

david rosas
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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.

david is usually steady, easygoing and relaxed. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He may not project a sense of urgency like some people with different behavioral styles. He looks to people for support and inner-satisfaction as a way to reach his personal goals. david likes to start and finish activities. Others who work with him know they can depend on him. At times, david would like to slow the world down and cut out some of the activities people want him involved in. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. david 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. When the time is right, david can stand up aggressively for what he believes.

david often thinks over major decisions before acting. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. david is persistent and persevering in his approach to achieving goals. He tends to make decisions based on past experiences. He prefers the "tried and true." Once he makes a decision, he can be organized in carrying it out. He uses logic to assist him in decision making. This tendency is helpful to others in his group.

david can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. 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 remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. 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 is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good listener.
- Presents the facts without emotion.
- Works for a leader and a cause.
- Always looking for the logical solutions.
- Objective and realistic.
- People-oriented.
- Service-oriented.
- Suspicious of people with shallow ideas.
- Builds good relationships.

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.

- Dislike change if he feels the change is unwarranted.
- Need help in prioritizing new assignments.
- Not take action against those who challenge or break the rules or guidelines.
- Be too conservative--bides time and avoids much that is new.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Not let others know where he stands on an issue.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

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.

- Move casually, informally.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Have the facts in logical order.
- Provide details in writing.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Respect his quiet demeanor.
- Be prepared with the facts and figures.
- Start, however briefly, with a personal comment. Break the ice.
- Use expert testimonials.
- Listen to him.
- Be patient and persistent.

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.

- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Use inappropriate buzz words.
- Stand too close--give two to three feet of space.
- Be superficial.
- Overuse gestures.
- Be vague; don't offer opinions and probabilities.
- Leave things open to interpretation.
- Pretend to be an expert, if you are not.

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.

- Good listener when being presented with accurate facts and figures.
- Great at retrieving information for decision makers he trusts.
- Leads by example and in a quiet and methodical way.
- Will take a firm stance when his position or status is questioned.
- His desire to learn more allows processes to become more effective.
- Asks many questions to find the correct answers.
- Holds others to high standards.
- Has a calculated plan to advance or win within the organizational framework.

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 withhold sharing of knowledge to meet his security needs.
- Struggles in adapting to new situations without preparation.
- Forgives but has a hard time forgetting.
- Can come across as stubborn and unwilling to change.
- Never enough facts to prove the new theory.
- Can be defensive when hard facts are questioned.
- Nothing is good enough, unless it's the best.
- Will control all of the details for fear of a tainted image.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Familiar work environment with a predictable pattern.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Information and time to make decisions.
- To be seen as the "go to" person for all factual and data analysis.
- Forum to prove ideas and thought processes through facts and data.

