

raul ruiz
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.

raul can be flexible and diplomatic when the situation calls for it. He likes feedback from his manager on how he is doing. He is optimistic and usually has a positive sense of humor. He may tend to agree to avoid confrontation. raul can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He believes in getting results through other people. He prefers the "team approach." He prefers working for a participative manager. He does his best work in this kind of environment. He can combine and balance enthusiasm and patience. raul can be obliging and accommodating; that is, he likes to work with people and help them. He can be seen as a person of good will.

raul likes working for managers who make quick decisions. Decisions are made after gathering facts and supportive data. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He 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. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes to participate in decision making. He 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.

raul will optimistically interact with people in an assured, diplomatic and poised manner. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. 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. raul often makes suggestions to others, but rarely attempts to force his ideas on them. He usually uses many gestures when talking. It is important for raul to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He is people-oriented and verbally fluent.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Respect for authority and organizational structure.
- Team player.
- Accomplishes goals through people.
- Adaptable.
- Flexible.
- Builds confidence in others.
- Turns confrontation into positives.
- Creative problem solving.

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.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be too verbal in expressing criticism.
- Overuse praise in motivating others.
- Overestimate his ability to motivate people or change others' behavior.
- Be so enthusiastic that he can be seen as superficial.

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.

- Be prepared.
- Provide a warm and friendly environment.
- Give him time to ask questions.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Use scheduled timetable when implementing new action.
- Take your time and be persistent.
- Read the body language for approval or disapproval.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Keep conversation at discussion level.
- Provide ideas for implementing action.
- Take time to be sure that he is in agreement and understands what you said.

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.

- Leave decisions hanging in the air.
- Talk down to him.
- Make promises you cannot deliver.
- Give your presentation in random order.
- Push too hard, or be unrealistic with deadlines.
- Be haphazard.
- Drive on to facts, figures, alternatives or abstractions.
- Take credit for his ideas.
- Use testimonies from unreliable sources.
- Talk to him when you're extremely angry.
- Be curt, cold or tight-lipped.

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.

- Utilizes people to win and accomplish goals.
- Capable of addressing conflict for a win-win scenario.
- Brings enthusiasm to the creative process.
- Motivates others to express themselves.
- Methodically follows a strategy to achieve.
- A "winner" who is consistent but does not brag about accomplishments.
- Patient with and willing to listen to the feelings of others.
- The "glue" that ties multiple visions together.

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.

- As a leader may over focus on self and his own needs.
- Can disclose their agenda to the wrong people.
- Can over share personal feelings or emotions.
- Overly optimistic in his ability to bring balance to any situation.
- A fear of change prevents him from advancing.
- May let other's criticism of his work continually frustrate him.
- Wants to enhance surroundings, but struggles with the need to change.
- If environment is shaken, he struggles to speak up to realign it.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- A stable and predictable environment.
- Working conditions that allow for creativity and people-interaction.
- A forum to participate in meetings with others in an inviting meeting space.
- Recognition and rewards for consistency, steadiness and being methodical.
- Opportunity to display excitement and fun while getting others to act.

