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TABLE OF CONTENTS

MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

david likes a consistent pace in his life, not too fast and not too slow. When challenged, he becomes more objective. Patience, control and deliberateness characterize his usual behavior. When the time is right, david can stand up aggressively for what he believes. david likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He wins through hard work and persistence. He likes to stay with one task until it is completed. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. david has great abilities to concentrate on details. This concentration may be intense. He is often seen as practical and objective.

david finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He needs to gather data and facts in a logical fashion. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." david can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. He may tend to fight for his beliefs or those things he feels passionate about. He uses logic to assist him in decision making. This tendency is helpful to others in his group.

david is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand! He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. david is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He is more motivated by logic than emotion. To him, logic represents tangible research. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Presents the facts without emotion.
- Suspicious of people with shallow ideas.
- Consistent and steady.
- People-oriented.
- Dependable team player.
- Patient and empathetic.
- Works for a leader and a cause.
- Can make decisions without getting emotionally involved.

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.

- Take criticism of his work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Need help in prioritizing new assignments.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not let others know where he stands on an issue.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Hold a grudge if his personal beliefs are attacked.
- Avoid accountability by overstating the complexity of the situation.
- Be dependent on others for decisions, even if he knows he is right.

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.

- Provide details in writing.
- Look for hurt feelings or personal reasons if you disagree.
- Provide a friendly environment.
- Use expert testimonials.
- Use an unemotional approach.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Keep at least three feet away from him.
- Have the facts in logical order.
- Give him time to analyze the data before making a decision.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Define clearly (preferably in writing) individual contributions.

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.

- Stand too close--give two to three feet of space.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be disorganized.
- Offer assurance and guarantees you can't fulfill.
- Use high speed, intense inputs.
- Patronize or demean him by using subtlety or incentive.
- Say "trust me"--provide him with the answers to his questions.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Overuse gestures.
- Use inappropriate buzz words.
- Leave things open to interpretation.

STYLE: YOUR STRENGTHS

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

- Good listener when being presented with accurate facts and figures.
- Delivers his knowledge and wisdom objectively.
- Will maintain consistency for the team that supports the legacy.
- Great at maintaining a system or process.
- Asks many questions to find the correct answers.
- His desire to learn more allows processes to become more effective.
- Focused on doing his part the right way.
- Will catch the mistakes of others and try to correct them through the system.

STYLE: SOME POTENTIAL CHALLENGES

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

- May withhold sharing of knowledge to meet his security needs.
- Resents change without logical facts and reasoning behind the change.
- Can come off passive/aggressive especially when beliefs are challenged.
- Difficulty making ambiguous choices when confronted with changing the system.
- Can be defensive when hard facts are questioned.
- Never enough facts to prove the new theory.
- Difficulty seeing past policy violations, even if the violation led to a better result.
- Can obsess over unimportant details when in conflict with his system of beliefs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- An environment where he can use his intuitive thinking skills.
- Logical approach to problem solving and information-based solutions.
- Time necessary to gather enough information in order to move forward.
- A forum to be heard when he expresses errors in the system.
- A manager that provides specific detailed direction that is consistent with the organization's system, mission and vision.

