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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.

isaiah likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He is often seen as practical and objective. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. At times, isaiah would like to slow the world down and cut out some of the activities people want him involved in. isaiah wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. 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. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He is good at concentrating in order to listen and learn. He is not easily distracted by peripheral activity.

isaiah prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." Once he makes a decision, he can be organized in carrying it out. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. isaiah may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He tends to make decisions based on past experiences. He prefers the "tried and true." He often thinks over major decisions before acting.

isaiah 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 is more motivated by logic than emotion. To him, logic represents tangible research. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. He likes having others initiate the conversation. He can then assess the situation and respond accordingly.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dependable team player.
- Patient and empathetic.
- Good listener.
- Works for a leader and a cause.
- Consistent and steady.
- Service-oriented.
- Self-reliant.
- Bottom line-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.

- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Underestimate his abilities.
- Be too conservative--bides time and avoids much that is new.
- Avoid accountability by overstating the complexity of the situation.
- Be defensive when risk is involved--move towards maintaining status quo.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.

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.

- Be precise about the use of his time.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Provide a friendly environment.
- Provide solutions--not opinions.
- Clarify any parameters in writing.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Start, however briefly, with a personal comment. Break the ice.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Define clearly (preferably in writing) individual contributions.
- Stress logic.

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.

- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Rush headlong into business or the agenda.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Patronize or demean him by using subtlety or incentive.
- Offer assurance and guarantees you can't fulfill.
- Ramble.
- Be vague; don't offer opinions and probabilities.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Feel you have changed his opinion without supporting facts.
- Be abrupt and rapid.
- Be domineering or demanding; don't threaten with position power.
- Muffle or overcontrol.

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.

- Able to be a strong listener, who can become a lifelong friend.
- Will be persistent about moving toward the greater cause.
- Good at selling reliable products and service to people he knows.
- Supports a leader and a cause.
- Generous and effective with their time, talent, and resources.
- Goal focused when helping others.
- Wants to maximize time and resources now, as opposed to later.
- Very creative in solving problems.

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 not always stand up for oneself or others.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- Sees unwarranted change as a waste of resources.
- Could miss out on opportunities by not acting swiftly.
- Method of helping others is not negotiable.
- May have difficulty deciding between results or helping others.
- Will override other variables for the sake of an investment.
- Tends to think bigger is always better.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- A stable and predictable environment.
- Having economic, competitive and challenging incentives.
- Where protection of the organization's bottom-line is rewarded and valued.
- Ability to give of time, talent and resources in order to help the organization.
- A forum to champion the needs and desires of others.