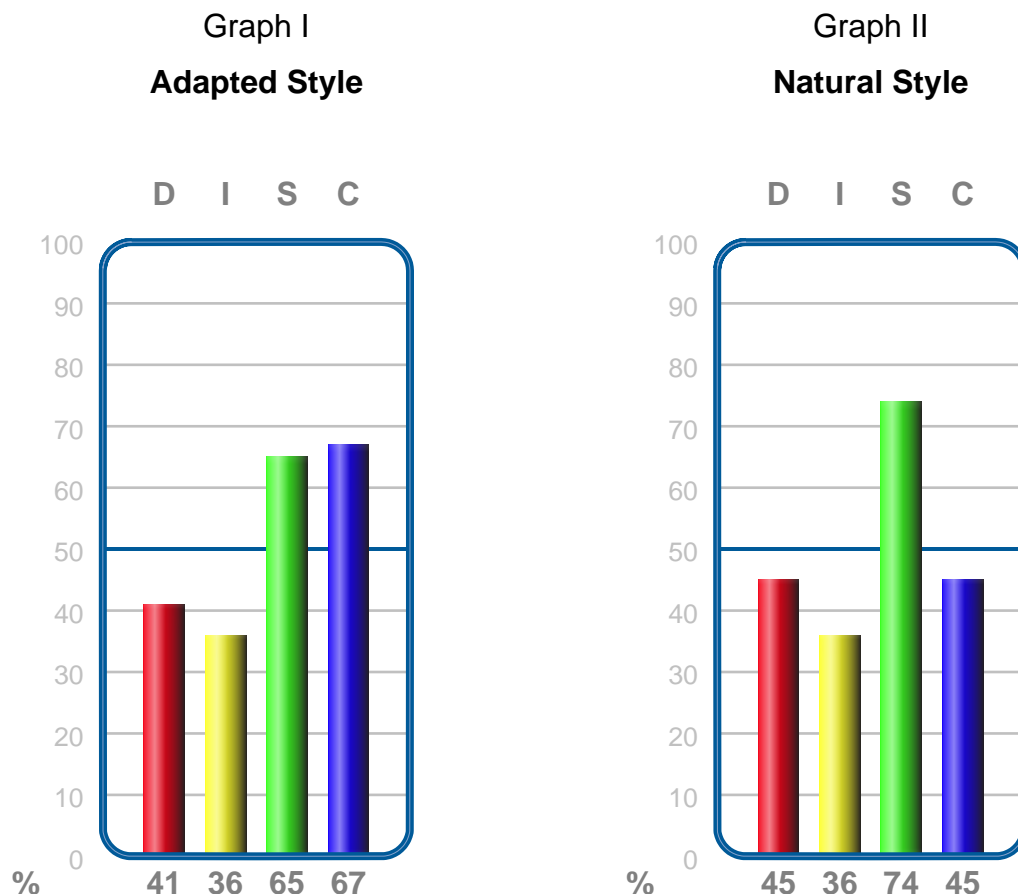
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Safety and security of the situation.
- No sudden changes in procedure.
- Information on how to do things right, for fear of making a mistake.
- To support others through the gathering and delivery of information.
- The understanding from management that he thinks in terms of long-term impact on the image of the business.
- High standards within his control.

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:

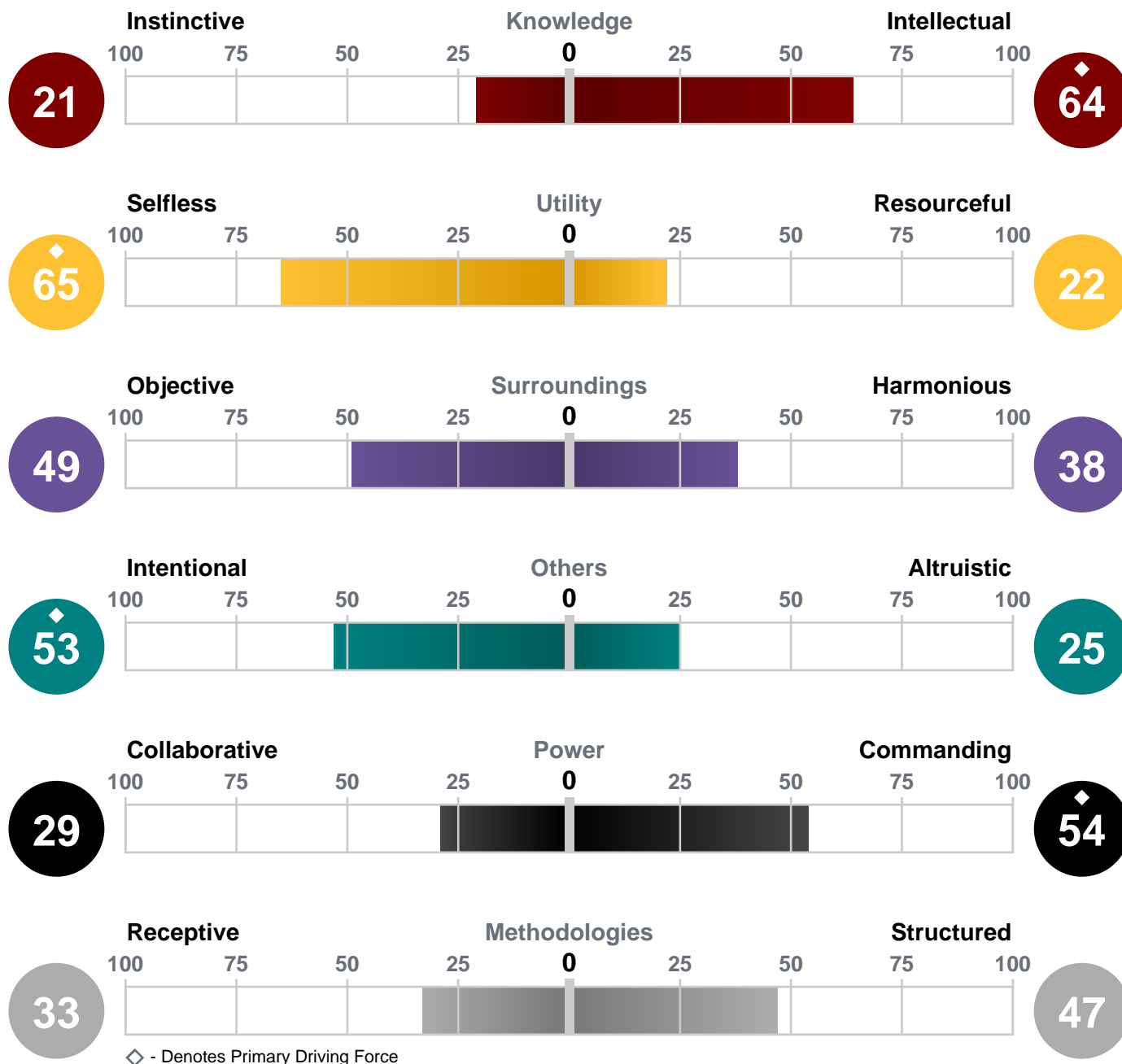
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

