

travis quinones
10-13-2016



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.

travis, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes freedom from many controls. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. travis likes quality social relationships. He often will become friends with his customers or clients. He likes to get results through others. He is at his best when he has people working with him. He places his focus on people. To him, strangers are just friends he hasn't met! He wants to be seen as his own person, but usually projects it in friendly terms. travis seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition."

travis is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He may leap to a favorable conclusion without considering all the facts. travis is good at solving problems that deal with people. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner.

travis judges others by their verbal skills and warmth. Communication can extend from friendly to argumentative discourse. He is good at negotiating conflict between others. travis feels that "if everyone would just talk it out, everything would be okay!" He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. travis tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is both a good talker and a good listener. He will optimistically interact with people in an assured, diplomatic and poised manner. He usually uses many gestures when talking.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Big thinker.
- Builds confidence in others.
- Team player.
- Verbalizes his feelings.
- Optimistic and enthusiastic.
- Pioneering.
- People-oriented.
- Can support or oppose strongly.

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.

- Be optimistic regarding possible results of his projects or the potential of his people.
- Overuse praise in motivating others.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be too verbal in expressing criticism.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be unrealistic in appraising people--especially if the person is a "friend."

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Define the problem in writing.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide "yes" or "no" answers--not maybe.
- Read the body language for approval or disapproval.
- Provide a warm and friendly environment.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Clarify any parameters in writing.
- Ask for his opinions/ideas regarding people.
- Provide ideas for implementing action.
- Provide testimonials from people he sees as important.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits he will receive.
- Expect him to return to fight another day when he has received a "no" answer.

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.

- Be paternalistic.
- Be curt, cold or tight-lipped.
- Drive on to facts, figures, alternatives or abstractions.
- Be dictatorial.
- Let him overpower you with verbiage.
- Legislate or muffle--don't overcontrol the conversation.
- Give him your opinion unless asked.
- Leave decisions hanging in the air.
- Ramble.
- "Dream" with him or you'll lose time.
- Talk down to him.

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.

- Willing to be the spokesperson for the team.
- Positively promotes the image of the organization.
- Always willing to offer his time and perspective.
- Wants to be seen as a leader in humanitarian issues.
- A strong influencer.
- Willing to make high-risk decisions.
- Initiates the activity of developing others.
- Looks for a better approach to help others.

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 struggle with hearing and applying constructive criticism.
- May only interact with those he feels complement his goals.
- High trust and a desire to help could lead to being taken advantage of.
- When helping others, may talk too much about himself.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Can set personal standards too high.
- Needs immediate results when helping others.
- Can sometimes lack diplomacy in offering assistance.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Democratic supervisor with whom he can associate.
- Ability to showcase altruistic achievements in order to get others involved.
- Groups and committees are present in order to assist charities and social causes.
- Opportunity to display excitement and fun while getting others to act.
- Continual opportunity to challenge and win.

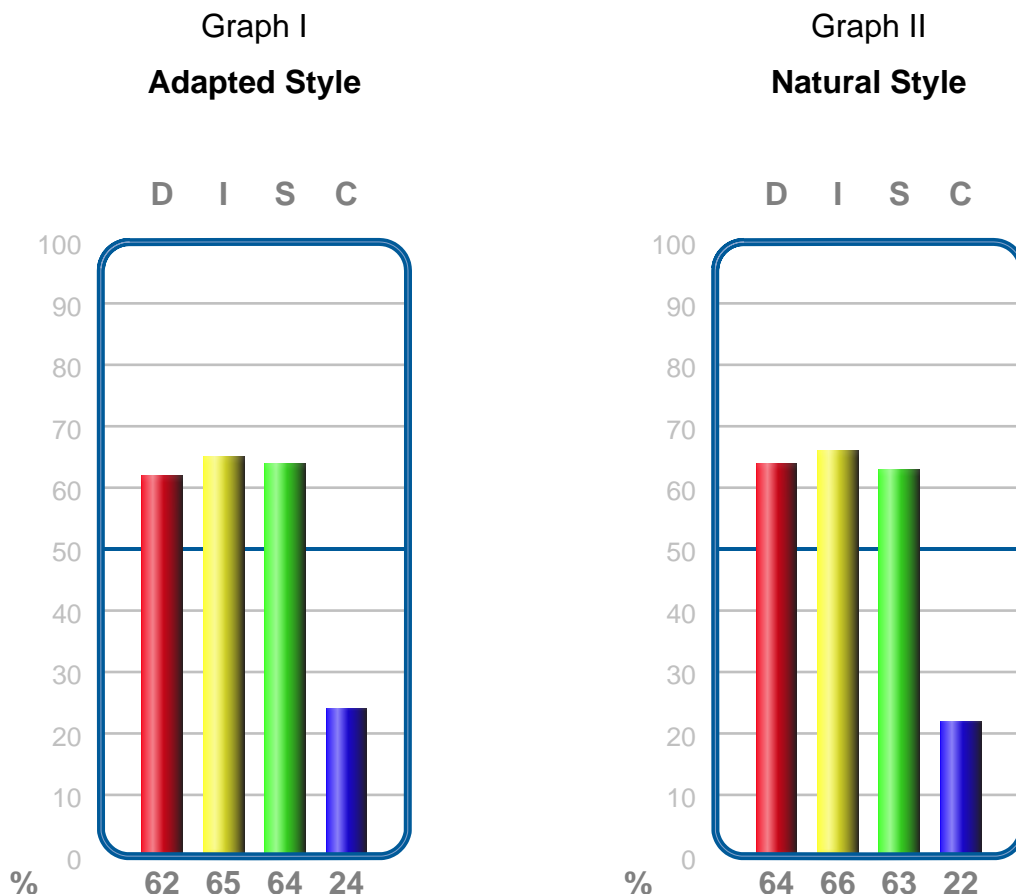
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Work assignments that provide opportunity for recognition.
- The flexibility to be creative in the way he and the organization help others and causes.
- To be the promoter for programs that assist others, both on and off the job.
- Recognition for leadership accomplishments and the results he receives.
- New and difficult challenges that lead to prestige and status.