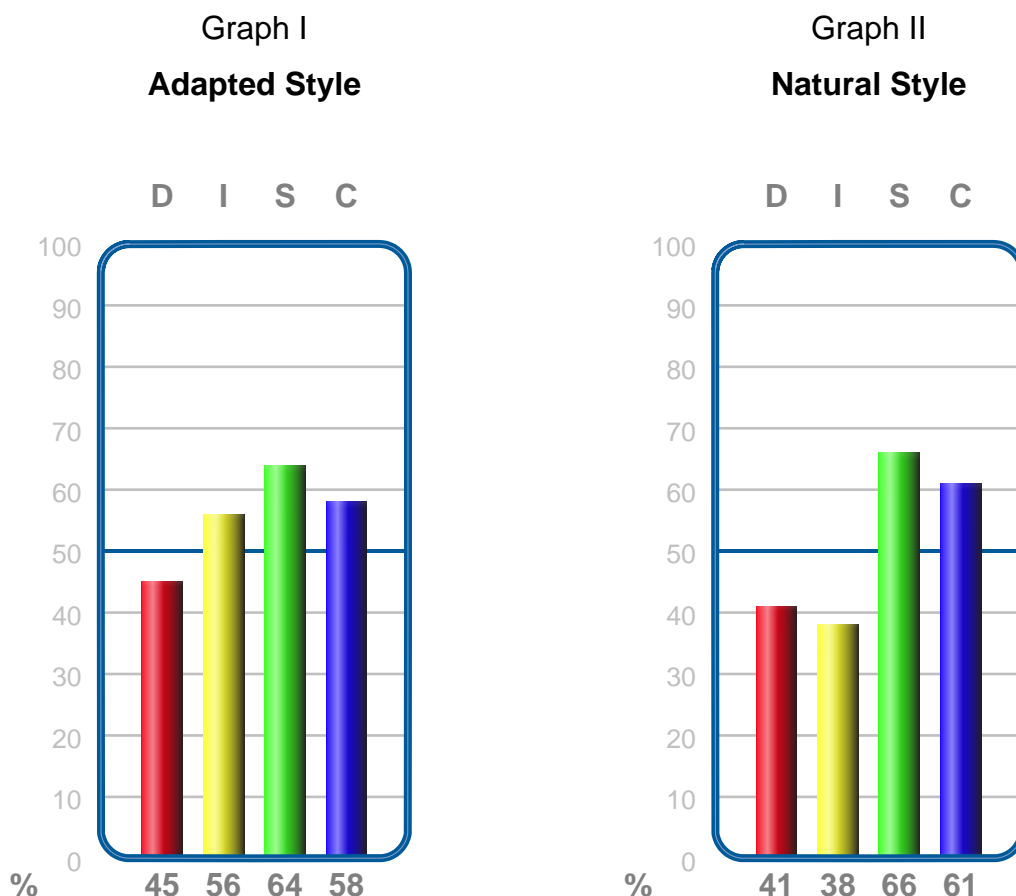
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- Specific questions--not general or open-ended.
- Background and detailed information on process and procedures in order to ensure they are correct.
- The time to research and layout information in a methodical way.
- A manager that is compliant to the company belief system and one that appreciates this quality in him.
- To be seen as the subject matter expert on company policies, systems and philosophies.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

