

**davidde nieto**  
10-11-2016



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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.*

davidde embraces visions not always seen by others. davidde's creative mind allows him to see the "big picture." He is extremely results-oriented, with a sense of urgency to complete projects quickly. He can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. Many people see him as a self-starter dedicated to achieving results. davidde likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He wants to be viewed as self-reliant and willing to pay the price for success. davidde has high ego strengths and may be viewed by some as egotistical. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary.

davidde is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He should realize that at times he needs to think a project through, beginning to end, before starting the project. davidde finds it easy to share his opinions on solving work-related problems. He likes to make decisions quickly. Sometimes he becomes emotionally involved in the decision-making process. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems.

davidde may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He tends to be intolerant of people who seem ambiguous or think too slowly. He challenges people who volunteer their opinions. davidde likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He tends to influence people by being direct, friendly and results-oriented.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Tenacious.
- Can support or oppose strongly.
- Usually makes decisions with the bottom line in mind.
- Self-starter.
- Creative in his approach to solving problems.
- Initiates activity.
- Forward-looking and future-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Competitive.

## 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.
- Dislike routine work or routine people--unless he sees the need to further his goals.
- Be crisis-oriented.
- Be disruptive because of his innate restlessness and disdain for sameness.
- Fail to complete what he starts because of adding more and more projects.
- Be so concerned with big picture; he forgets to see the little pieces.
- Be a one-way communicator--doesn't listen to the total story before introducing his opinion.
- Have difficulty finding balance between family and work.

## 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.*

- Motivate and persuade by referring to objectives and results.
- Provide solutions--not opinions.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Use a motivating approach, when appropriate.
- Support and maintain an environment where he can be efficient.
- Be clear, specific, brief and to the point.
- Understand his defiant nature.
- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Be brief--be bright--be gone.
- Expect him to return to fight another day when he has received a "no" answer.
- Define the problem in writing.

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

## STYLE: YOUR STRENGTHS

*These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.*

- Demonstrates a forward-looking approach to old questions.
- Thrives on the challenge of solving problems.
- Not easily deterred by setbacks.
- Willing to make high-risk decisions.
- Willing to share knowledge to benefit the team or organization.
- Volunteers his knowledge on many subjects.
- Motivates others to be the best they can be.
- Positively promotes the image of the organization.

## 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.*

- Impatient when gathering information.
- A focus on quick results may hinder quality of information.
- May not realize the negative consequences of his quick decisions.
- Can set personal standards too high.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.
- He may overestimate his authority.
- May only interact with those he feels complement his goals.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- Appreciation for a logical approach to problem solving.
- New and challenging questions or projects.
- A "can-do" environment filled with optimistic people.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.

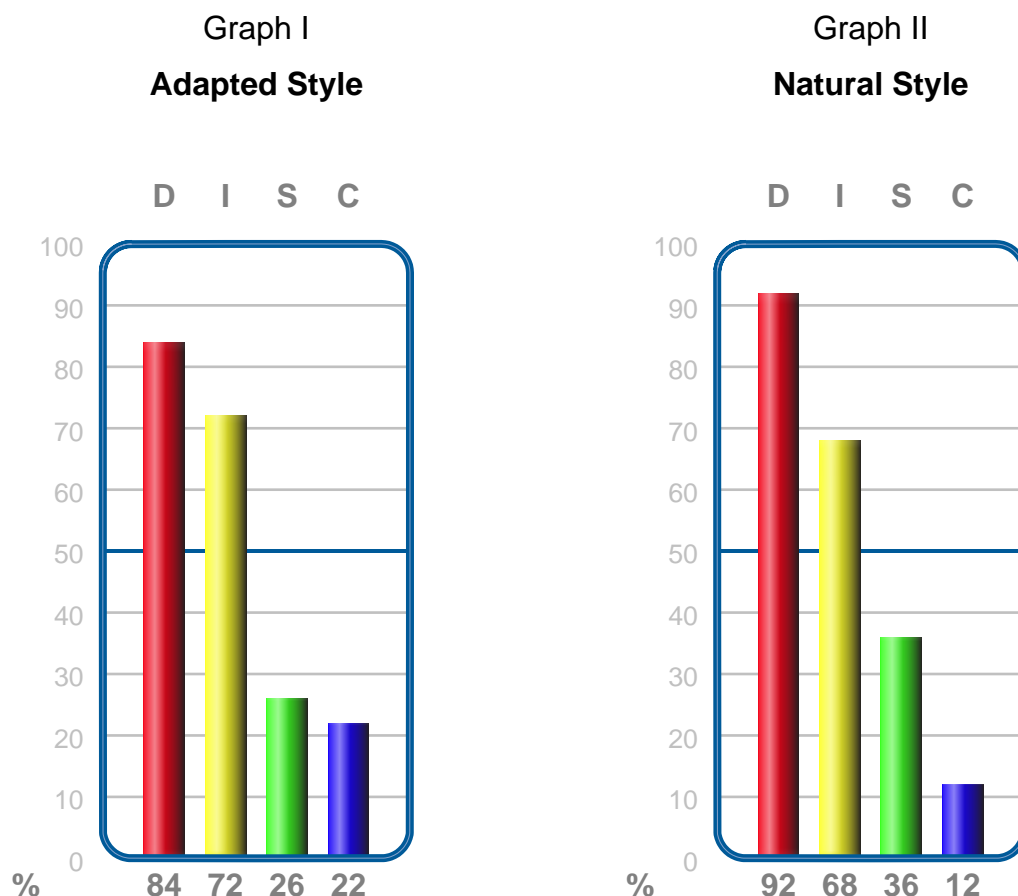
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- A support system to do the detail work.
- Complete information in bulleted format for his own investigation.
- Challenging problems where his knowledge and research capabilities can be maximized.
- To lead people toward his vision.
- Space and latitude to do what it takes to get the job done.

