

**Brandon Marentes**  
10-13-2016



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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.*

Brandon is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He has high ego strengths and may be viewed by some as egotistical. 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. Some may view him as being stubborn and opinionated. He views it as the price you must pay for success. He may try to "explain" his stubbornness in positive terms. He is an aggressive individual who wins through hard work and persistence; that is, he will come up with a good idea and follow through. He likes people, but can be seen occasionally as cold and blunt. He may have his mind on project results, and sometimes may not take the time to be empathetic toward others. He seeks his own solutions to problems. In this way, his independent nature comes into play. Brandon wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. He appreciates others who are team players and will reward those who are loyal.

Brandon can be direct in his approach to discovering the facts and data. He maintains his focus on results. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He refrains from getting emotionally involved in decision making. This allows him to make objective decisions. Brandon is a good problem solver and troubleshooter, always seeking new ways to solve old problems. 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. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data.

Brandon likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He is not influenced by people who are overly enthusiastic. They rarely get his attention. He challenges people who volunteer their opinions. He could improve his communication with others by being more flexible and showing a sincere interest in what they are saying. Brandon could improve his communication skills by being patient, listening and displaying genuine care for the people with whom he comes in contact. He likes people who communicate with him in a clear, precise and brief conversation. He tries to remain emotionally uninvolved in what the other person is saying. He may display a lack of empathy for others who cannot achieve his standards.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Excellent troubleshooter.
- Suspicious of people with shallow ideas.
- Usually makes decisions with the bottom line in mind.
- Objective and realistic.
- Competitive.
- Tenacious.
- Places high value on time.
- Always looking for logical solutions.
- 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.*

- Push and pull rather than motivate in directing people--motivates as if everyone has the same strengths that he has.
- Overuse fear as a motivator by being overly demanding.
- Have trouble delegating--can't wait, so does it himself.
- Be argumentative--creates the devil's advocate position to its highest form--or wears down opposition.
- Dislike routine work or routine people--unless he sees the need to further his goals.
- Make "off the cuff" remarks that are often seen as personal prods.

## 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 expert testimonials.
- Keep at least three feet away from him.
- Be patient and persistent.
- Provide details in writing.
- Read the body language--look for impatience or disapproval.
- Ask specific (preferably "what?") questions.
- Be clear, specific, brief and to the point.
- Motivate and persuade by referring to objectives and results.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide questions, alternatives and choices for making his own decisions.
- Take issue with facts, not the person, if you disagree.
- Respect his quiet demeanor.

## 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.*

- Ramble on, or waste his time.
- Use inappropriate buzz words.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Be superficial.
- Pretend to be an expert, if you are not.
- Let disagreement reflect on him personally.
- Be disorganized.
- Direct or order.
- Come with a ready-made decision, or make it for him.
- Leave things open to interpretation.
- Use high speed, intense inputs.

## 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 make high-risk decisions.
- A strong influencer.
- Has an entrepreneurial mindset.
- Tends to be futuristic.
- Wants to control his destiny, but does so in a soft way.
- A "winner" who is consistent but does not brag about accomplishments.
- Supports a leader and a cause.
- Loyal and consistent in using the resources he has been allocated.

## STYLE: SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- May not realize the negative consequences of his quick decisions.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May make a quick decision that results in a bad investment and/or wasted time.
- Can be a workaholic.
- Has strong opinions but may not always share them.
- May let other's criticism of his work continually frustrate him.
- Could miss out on opportunities by not acting swiftly.
- May never get a good plan off the ground if he feels rushed.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from controls, supervision and details.
- Forum to express ideas and viewpoints.
- Key performance measured on results and efficiency rather than people and process.
- Behind-the-scene-work is appreciated as a part of the return on investment.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.