- david takes responsibility for his actions.
- He wants to control his own destiny and display his independence.
- david believes "when the going gets tough, the tough get going."
- david has the desire to assert himself and to be recognized for his accomplishments.
- david 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.
- If necessary, david will be assertive in meeting his own needs.
- Maintaining individuality is strived for in relationships.
- People who are determined and competitive are liked by david.
- He believes "if at first you don't succeed try, try again."

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.

- david 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.
- david at times will evaluate others based on his rules for living.
- david lets his conscience be his guide.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- david may desire fine things for his spouse or family members.
- At times david will look for the beauty in all things.

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.

- david is willing to help others if they are working as hard as possible to achieve their goals.
- david's passion in life will be found in one or two of the other dimensions discussed in this report.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- david 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.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.

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.

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

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

Archaeology
 Art History
 Astronomy
 Audio Engineering
 Biochemistry, Biophysics
 Biology
 Botany
 Chemistry
 Criminology, Forensics
 Ecology
 Economics
 English
 Geology, Earth Sciences
 Information Technology
 Interior Design
 Journalism
 Language Study
 Library Science
 Literature Studies, Classics
 Mathematics, Applied Math
 Microbiology
 Music Composition
 Neuroscience
 Paleontology
 Philosophy, Religious Studies
 Photography and Studio Art
 Physics, Applied Physics
 Quantitative Analysis
 Statistics
 Theology
 Web Design, Web Administration

Business

Facilities Planning and Management

Career and Technical

Electrician
 Vehicle Maintenance and Repair

NEXT STEPS: POSSIBLE DEGREE MATCHES

Welding

Engineering

Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

Medical Ethics
Nutrition and Diet Science

Health Sciences

Clinical Research
Hospital and Health Administration
Pre-Medicine

Other Career Paths

Military Service

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-2011	4	Actor & Actress

NEXT STEPS: POSSIBLE CAREER IDEAS

25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
47-4099.02	2	Solar Thermal Installer & Technician
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Set realistic goals.
- Plan your study week on Sunday.
- Meditate and think positive thoughts before taking an exam.
- Listen for ideas and think how they may apply to your future.
- Break your habit of studying alone and study or share new insights with friends.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study and review notes just before class starts.
- Don't listen so critically that you miss the intended ideas.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about each class.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.