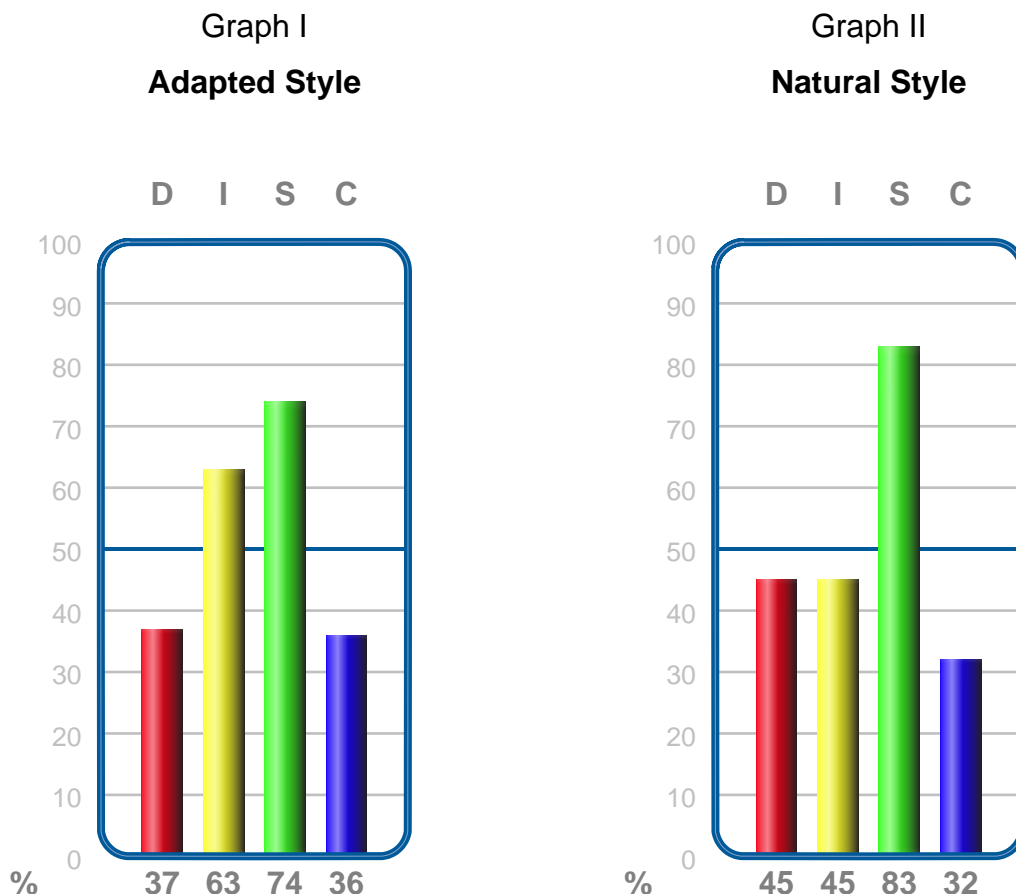
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- To be a member of a small team.
- Opportunities for achieving things faster and of more value.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Time to give back both internally and externally in order to quietly change things for the better.
- Opportunities to accomplish short-range solutions to problems that relate to his cause.

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:

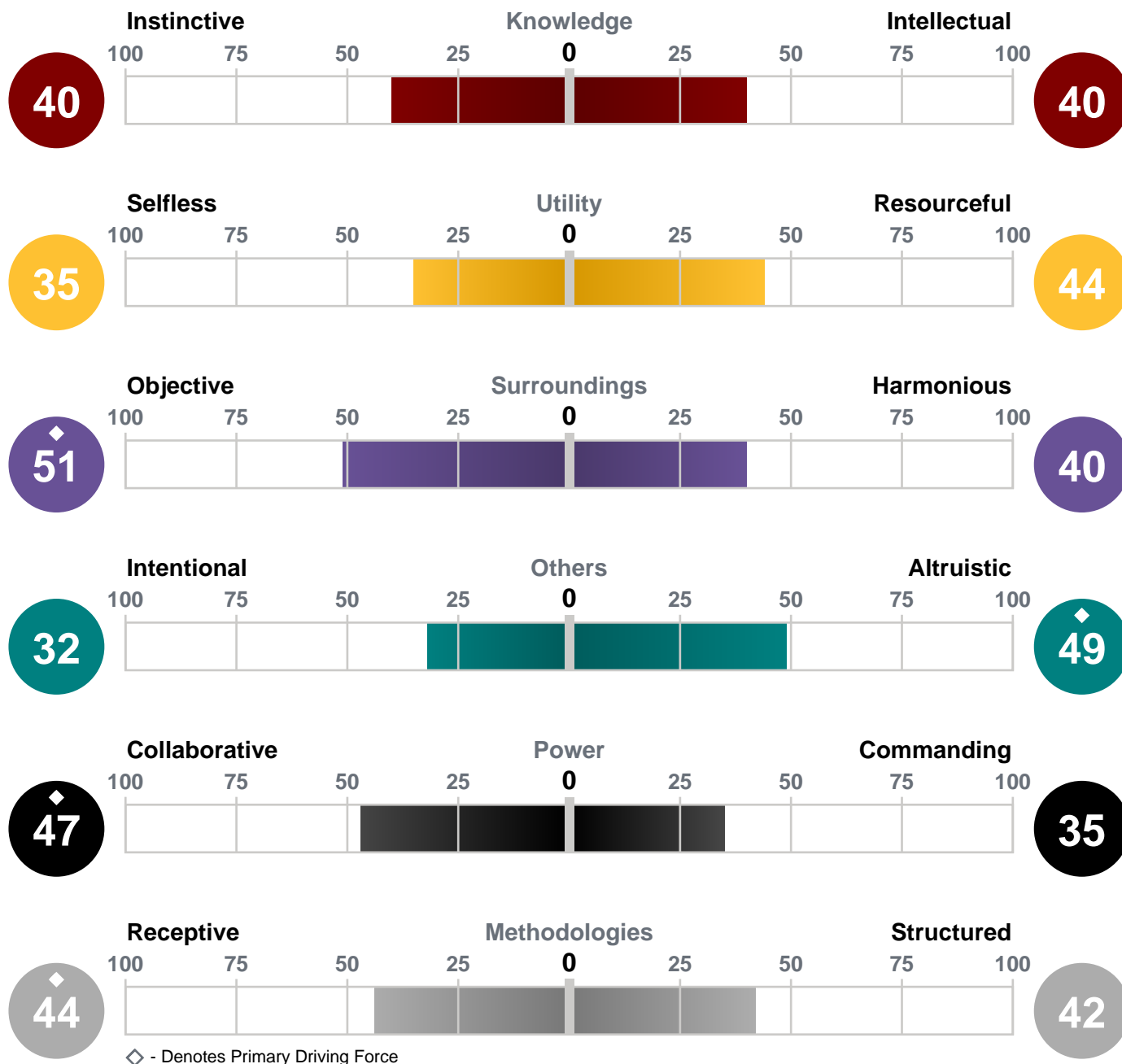
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Helping the homeless may be one of his concerns.
- He is generous with his time, talent and resources for those in need.
- isaiah will be generous with time, research and information on social problems.
- Saying "no" is difficult when others need his time or talent.
- isaiah is patient and sensitive to others.
- He believes charities should be supported.