## 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:

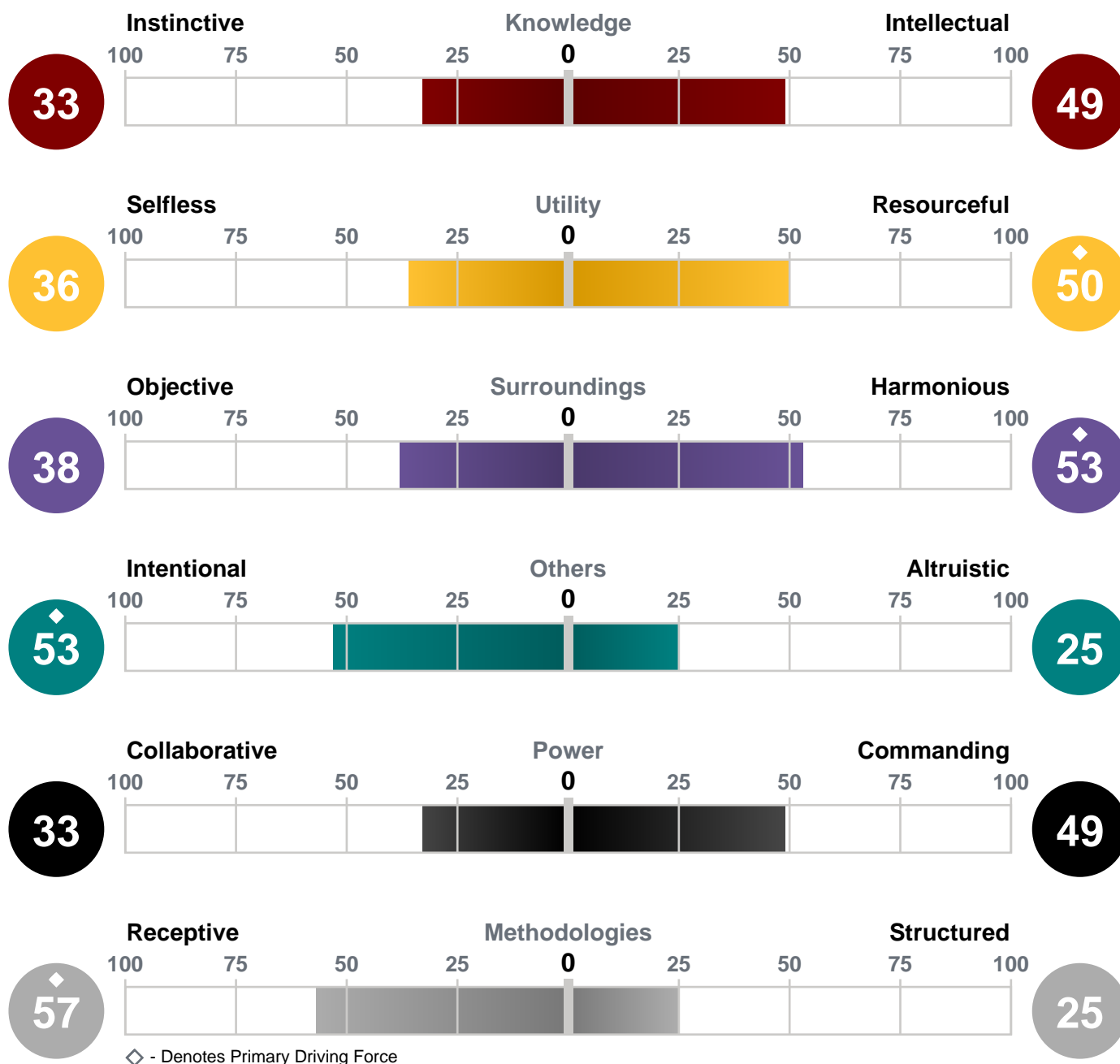
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- daviddo has the desire to assert himself and to be recognized for his accomplishments.
- daviddo takes responsibility for his actions.
- People who are determined and competitive are liked by daviddo.
- Maintaining individuality is strived for in relationships.
- He wants to control his own destiny and display his independence.
- If necessary, daviddo will be assertive in meeting his own needs.
- daviddo believes "when the going gets tough, the tough get going."
- daviddo 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."

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

## 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.*

- dauidde will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- dauidde will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- dauidde can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.