Strengths

Good listener when being presented with accurate facts and figures.

Great at retrieving information for decision makers he trusts.

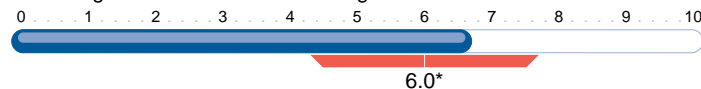
Leads by example and in a quiet and methodical way.

Will take a firm stance when his position or status is questioned.

His desire to learn more allows processes to become more effective.

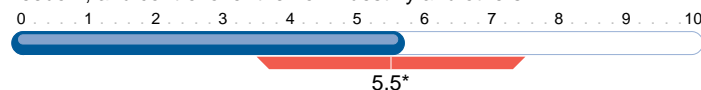
Motivators

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



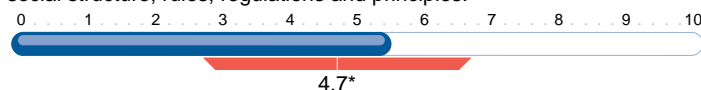
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



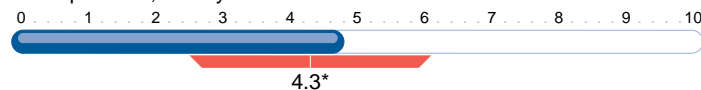
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



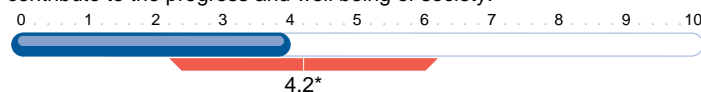
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



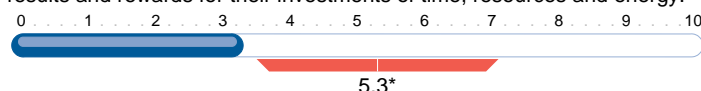
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5. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

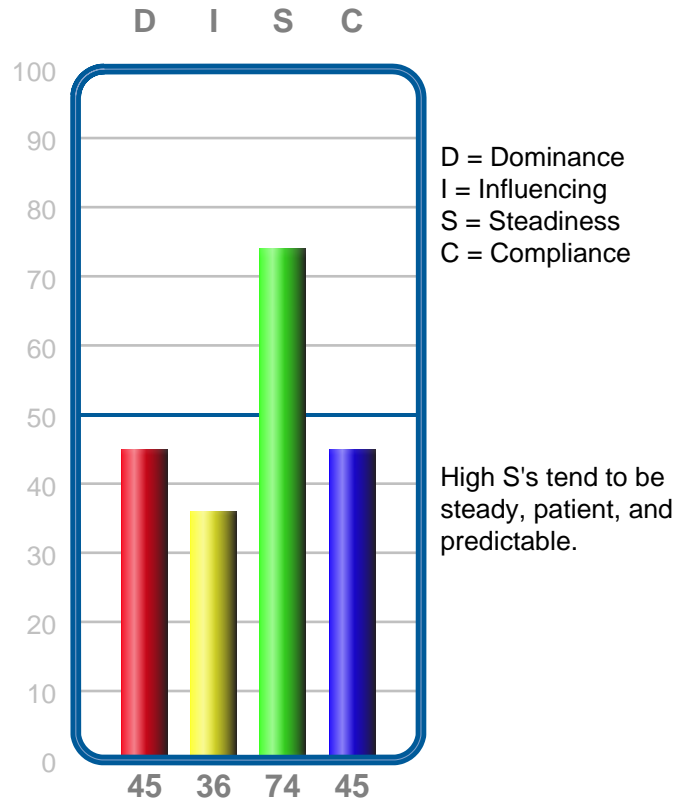


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.3



Value to a Team

Dependable team player.

Works for a leader and a cause.

Presents the facts without emotion.

Suspicious of people with shallow ideas.

Consistent and steady.

Patient and empathetic.