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.
- He may use wealth as a yardstick to measure his work effort.
- isaiah 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 will work long and hard to satisfy his needs.
- isaiah is good at achieving goals.

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.

- If isaiah is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- isaiah will seek knowledge based on his needs in individual situations.
- If knowledge of a specific subject is not of interest, or is not required for success, isaiah will have a tendency to rely on his intuition or practical information in this area.
- isaiah will usually have the data to support his convictions.
- isaiah has the potential to become an expert in his chosen field.
- A job that challenges the knowledge will increase his job satisfaction.
- In those areas where isaiah has a special interest he will be good at integrating past knowledge to solve current problems.

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.

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

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.

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

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 isaiah.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- isaiah's passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate isaiah because he has not defined a philosophy or system that can provide immediate answers to every situation.
- In many cases, isaiah 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.
- isaiah can be creative in interpreting other systems or traditions and selective in applying those traditions.

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

Biochemistry, Biophysics
Biology
Chemistry
Economics
Web Design, Web Administration

Business

General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Dental Assistance
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Programming
Ecommerce
Environment, Conservation and Sustainability
Medical Ethics
Online Marketing, Social Media

NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies
Renewable Energy

Health Sciences

Counseling
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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1122	4+	Occupational Therapist
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1019	4+	Counselor
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
17-2131	4+	Materials Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3012	4	Electrical & Electronic Drafter
43-4051	2-4	Customer Service Representative
41-1012	2-4	Manager, Supervisor, non retail
17-3024	2-4	Electro-mechanical Technician
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort 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
27-1023	HS	Floral Designer

STUDY TIPS

- Don't put off studying until the last minute.
- Try new ways of learning.
- Quiz yourself and others about ideas you are learning.
- Set realistic goals.
- Meditate and think positive thoughts before taking an exam.
- Put words you have trouble spelling on your mirror so you see them daily.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study in groups of two or more.
- Think positively about subjects that give you difficulty.
- Use recitation to embed fact and ideas.
- Study and review notes just before class starts.
- Develop good study habits and follow them everyday.