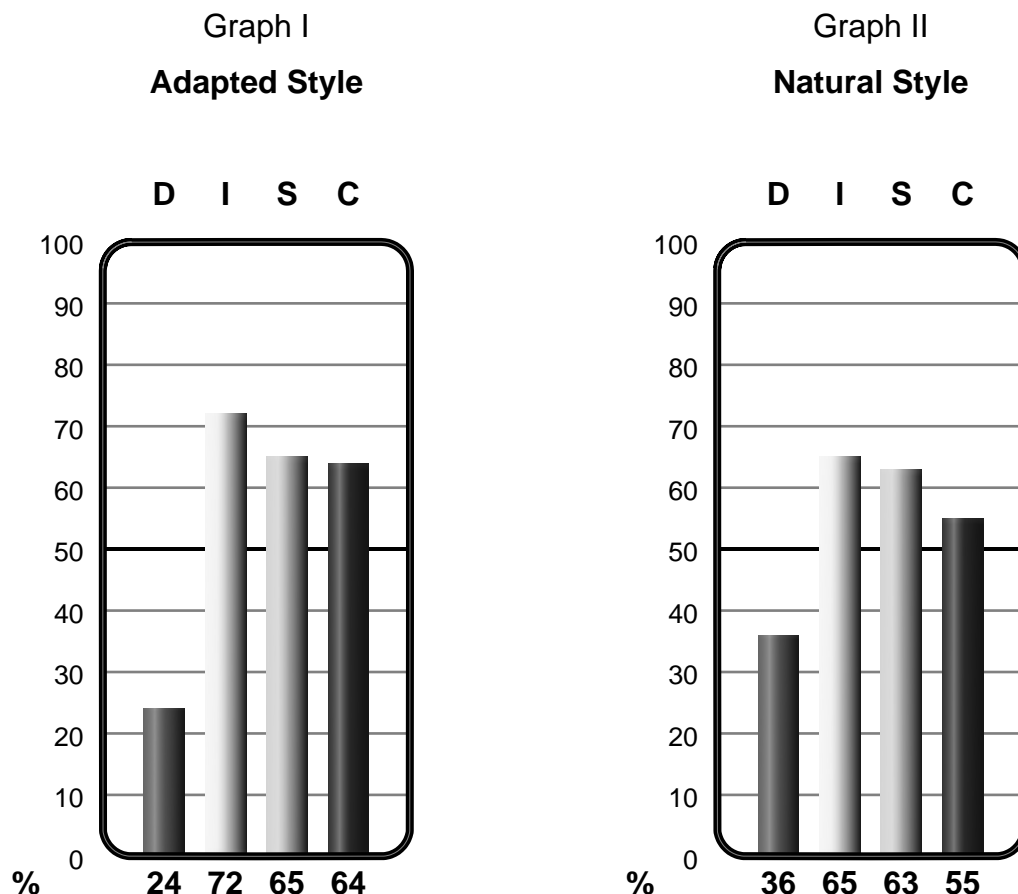
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Constant appreciation, and a feeling of security on the team.
- The ability to express enthusiasm and creativity necessary for successful projects.
- To be involved in keeping morale high and an overall harmonious work environment.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- Recognition for leadership accomplishments and the results he receives.

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:

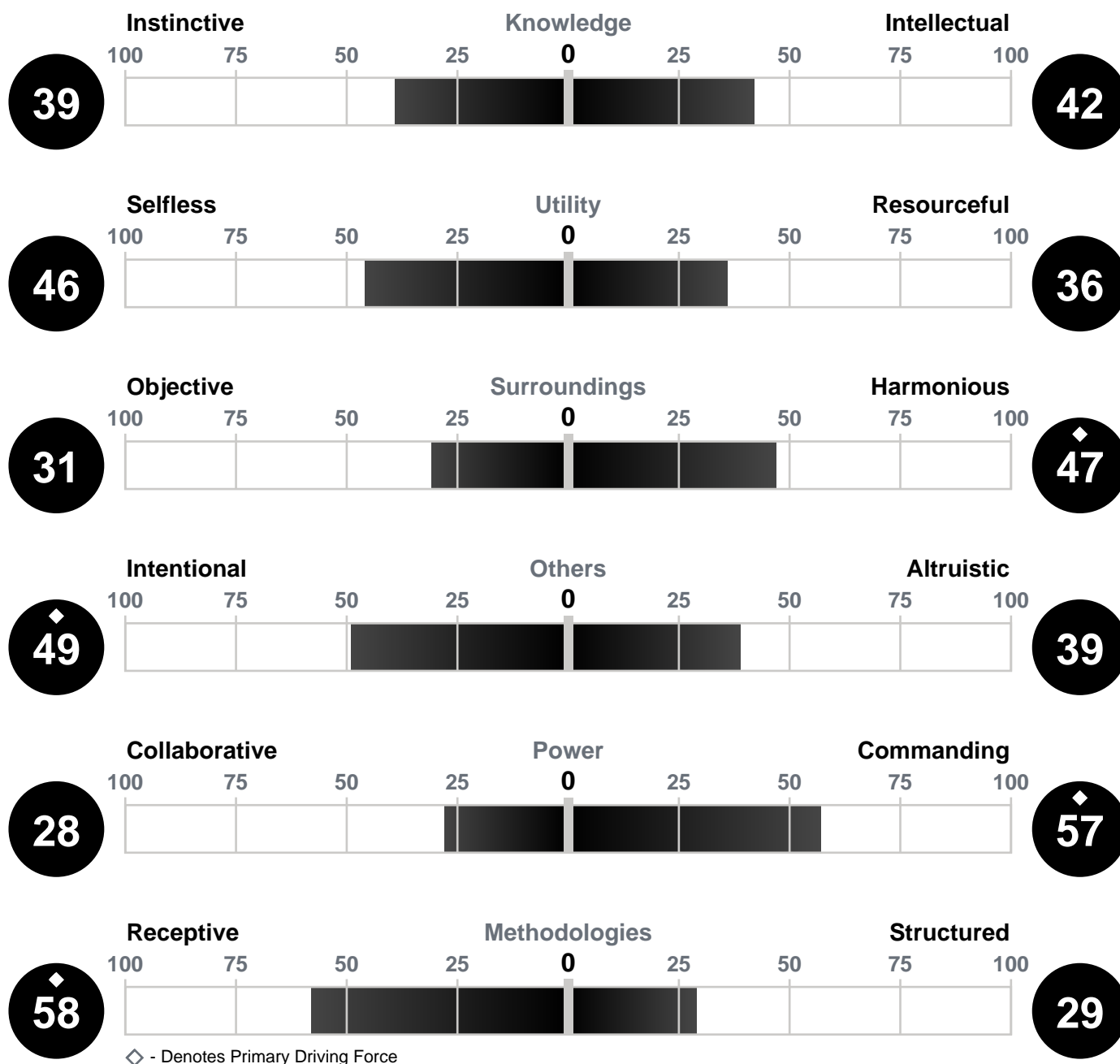
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- raul uses his aesthetic talent to impress others.
- Form and harmony provide him with an experience to remember.
- Dressing for success comes naturally to raul. He enjoys the latest designer clothes when he has the funds to purchase them.
- Decorating his surroundings so they are visually pleasing is enjoyable for raul.
- raul looks for and appreciates the beauty in things.

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.

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

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.

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

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

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.

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

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
Film and Television Production
Information Technology
Interior Design
Journalism
Language Study
Library Science
Music Composition
Music Performance
Photography and Studio Art
Web Design, Web Administration

Business

Marketing

Career and Technical

Chef, Food Preparation
Electrician
Plumbing
Speech and Language Pathology
Welding

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Graphic Design
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning
Videography

Health Sciences

Counseling
Exercise Science
Hospital and Health Administration
Kinesiology
Nursing
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
27-2031	4 & exp	Dancer
51-4111	4+	Tool and Dye Maker
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
25-4012	4+	Curator
19-3094	4+	Political Scientist
19-3051	4+	Urban & Regional Planner
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2021	4	Dental Hygienist
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
47-2031	3-4	Carpenter

NEXT STEPS: POSSIBLE CAREER IDEAS

49-3011	2-4	Aircraft Mechanic
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
41-9022	2	Real Estate Sales Agent
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
51-3011	HS	Baker
47-2121	HS	Glazier
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Don't doodle.
- Ask questions about things for which you are unsure.
- Review your notes after class.
- Socialize after studying - not before.
- Set goals which challenge your abilities.
- Identify the time of day you feel best and try to fit studying into these hours.
- Take meaningful notes.
- Study or review notes before each class starts.
- Use short sentences when taking notes - leave out unnecessary words.
- Listen for ideas and facts to support the main idea.
- Review notes from previous lessons to prepare yourself for the next.
- Don't let others intrude upon your study time.
- Track your time and see how you are spending it and add more time for studying if needed.

