

**Jose Garcia**  
10-12-2016



## TABLE OF CONTENTS

### MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

### THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

## STYLE: YOUR STYLE

*This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.*

Jose is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He is deadline conscious and becomes irritated if deadlines are delayed or missed. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. Jose seeks his own solutions to problems. In this way, his independent nature comes into play. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He has high ego strengths and may be viewed by some as egotistical. Jose embraces visions not always seen by others. Jose's creative mind allows him to see the "big picture." He is extremely results-oriented, with a sense of urgency to complete projects quickly.

Jose will work long hours until a tough problem is solved. After it is solved, Jose may become bored with any routine work that follows. Sometimes he becomes emotionally involved in the decision-making process. When faced with a tough decision, he will try to sell you on his ideas. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He finds it easy to share his opinions on solving work-related problems.

Jose may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He challenges people who volunteer their opinions. He tends to be intolerant of people who seem ambiguous or think too slowly. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. Jose tends to influence people by being direct, friendly and results-oriented. He may lack the patience to listen and communicate with slower acting people. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He may sometimes mask his feelings in friendly terms. If pressured, Jose's true feelings may emerge.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can support or oppose strongly.
- Usually makes decisions with the bottom line in mind.
- Challenge-oriented.
- Will join organizations to represent the company.
- Competitive.
- Dedicated to his own ideas.
- Self-reliant.
- Creative in his approach to solving problems.

## 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.*

- Set standards for himself and others so high that impossibility of the situation is common place.
- Overstep authority and prerogatives--will override others.
- Keep too many balls in the air, and if his support is weak he will have a tendency to drop some of those balls.
- Be disruptive because of his innate restlessness and disdain for sameness.

## 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.*

- Stick to business--let him decide if he wants to talk socially.
- Understand his defiant nature.
- Provide "yes" or "no" answers--not maybe.
- Support the results, not the person, if you agree.
- Use a balanced, objective and emotional approach.
- Confront when in disagreement.
- Provide solutions--not opinions.
- Present the facts logically; plan your presentation efficiently.
- Read the body language--look for impatience or disapproval.
- Motivate and persuade by referring to objectives and results.
- Flatter his ego.

## 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.*

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Let him overpower you with verbiage.
- Try to convince by "personal" means.
- Be paternalistic.
- Reinforce agreement with "I'm with you."
- Ask rhetorical questions, or useless ones.
- Direct or order.
- Be redundant.
- Take credit for his accomplishments.
- Ramble on, or waste his time.
- Let disagreement reflect on him personally.
- Come with a ready-made decision, or make it for him.
- 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.*

- Will champion change and be bottom-line focused for results within the system of living.
- Good at directing others to join his cause.
- Not easily deterred by setbacks.
- Seeks the challenge and opportunity to win.
- The "megaphone" to spreading a message.
- Great at recruiting membership in organizations to which he belongs.
- Positively promotes the image of the organization.
- Being an optimistic leader.

## 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.*

- A desire for better results may be prohibited by his way of living.
- Standards may be unreachable based on beliefs.
- May not realize the negative consequences of his quick decisions.
- May always want to display his superiority through problems or challenges.
- Has difficulty hearing what others are saying if it contradicts his beliefs.
- May interpret his beliefs as flawless.
- May only interact with those he feels complement his goals.
- May be viewed as someone who over promises and under delivers.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Work tasks that change from time to time.
- An innovative and futuristic-oriented environment.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.
- An environment where competition and winning is viewed as the ideal.
- An environment that aligns with his system for solving problems and making decisions.
- A forum to challenge rules in which he doesn't agree.