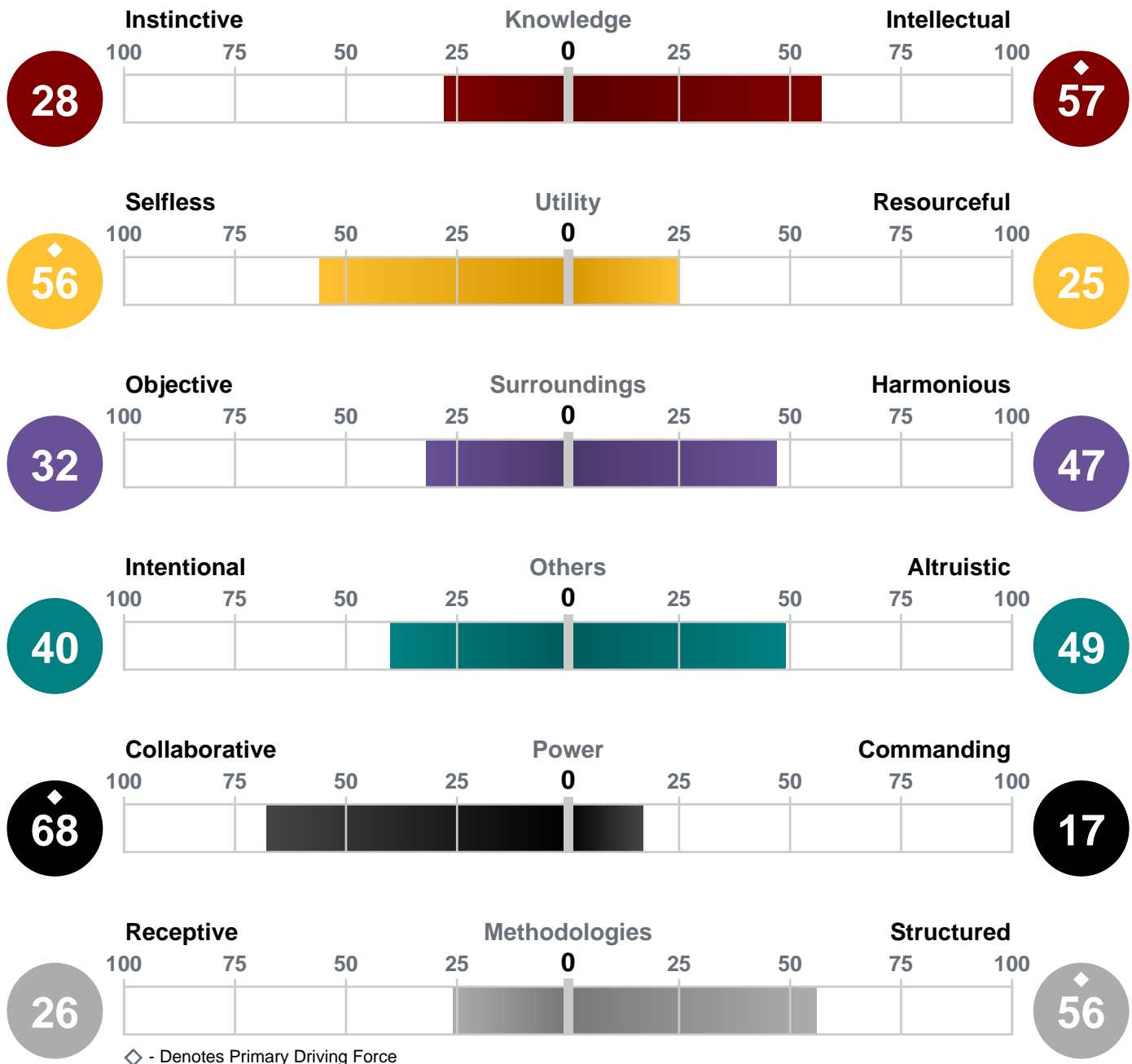
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

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 believes strongly in his opinions.
- He will evaluate others based on his rules for living.
- david likes unity and order in his life.
- david lets his conscience be his guide.
- Following proven procedures is more important than quick fixes.

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

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- Stability is a primary concern. Patience and fortitude will win in the long run.
- david's passion in life will be found in one or two of the other dimensions discussed in this report.
- Being in total control of a situation is not a primary motivating factor.
- As long as david's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- david feels that struggles should be the burden of the team, not just the individuals.
- david will be less concerned about his ego than others may be.
- He will not attempt to overpower others' points of view or change their thinking.

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

Architecture
English
Interior Design
Journalism
Language Study
Library Science
Microbiology
Web Design, Web Administration

Business

Facilities Planning and Management

Career and Technical

Biomedical Equipment Technician
Drafting
Electrician
Welding

Engineering

Aerospace Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

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

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Graphic Design
Medical Ethics
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Videography

Health Sciences

Clinical Research
Pre-Medicine

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2171	4+	Petroleum Engineer
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2112	4+	Industrial Engineer
17-2061	4+	Computer Hardware Engineer
17-2041	4+	Chemical Engineer
17-1012	4+	Landscape Architect
15-1051	4+	Computer Systems Analyst
11-9121	4+	Natural Science Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
33-3012	4	Correctional Officer
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
23-2092	4	Law Clerk
21-1092	4	Probation Officer & Correctional Treatment Specialist
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1021	4	Computer Programmer
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
49-9062	2-4	Medical Equipment Repairer
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-6051	2	Transportation Inspector
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2071	2	Medical Records Technician
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
55-3016	HS	Infantry
47-2111	HS	Electrician
43-5111	HS	Weights and Measure Checker
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
39-3011	HS	Gaming Dealer
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
13-2082	HS	Tax Preparer

STUDY TIPS

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

Strengths

Good listener when being presented with accurate facts and figures.

