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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.

juan prefers an environment with variety and change. He is at his best when many projects are underway at once. He is extremely results-oriented, with a sense of urgency to complete projects quickly. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. He can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. juan is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He embraces visions not always seen by others. juan's creative mind allows him to see the "big picture." He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. juan is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project.

juan 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. 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 should realize that at times he needs to think a project through, beginning to end, before starting the project. juan has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. He likes to make decisions quickly. He will work long hours until a tough problem is solved. After it is solved, juan may become bored with any routine work that follows. Sometimes he becomes emotionally involved in the decision-making process.

juan likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He may lack the patience to listen and communicate with slower acting people. He tends to be intolerant of people who seem ambiguous or think too slowly. He tends to influence people by being direct, friendly and results-oriented. juan should exhibit more patience and ask questions to make sure that others have understood what he has said. He may sometimes mask his feelings in friendly terms. If pressured, juan's true feelings may emerge. He challenges people who volunteer their opinions. 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!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Deadline conscious.
- Challenges the status quo.
- Good mixer.
- Usually makes decisions with the bottom line in mind.
- Creative in his approach to solving problems.
- Initiates activity.
- Ability to handle many activities.
- Forward-looking and future-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 trouble delegating--can't wait, so does it himself.
- Resist participation as part of the team, unless seen as a leader.
- Make "off the cuff" remarks that are often seen as personal prods.
- Be inconsistent because of many stops, starts and ever-changing direction.
- 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 so concerned with big picture; he forgets to see the little pieces.

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.

- Use his jargon.
- Put projects in writing, with deadlines.
- Support the results, not the person, if you agree.
- Motivate and persuade by referring to objectives and results.
- Support and maintain an environment where he can be efficient.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide systems to follow.
- Ask specific (preferably "what?") questions.
- Read the body language--look for impatience or disapproval.
- Stick to business--let him decide if he wants to talk socially.
- Give strokes for his involvement.

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.
- Come with a ready-made decision, or make it for him.
- Use paternalistic approach.
- Assume he heard what you said.
- Try to convince by "personal" means.
- Direct or order.
- Dictate to him.
- Be redundant.
- Forget to follow-up.
- Let disagreement reflect on him personally.
- Be put off by his "cockiness."

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.

- Uses knowledge to support his position.
- Will be decisive and make fact-based decisions.
- Tends to be futuristic.
- Very creative in solving problems.
- Willing to share knowledge to benefit the team or organization.
- Looks for the positive side of every situation.
- Promotes efficiency and results.
- Tends to be futuristic and entrepreneurial in attaining results.

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.

- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- May make a quick decision that results in a bad investment and/or wasted time.
- May offend others with too much discussion of results.
- May be too trusting of people as resources.
- Will tend to elaborate on limited data.
- Struggles balancing financial advice with actual results.
- Efficiency is diminished with small talk.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Assignments with a high degree of people contacts.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- Appreciation for a logical approach to problem solving.
- Optimism about expected results is not frowned upon.
- The experience is seen as a part of the desired return on investment.