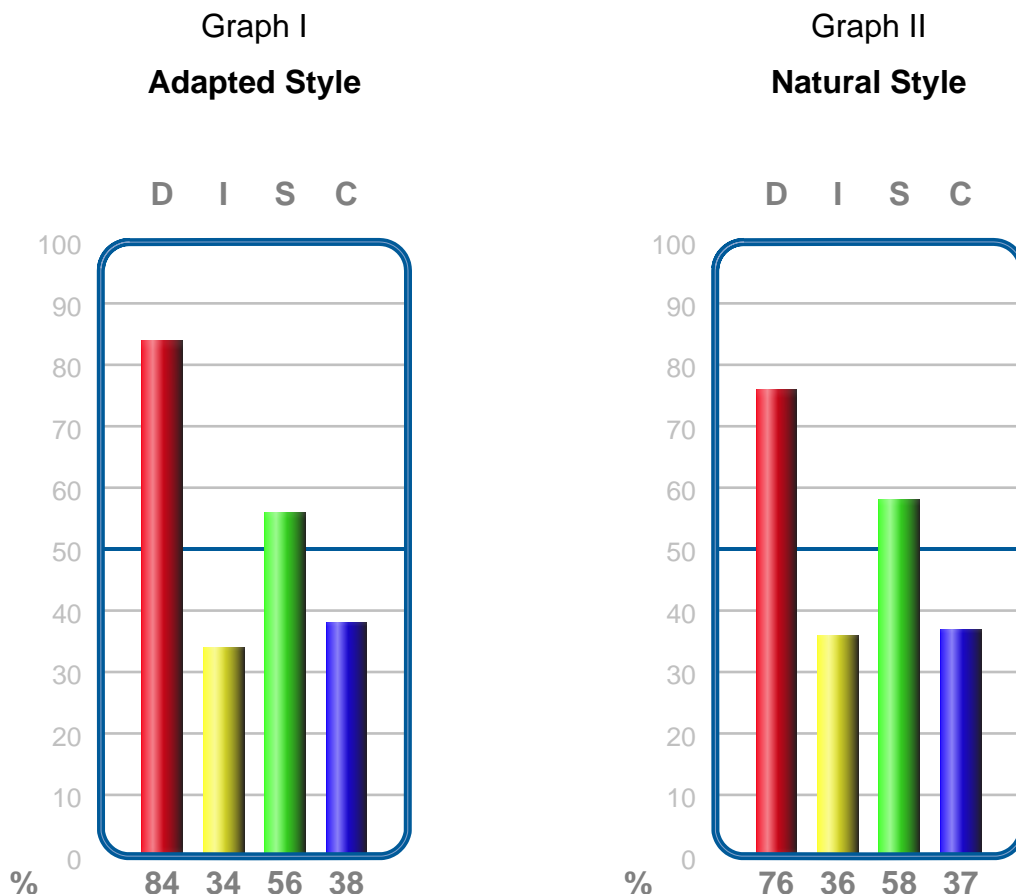
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Prestige, position and titles so he can control the destiny of others.
- Logical reasons for change.
- Freedom to get desired results through efficiency and a "can do" attitude.
- Time to prove the process for achieving return on investment.
- The power to protect those he trusts or is loyal to.
- Power and control over outcomes and goals.