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:

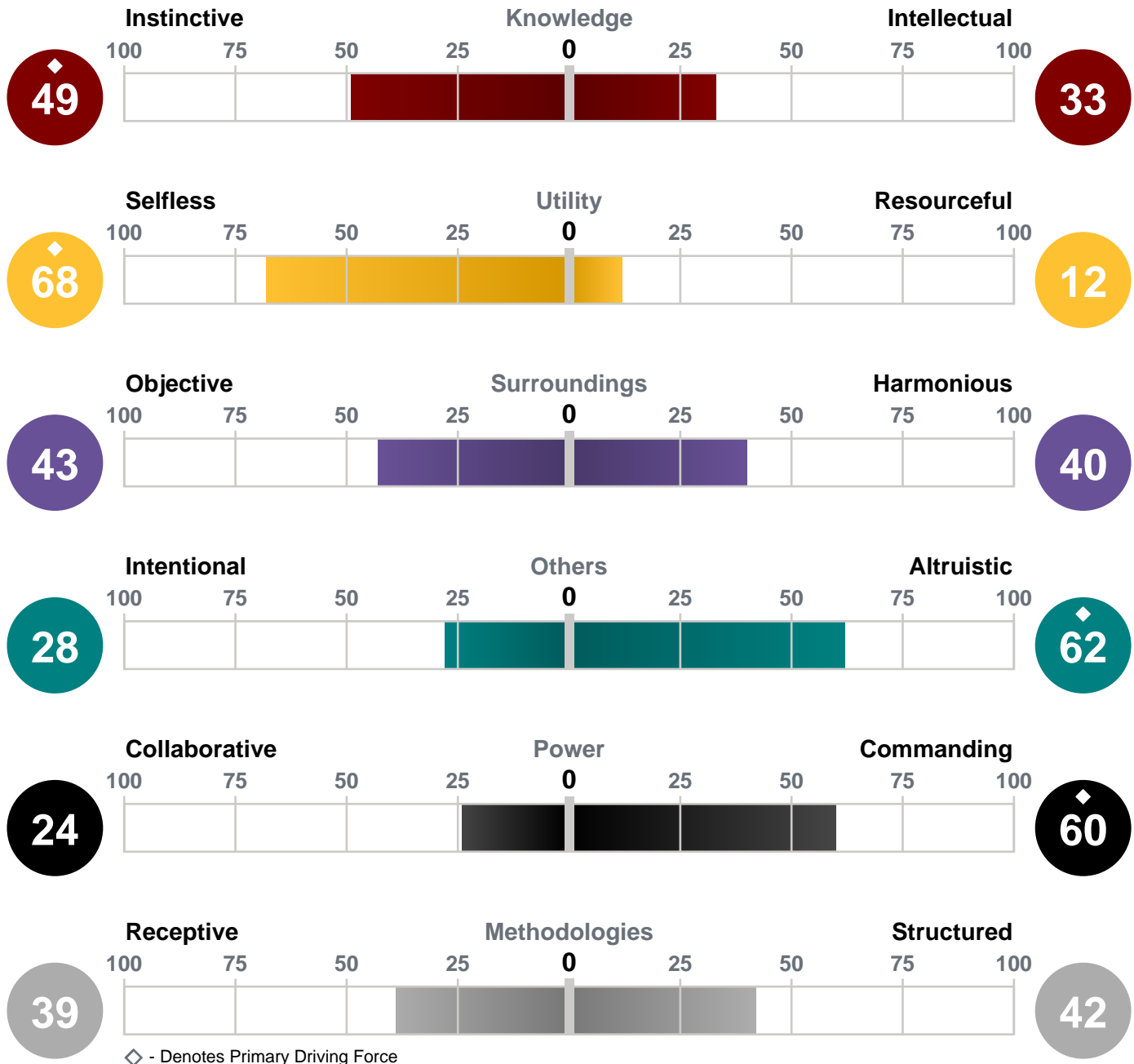
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

