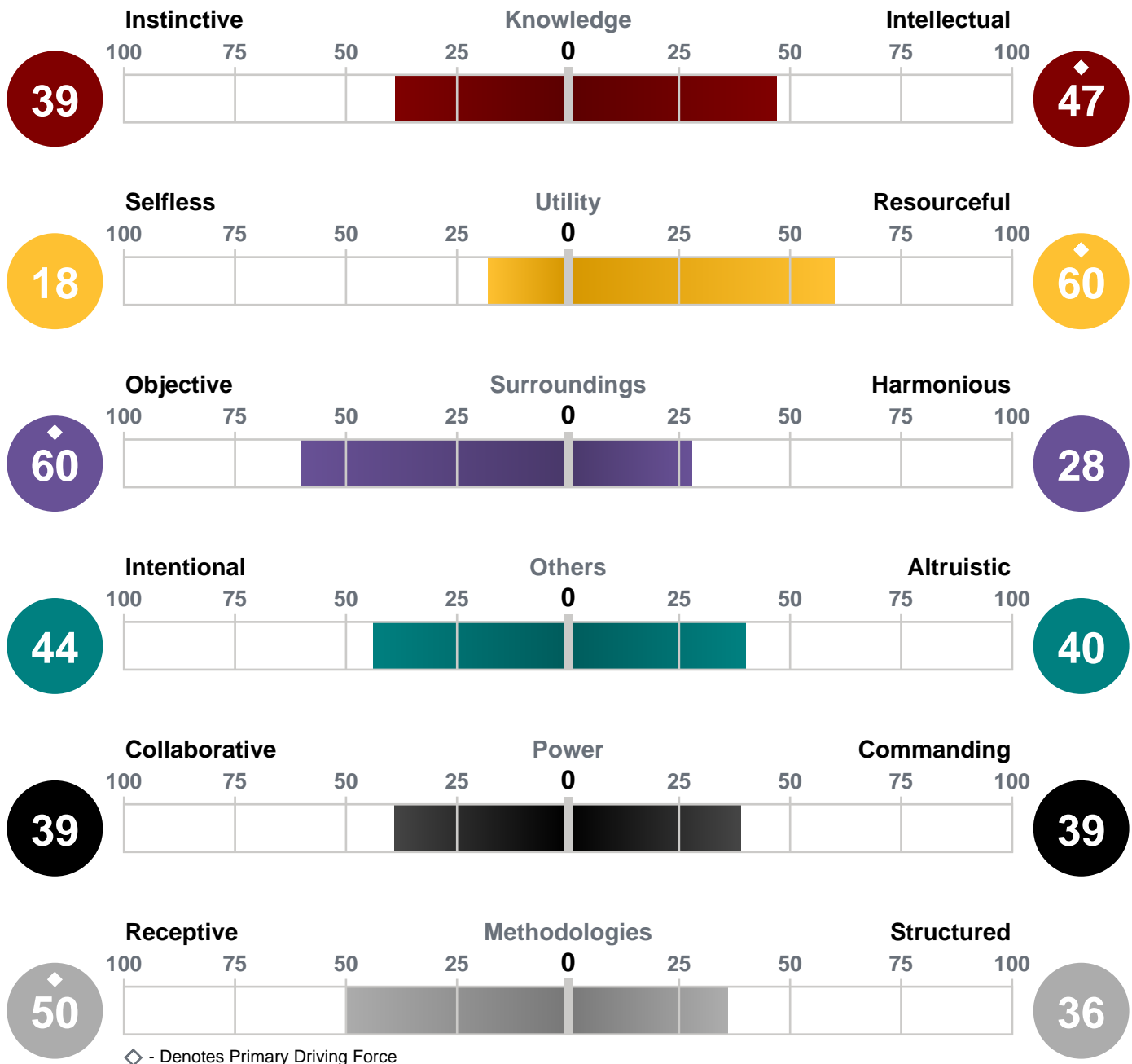
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

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

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.

- Daniel 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.
- Daniel at times will evaluate others based on his rules for living.
- Daniel 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.

- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- Daniel's passion in life will be found in one or two of the other dimensions discussed in this report.
- Daniel will be torn if helping others proves to be detrimental to him.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Daniel is willing to help others if they are working as hard as possible to achieve their goals.

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.