## 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:

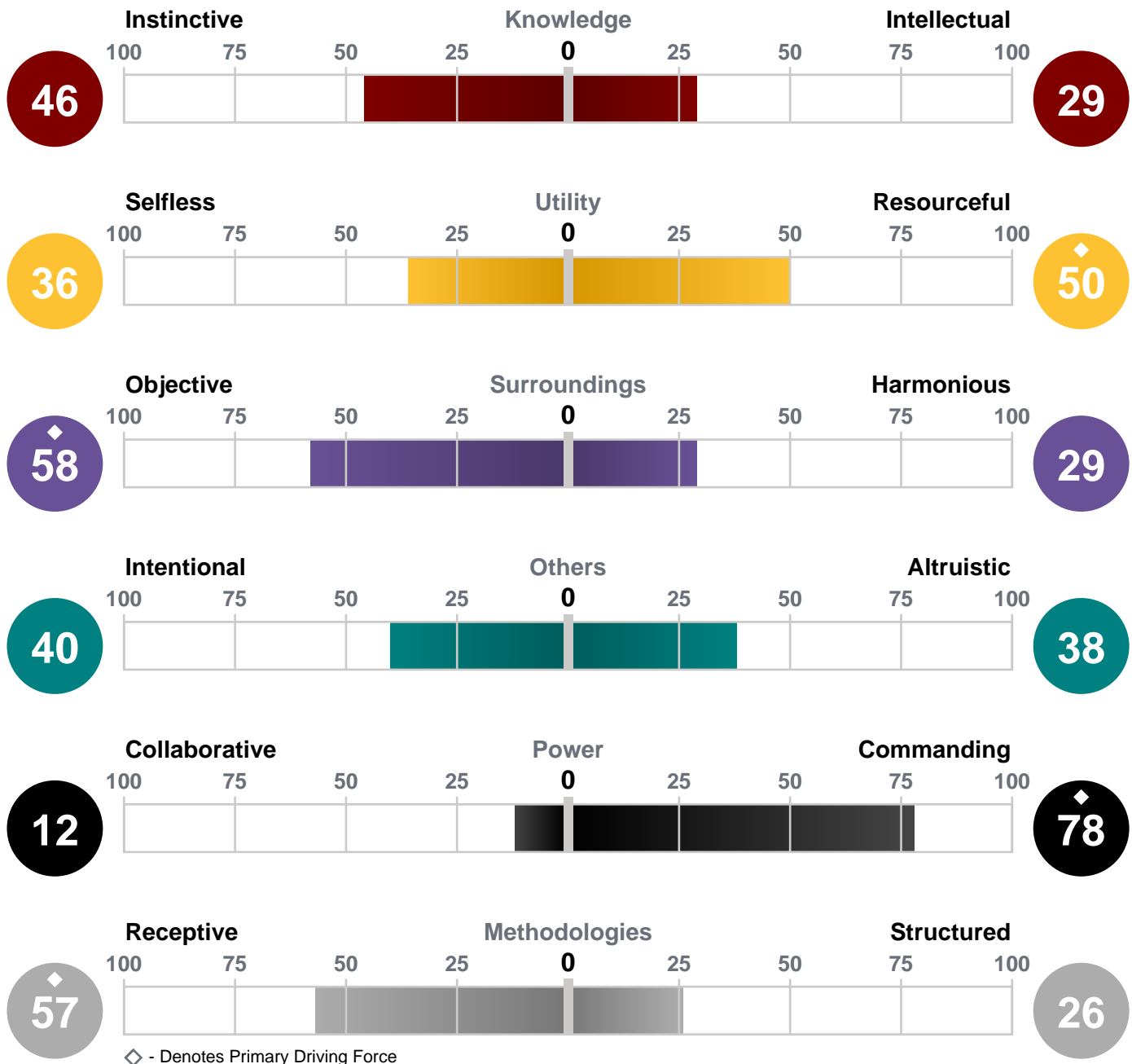
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Brandon may go to extremes to win or control the situation.
- Brandon believes he deserves the very best that life has to offer.
- When Brandon feels strongly about a situation, he may apply the "end justifies the means" concept.
- His intellectual curiosity and information will be used to control many situations.
- At times, he believes all is fair in love and war.
- He wants to not only control his own destiny, but the destiny of others.
- Control of the situation is the primary concern for him. The limelight is not a requirement as long as credit is given where credit is due.
- He will work long and hard to achieve positions that will allow him to interject his philosophies.
- Brandon believes you have to do what works for you.
- Controlling the situation is important to him, but he also wants to have the financial wherewithal to sustain that control.

## 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.
- Brandon tends to give freely of time and resources, but will want and expect a return on his investment.
- 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 will work long and hard to satisfy his needs.
- Brandon is good at achieving goals.

## 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.*

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

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

## 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.*

- Unpleasant surroundings will not stifle his creativity.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Brandon's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, Brandon 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.
- He wants to take a practical approach to events.
- Brandon is not necessarily worried about form and beauty in his environment.

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

## 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

Criminology, Forensics  
Film and Television Production  
Information Technology  
Pre-Law  
Web Design, Web Administration

### Business

Advertising  
Business Communications, Public Relations  
Business Management, Consulting  
Construction Management  
Facilities Planning and Management  
General Business  
General Management  
Labor and Industrial Relations

### Career and Technical

Building Inspector  
Chef, Food Preparation  
Entrepreneurism

### Evolving Opportunities

Community Planning and Development  
Computer Programming  
Ecommerce  
Entrepreneurial Studies  
Online Marketing, Social Media  
Urban and City Planning

### Health Sciences

Optometry  
Pre-Dental  
Pre-Ophthalmology

### Other Career Paths

## NEXT STEPS: POSSIBLE DEGREE MATCHES

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
17-2041	4+	Chemical Engineer
13-1061	4+	Emergency Management Specialist
11-9021	4+	Construction Manager
55-1016	4	Infantry Officer
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
27-2032	4	Choreographer
27-2012	4	Producer & Director
15-1021	4	Computer Programmer
13-1199.04	4	Business Continuity Planner
13-1071.02	4	Personnel Recruiter
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
35-1011	2-4	Chef & Head Cook
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.13	2-4	Video Game Designer
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
41-9022	2	Real Estate Sales Agent
47-4041	HS	Hazardous Materials Removal Worker
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Think positively about each class.
- Don't listen so critically that you miss the intended ideas.
- Plan ahead - don't put off completing assignments until the last minute.
- Break your habit of studying alone and study or share new insights with friends.
- Organize your study area and keep it organized.
- Chunk big assignments into smaller pieces.
- Work on your listening skills.
- Plan your study week on Sunday.
- Think visually - convert words into pictures.
- Plan tomorrow today and put your plan in writing.
- Set up an area for studying only.