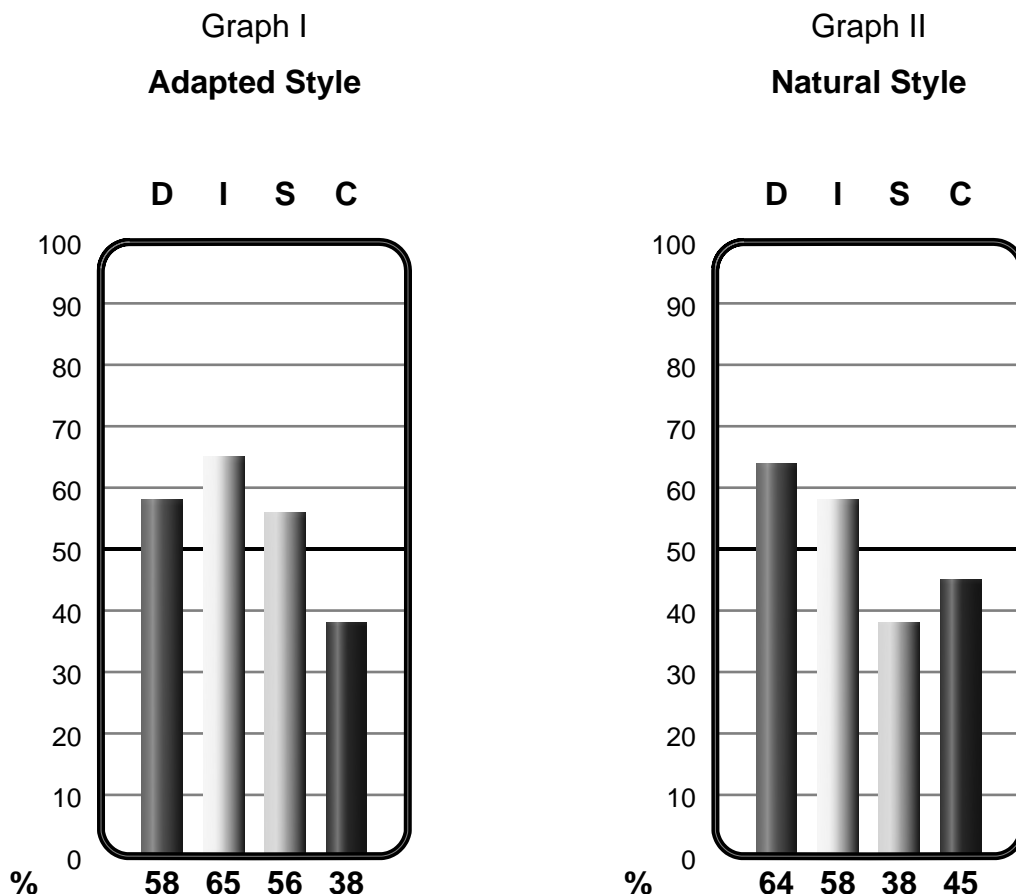
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Working conditions with freedom to move and to talk to people.
- The opportunity to share knowledge with others.
- Necessary information at his fingertips in order to conquer challenges.
- To be the spokesperson for team and organizational accomplishments.
- Public recognition of financial rewards for returns and efficiency.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