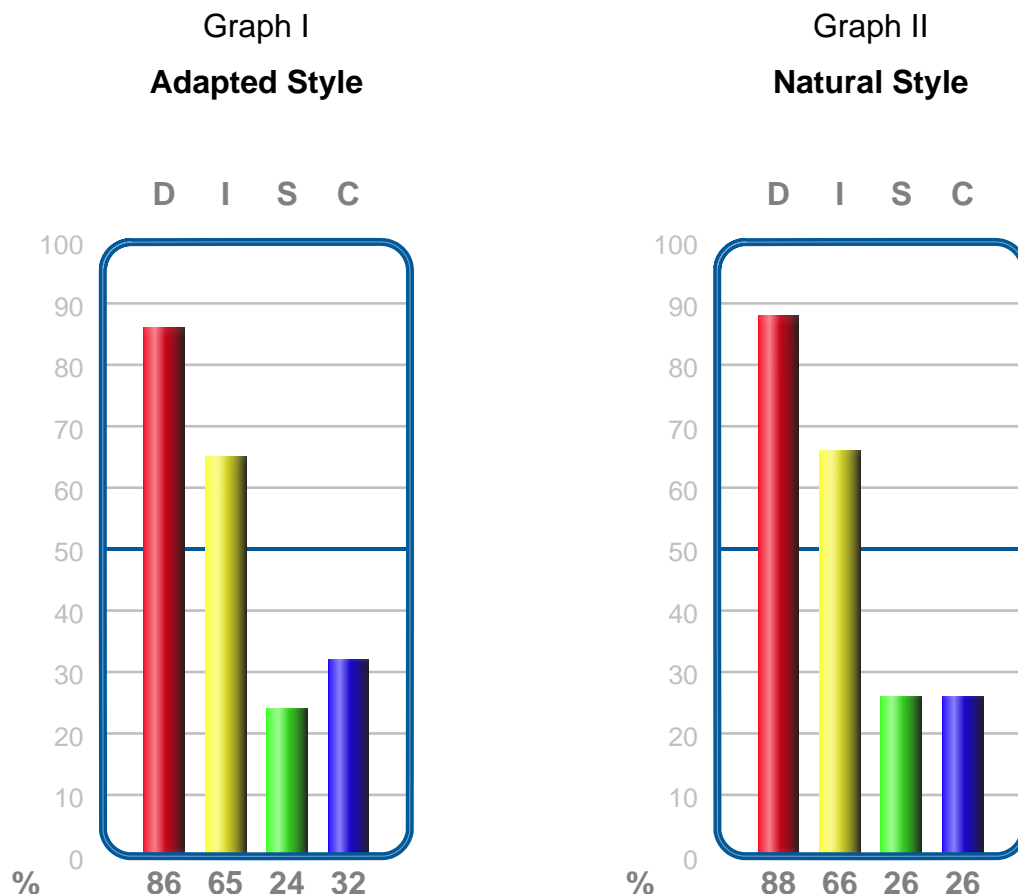
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Opportunity to verbalize his ideas and demonstrate his skills.
- Space and latitude to do what it takes to get the job done.
- Ability to create, share and control the vision.
- A challenge to convince others to his way of thinking.
- A manager and a team that understand if his system is challenged, the disagreement may be discussed in an aggressive way.