## Strengths

Willing to make high-risk decisions.

A strong influencer.

Has an entrepreneurial mindset.

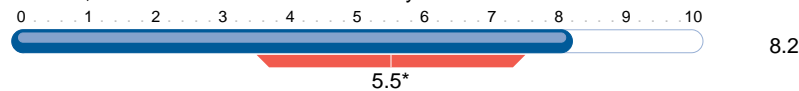
Tends to be futuristic.

Wants to control his destiny, but does so in a soft way.

Supports a leader and a cause.

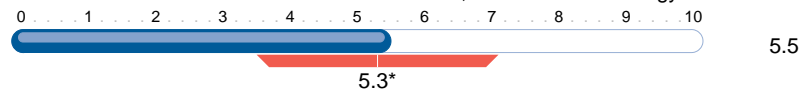
## Motivators

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



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



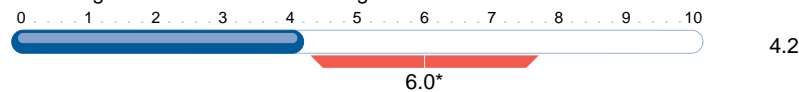
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**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



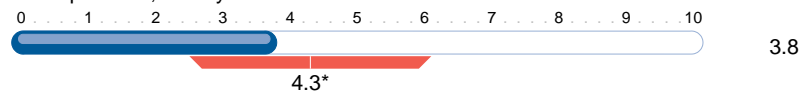
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**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



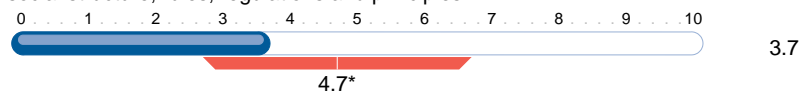
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

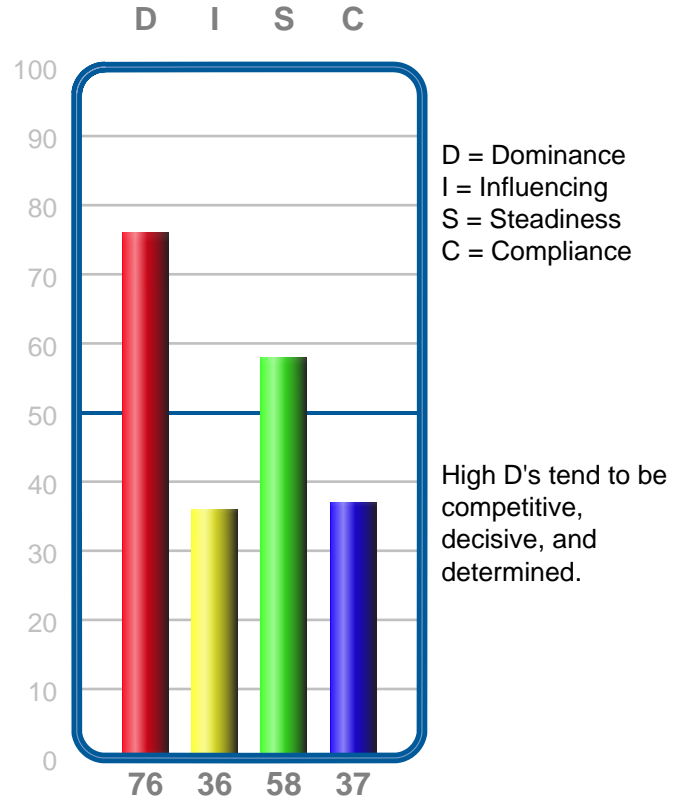


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.7



## Value to a Team

Places high value on time.

Suspicious of people with shallow ideas.

Presents the facts without emotion.

Competitive.

Innovative.

Excellent troubleshooter.