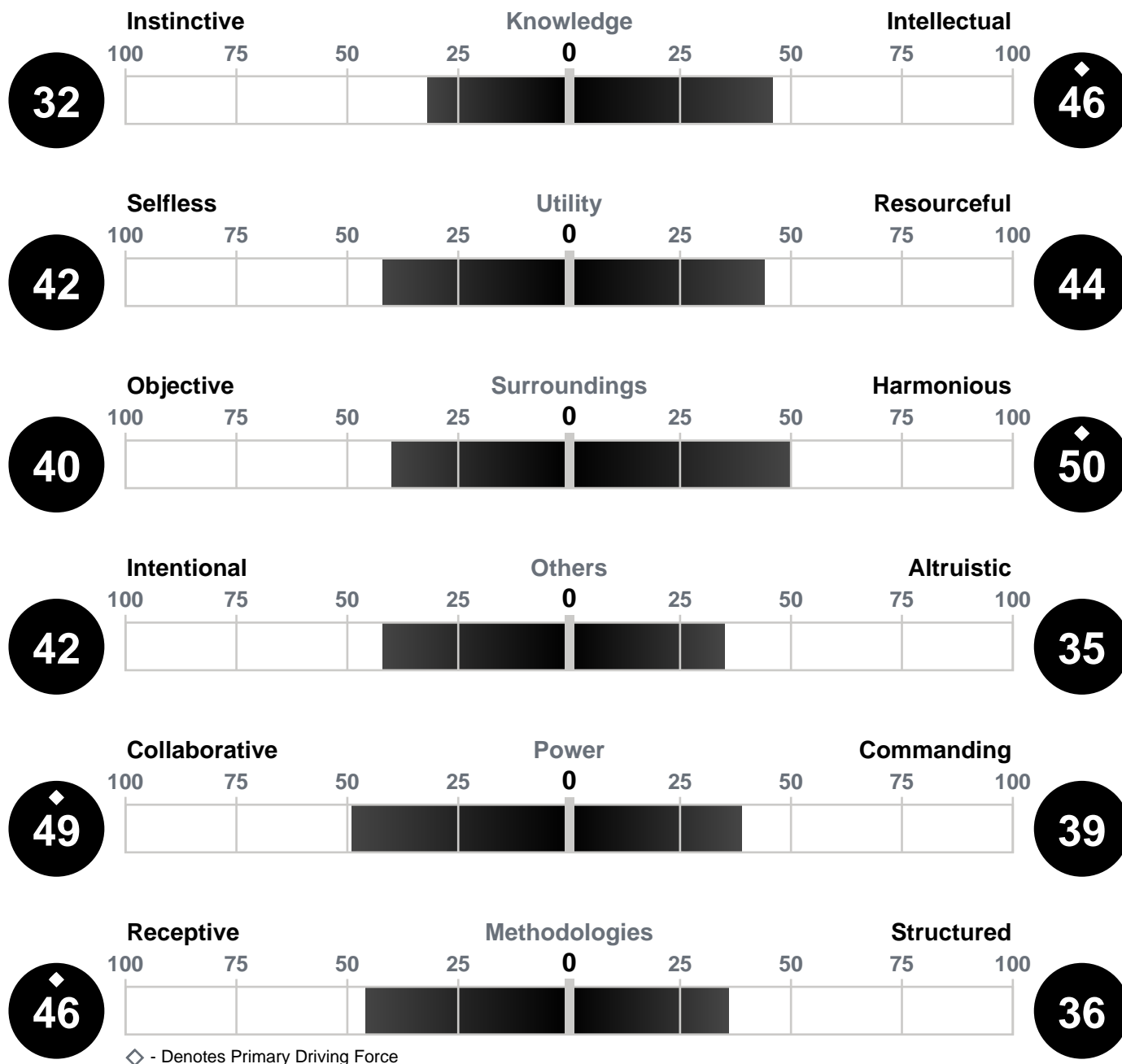
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

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.

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

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

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

MOTIVATORS: HOW THE 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.

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

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

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

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 juan.
- In many cases, juan will want to set his own rules which will allow his own intuition to guide and direct his actions.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- juan'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 juan because he has not defined a philosophy or system that can provide immediate answers to every situation.
- juan can be creative in interpreting other systems or traditions and selective in applying those traditions.
- He will work within a broadly defined set of beliefs.

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

Broadcasting
Entertainment and Arts Management
Information Technology
Web Design, Web Administration

Business

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

Career and Technical

Chef, Food Preparation
Emergency Medical Technician

Engineering

Computer Engineering
Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce

NEXT STEPS: POSSIBLE DEGREE MATCHES

Educational Administrator
Entrepreneurial Studies
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning
Videography

Health Sciences

Exercise Science
Hospital and Health Administration
Kinesiology
Nursing

Other Career Paths

Apparel Fashion
Business Sales
Police and Fire Services

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
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2022	4+	Sales Manager
11-2021	4+	Marketing Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner

NEXT STEPS: POSSIBLE CAREER IDEAS

13-1071.02	4	Personnel Recruiter
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
41-9041	2	Telemarketer
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Cut down on some of your activities and devote this time to studying.
- Plan tomorrow today and put your plan in writing.
- Think visually - convert words into pictures.
- Organize your study area and keep it organized.
- Write detailed instructions for each class assignment.
- Set up an area for studying only.
- Do only one class assignment at a time.
- Plan ahead - don't put off completing assignments until the last minute.
- Chunk big assignments into smaller pieces.
- Set aside time to plan.
- Underline or highlight when you read; make study notes.