## 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.



Norm 2015 R4

**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:

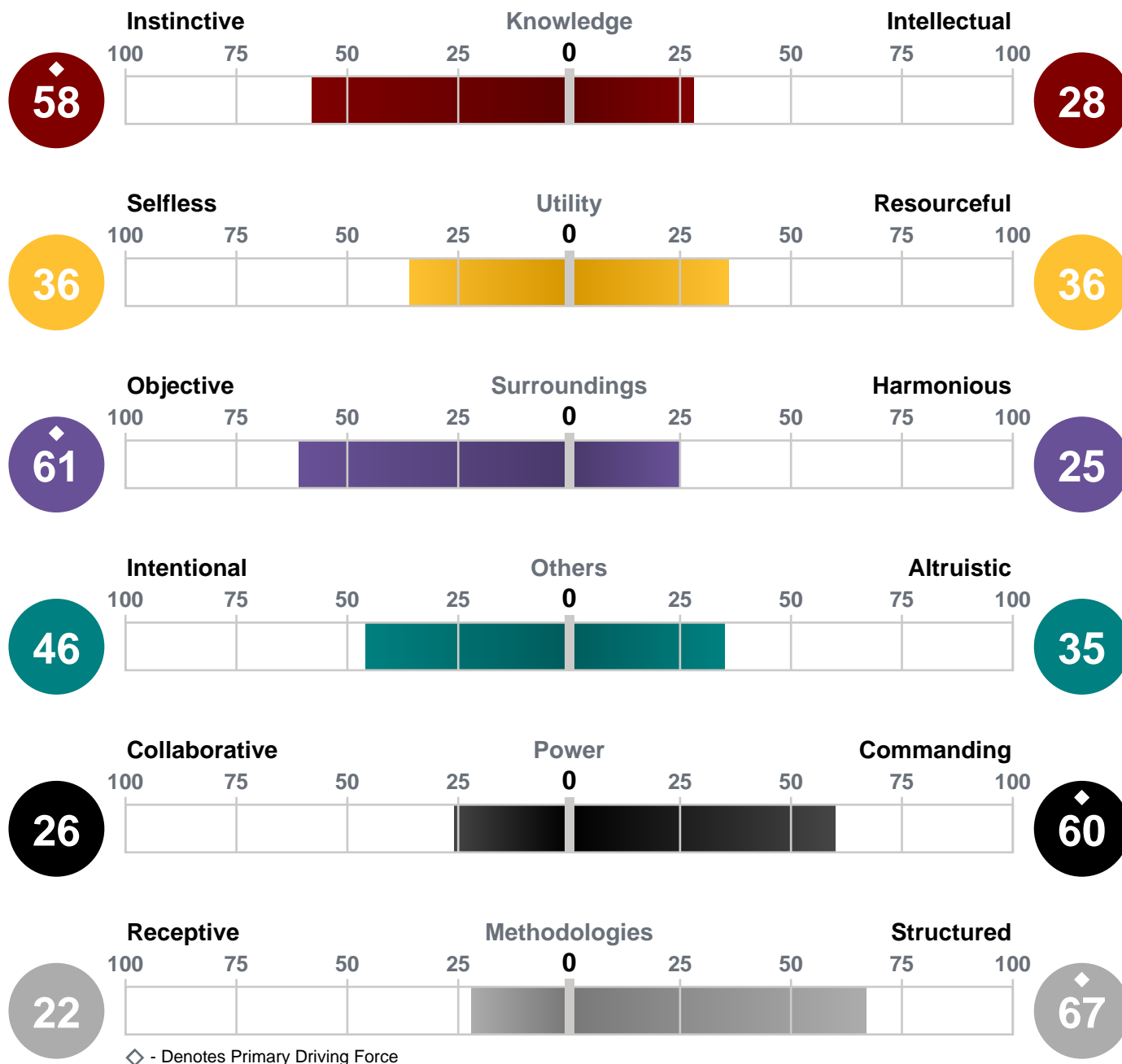
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- He is true to his personal vision.
- Following proven procedures is more important than quick fixes.
- He believes strongly in his opinions.
- Jose likes unity and order in his life.
- Jose lets his conscience be his guide.

## 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.*

- If necessary, Jose will be assertive in meeting his own needs.
- Jose believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by Jose.
- Jose has the desire to assert himself and to be recognized for his accomplishments.
- Jose takes responsibility for his actions.
- He wants to control his own destiny and display his independence.
- He believes "if at first you don't succeed try, try again."
- Jose likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- Maintaining individuality is strived for in relationships.

## 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.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- Jose tends to give freely of time and resources, but will want and expect a return on his investment.
- Jose is good at achieving goals.
- He may use wealth as a yardstick to measure his work effort.

## 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.*

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

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

## 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.*

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

## 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

Broadcasting  
Communications  
Entertainment and Arts Management  
Film and Television Production  
International Studies and Relations  
Legal Assistance, Paralegal Studies  
Meteorology  
Political Science  
Pre-Law  
Radio and Broadcast Communications

### Business

Business Communications, Public Relations  
Business Management, Consulting  
Construction Management  
Facilities Planning and Management  
Finance and Investments  
General Business  
General Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Building Inspector  
Chef, Food Preparation  
Entrepreneurism

### Engineering

Industrial Engineering  
Operations Research

### Evolving Opportunities

Community Planning and Development  
Community and Public Health Administration  
Entrepreneurial Studies

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Outside Sales  
Peace and Conflict Resolution Studies  
Social Entrepreneurism  
Urban and City Planning

## Other Career Paths

Business Sales  
Event Planning  
Real Estate Development



## 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
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
55-3018	HS	Special Forces
43-5011	HS	Cargo & Freight Agent

## STUDY TIPS

- Develop good study habits and follow them everyday.
- Set up an area for studying only.
- Chunk big assignments into smaller pieces.
- Work on your listening skills.
- Plan ahead - don't put off completing assignments until the last minute.
- Don't put off studying until the last minute.
- Think visually - convert words into pictures.
- Think positively about subjects that give you difficulty.
- Read an article on listening and note taking.
- Don't let your ego keep you from studying.
- Plan tomorrow today and put your plan in writing.
- Organize your study area and keep it organized.