## 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.*

- davidde will be torn if helping others proves to be detrimental to him.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- davidde'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.
- davidde is willing to help others if they are working as hard as possible to achieve their goals.

## 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.
- davidde can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate davidde 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 davidde.
- In many cases, davidde will want to set his own rules which will allow his own intuition to guide and direct his actions.
- davidde'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

Broadcasting  
Communications  
Entertainment and Arts Management  
Film and Television Production  
Meteorology  
Radio and Broadcast Communications

### Business

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

### Career and Technical

Building Inspector  
Chef, Food Preparation

### Engineering

Industrial Engineering  
Operations Research

### Environmental, Agriculture and Food

Culinary Science

### Evolving Opportunities

Community and Public Health Administration  
Computer Graphics, Animation  
Entrepreneurial Studies  
Life Coaching  
Multimedia, Digital Communications

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Outdoor Studies, Outdoor Leadership  
Outside Sales  
Peace and Conflict Resolution Studies  
Social Entrepreneurism

### Health Sciences

Exercise Science  
Kinesiology

### Other Career Paths

Apparel Fashion  
Business Sales  
Real Estate Development  
Recreation and Tourism



## 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
13-1111	4+	Management Analyst
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
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
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

## STUDY TIPS

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

## Strengths

Demonstrates a forward-looking approach to old questions.

Thrives on the challenge of solving problems.

Not easily deterred by setbacks.

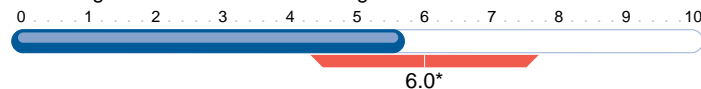
Willing to make high-risk decisions.

Willing to share knowledge to benefit the team or organization.

Motivates others to be the best they can be.

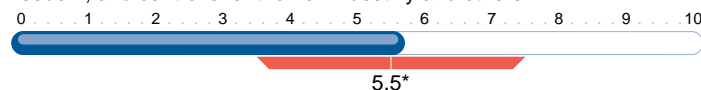
## Motivators

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



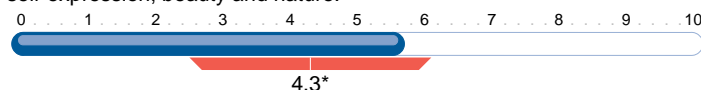
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



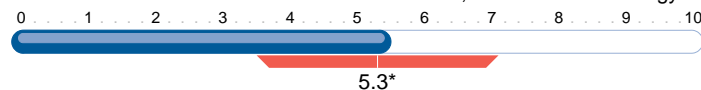
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



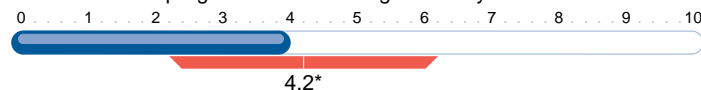
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



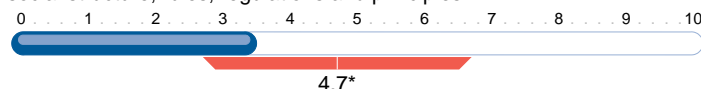
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

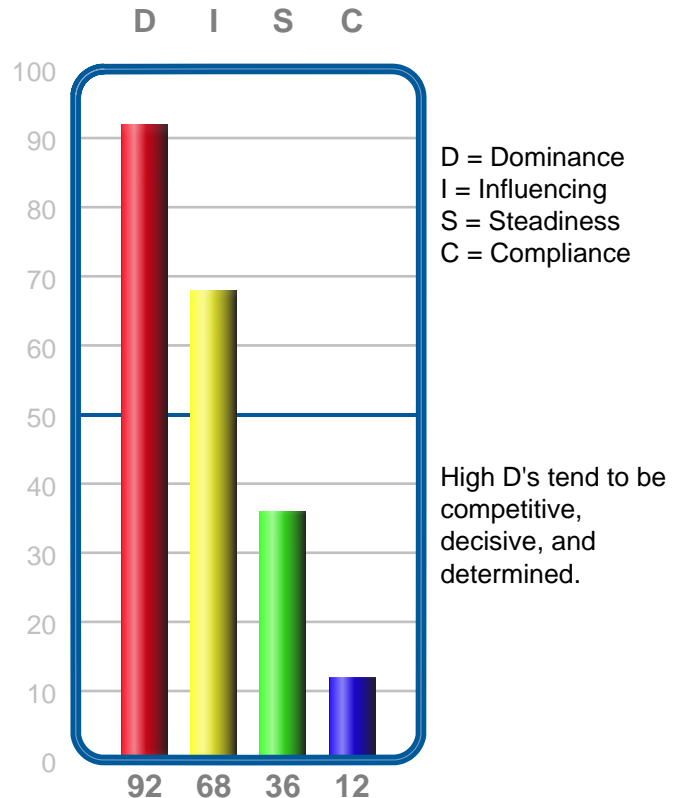


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.5



## Value to a Team

Change agent--looks for faster and better ways.

Self-reliant.

Initiates activity.

Forward-looking and future-oriented.

Has the confidence to do the difficult assignments.

Can support or oppose strongly.