Delivers his knowledge and wisdom objectively.

Will maintain consistency for the team that supports the legacy.

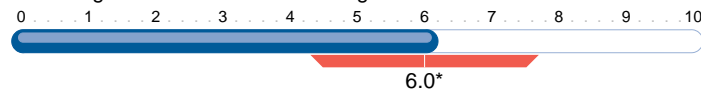
Great at maintaining a system or process.

Asks many questions to find the correct answers.

Focused on doing his part the right way.

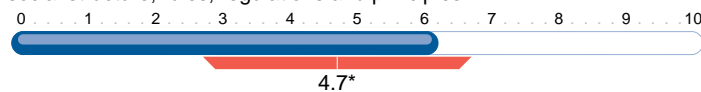
Motivators

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



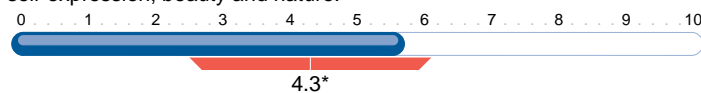
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2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



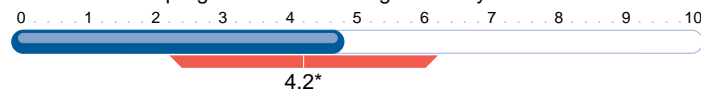
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



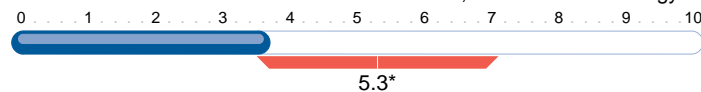
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4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



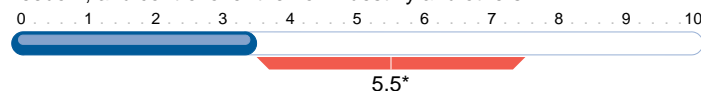
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

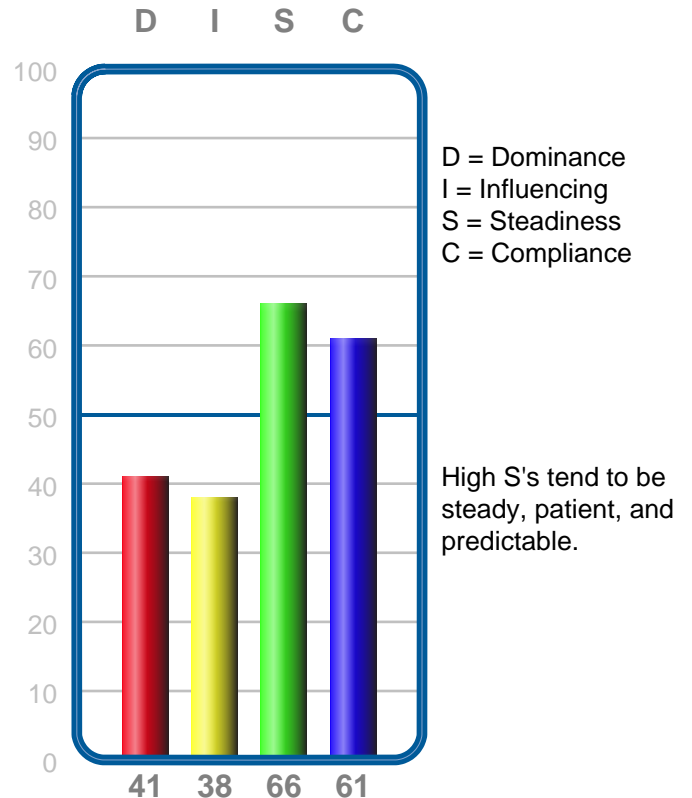


3.7

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



3.5



Value to a Team

Good listener.

Builds good relationships.

Consistent and steady.

Good at reconciling factions--is calming and adds stability.

Always looking for the logical solutions.

Dependable team player.