## Strengths

Will champion change and be bottom-line focused for results within the system of living.

Good at directing others to join his cause.

Not easily deterred by setbacks.

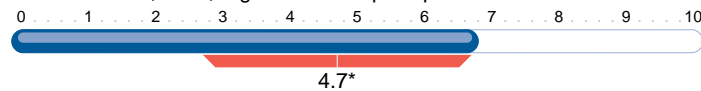
Seeks the challenge and opportunity to win.

The "megaphone" to spreading a message.

Positively promotes the image of the organization.

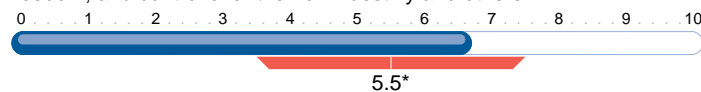
## Motivators

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



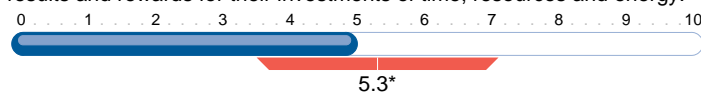
6.8

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



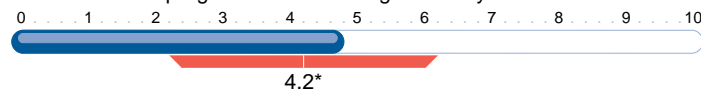
6.7

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



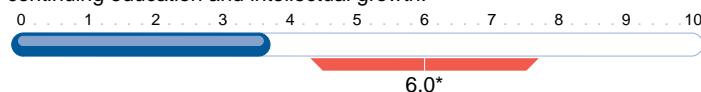
5.0

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



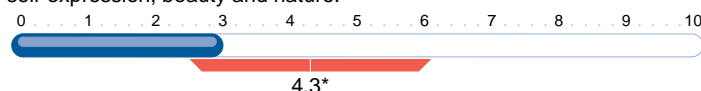
4.8

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

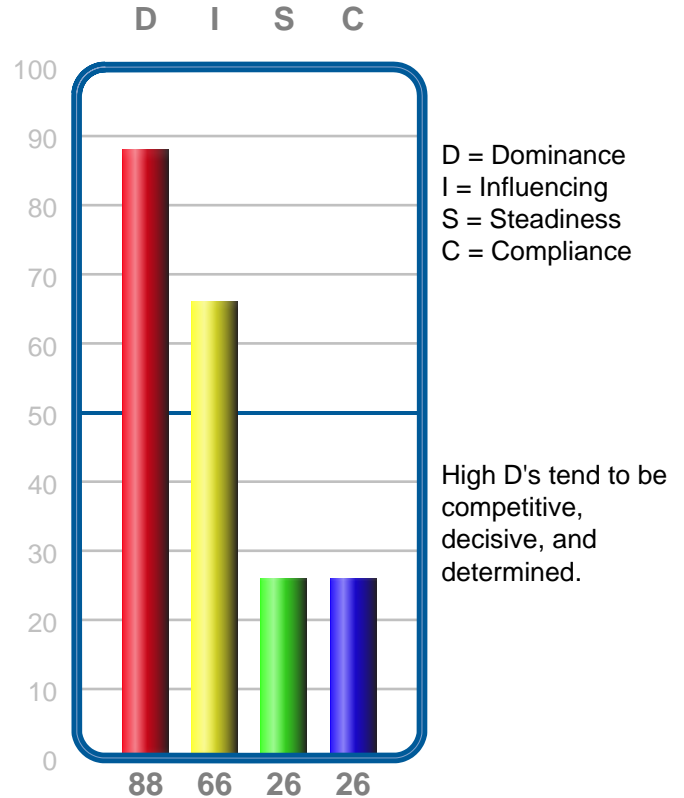


3.7

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



3.0



## Value to a Team

Pioneering.

Challenges the status quo.

Tenacious.

Innovative.

Competitive.

Change agent--looks for faster and better ways.