Strengths

Able to be a strong listener, who can become a lifelong friend.

Will be persistent about moving toward the greater cause.

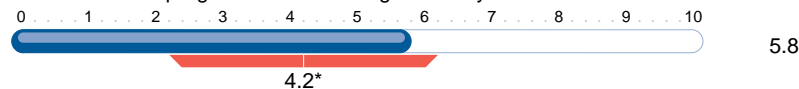
Good at selling reliable products and service to people he knows.

Supports a leader and a cause.

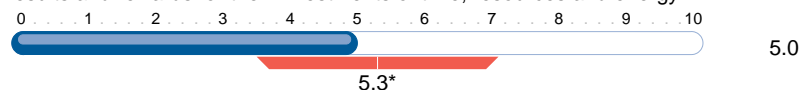
Generous and effective with their time, talent, and resources.

Motivators

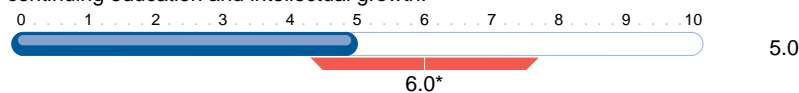
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



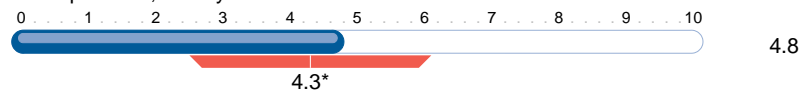
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



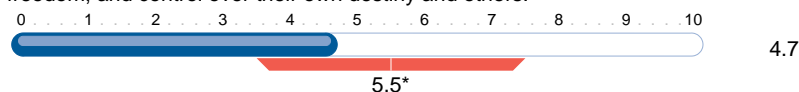
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



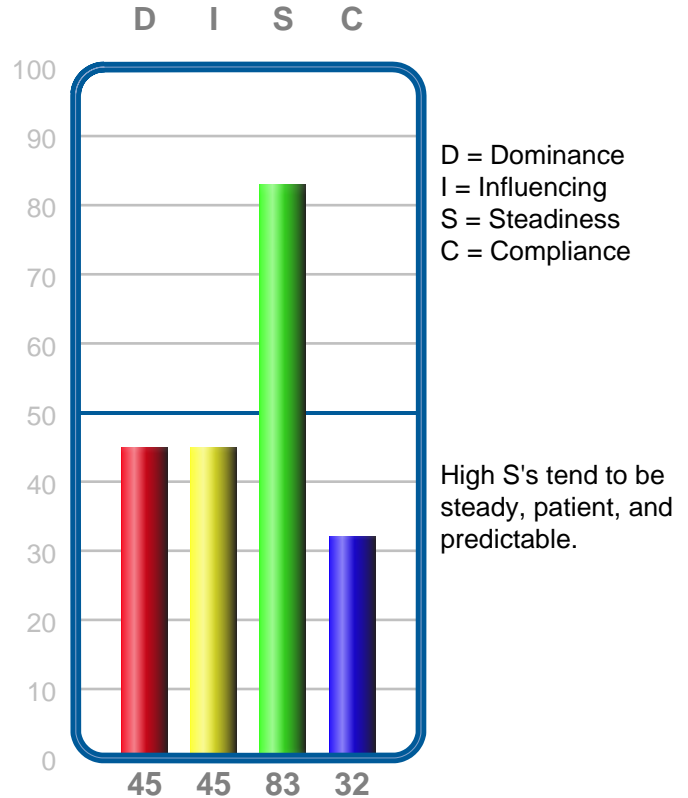
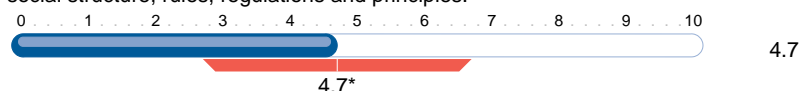
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Service-oriented.

Dedicated to his own ideas.

Consistent and steady.

Patient and empathetic.

Builds good relationships.

Big thinker.