Strengths

Uses knowledge to support his position.

Will be decisive and make fact-based decisions.

Tends to be futuristic.

Very creative in solving problems.

Willing to share knowledge to benefit the team or organization.

Promotes efficiency and results.

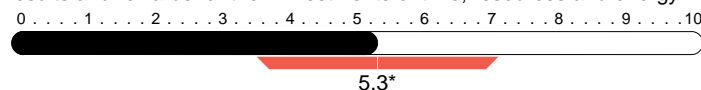
Motivators

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



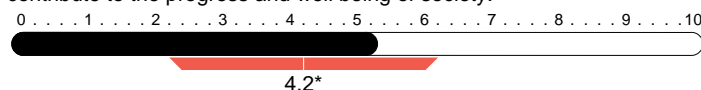
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2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



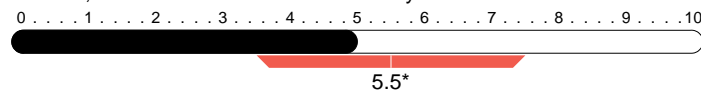
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



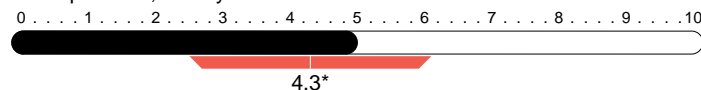
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4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



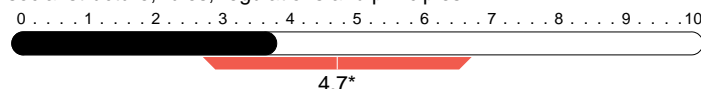
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

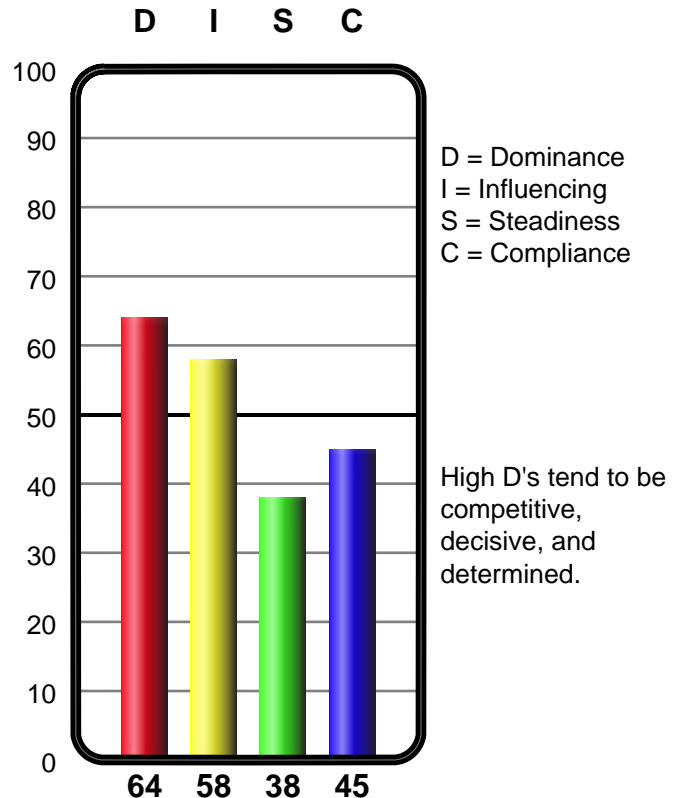


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.8



Value to a Team

Creative in his approach to solving problems.

Change agent--looks for faster and better ways.

Competitive.

Challenge-oriented.

Ability to change gears fast and often.

Usually makes decisions with the bottom line in mind.