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

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 travis will look for the beauty in all things.
- travis 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 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 travis 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.
- If knowledge of a specific subject is not of interest, or is not required for success, travis will have a tendency to rely on his intuition or practical information in this area.
- In those areas where travis has a special interest he will be good at integrating past knowledge to solve current problems.
- travis has the potential to become an expert in his chosen field.
- travis will usually have the data to support his convictions.
- travis will seek knowledge based on his needs in individual situations.
- A job that challenges the knowledge will increase his job satisfaction.

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 "traditionalists" 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.

- It may be hard to manipulate travis because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will work within a broadly defined set of beliefs.
- Traditions will not place limits or boundaries on travis.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- travis' passion in life will be found in one or two of the other dimensions discussed in this report.
- travis can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, travis will want to set his own rules which will allow his own intuition to guide and direct his actions.

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.

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

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

Botany
 Entertainment and Arts Management
 Ethnic, Cultural and Gender Studies
 Film and Television Production
 Geology, Earth Sciences
 Humanities
 International Studies and Relations
 Paleontology
 Philosophy, Religious Studies
 Political Science
 Sociology
 Teaching, Education
 Theology
 Urban Studies
 Web Design, Web Administration

Business

General Management
 Marketing

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
 Community and Public Health Administration
 Educational Administrator
 Environment, Conservation and Sustainability
 Life Coaching
 Multimedia, Digital Communications
 Nonprofit Management
 Outdoor Studies, Outdoor Leadership
 Peace and Conflict Resolution Studies
 Renewable Energy
 Social Entrepreneurism
 Social Work
 Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Fitness and Exercise Science
Publishing

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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
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
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool

NEXT STEPS: POSSIBLE CAREER IDEAS

41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

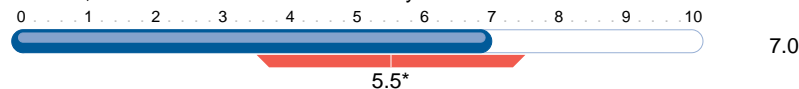
- Don't put off studying until the last minute.
- Take meaningful notes.
- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Don't doodle.
- Develop good study habits and follow them everyday.
- Listen for ideas and facts to support the main idea.
- Read an article on listening and note taking.
- Use recitation to embed fact and ideas.
- Use short sentences when taking notes - leave out unnecessary words.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.

Strengths

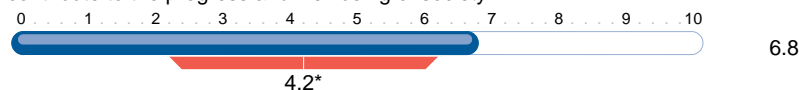
- Willing to be the spokesperson for the team.
- Positively promotes the image of the organization.
- Always willing to offer his time and perspective.
- Wants to be seen as a leader in humanitarian issues.
- A strong influencer.
- Initiates the activity of developing others.

Motivators

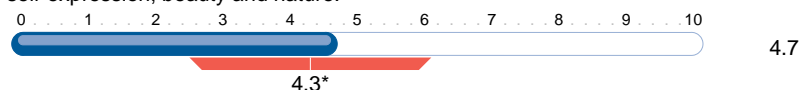
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



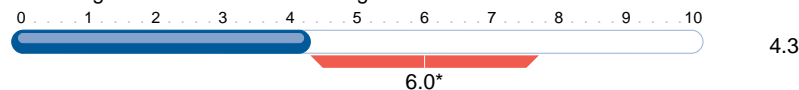
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



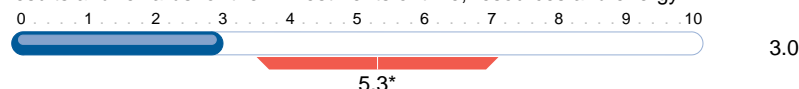
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Self-reliant.

Has the confidence to do the difficult assignments.

Can support or oppose strongly.

Positive sense of humor.

Team player.

Accomplishes goals through people.