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

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

Criminology, Forensics
Entertainment and Arts Management
Film and Television Production
Information Technology
Legal Assistance, Paralegal Studies
Neuroscience
Pre-Law
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
General Business
General Management
Hospitality, Hotel Management
Labor and Industrial Relations
Logistics, Transport Management
Marketing
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Building Inspector
Chef, Food Preparation
Dental Assistance
Electrician
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Civil Engineering
Computer Engineering
Electrical Engineering
Industrial Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering
Operations Research

Environmental, Agriculture and Food

Natural Sciences

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Programming
Ecommerce
Entrepreneurial Studies
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Urban and City Planning

Health Sciences

Hospital and Health Administration
Kinesiology
Pharmaceutical
Pre-Medicine

Other Career Paths

Business Sales
Military Service
Police and Fire Services
Technology Management, Information Systems

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
25-4012	4+	Curator
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
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-4099	4	Director of Social Media
27-3043	4	Writer & Author
27-2012	4	Producer & Director
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1071	4	Network & Computer Systems Administrator
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator

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
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
41-9022	2	Real Estate Sales Agent
31-9092	2	Medical Assistant
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Quiz yourself and others about ideas you are learning.
- Listen for ideas and facts to support the main idea.
- Put words you have trouble spelling on your mirror so you see them daily.
- Try new ways of learning.
- Study and review notes just before class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Track your time and see how you are spending it and add more time for studying if needed.
- Use short sentences when taking notes - leave out unnecessary words.
- Socialize after studying - not before.
- Set realistic goals.
- Meditate and think positive thoughts before taking an exam.
- Study in groups of two or more.

Strengths

Tends to be futuristic and entrepreneurial in attaining results.

Promotes efficiency and results.

Volunteers his knowledge on many subjects.

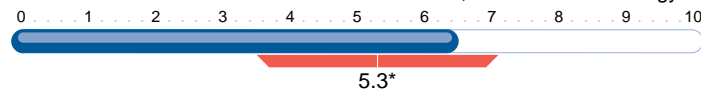
Willing to share knowledge to benefit the team or organization.

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

Methodical and reliable researcher.

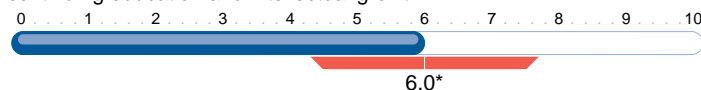
Motivators

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



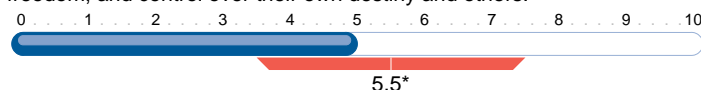
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



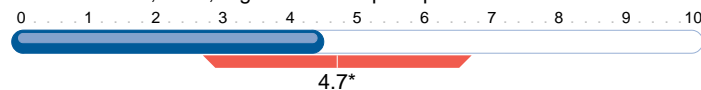
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



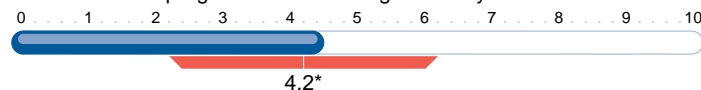
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



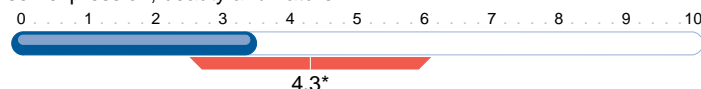
4.5

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

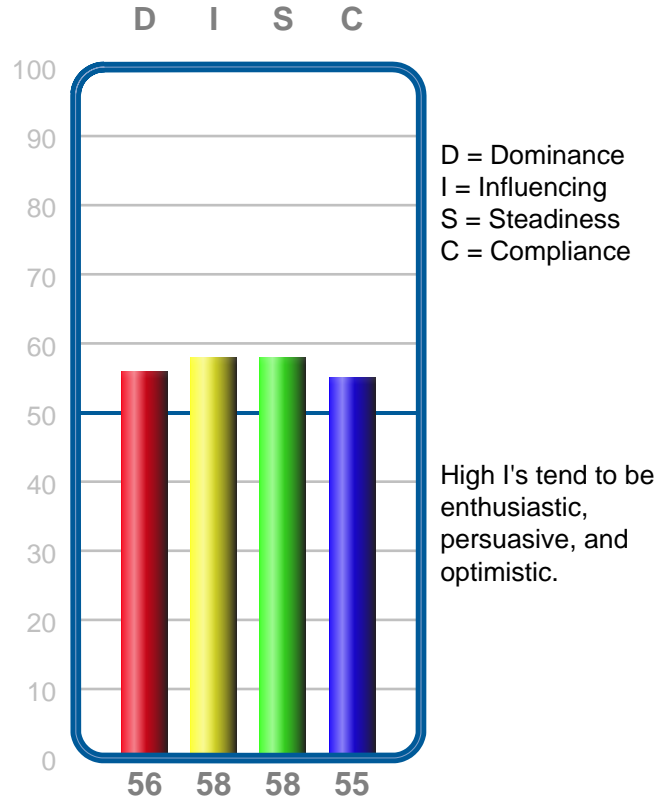


4.5

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



3.5



Value to a Team

Verbalizes his feelings.

Builds good relationships.

People-oriented.

Creative problem solving.

Accomplishes goals through people.

Positive sense of humor.