Strengths

Utilizes people to win and accomplish goals.

Capable of addressing conflict for a win-win scenario.

Brings enthusiasm to the creative process.

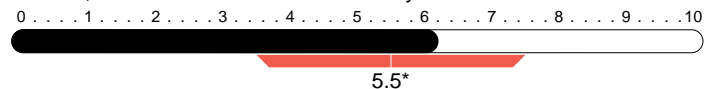
Motivates others to express themselves.

Methodically follows a strategy to achieve.

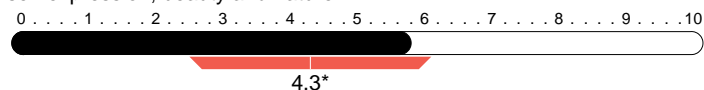
Patient with and willing to listen to the feelings of others.

Motivators

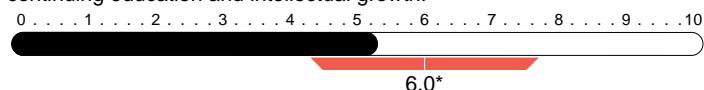
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



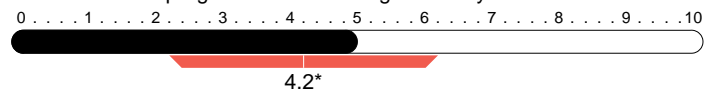
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



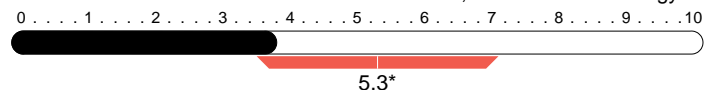
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



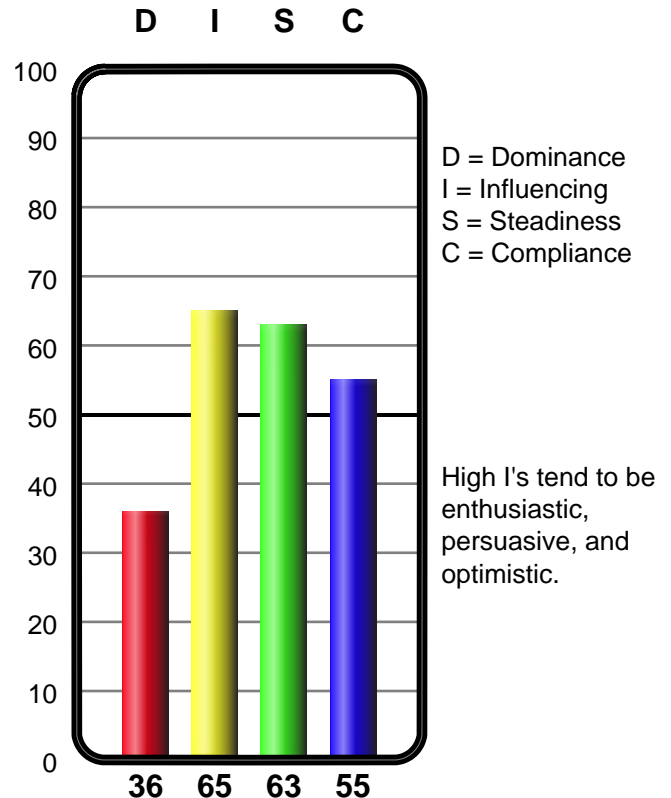
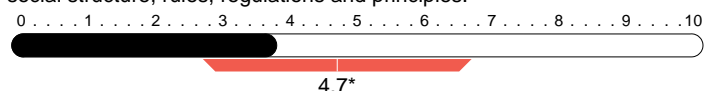
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

Verbalizes his feelings.

Adaptable.

Optimistic and enthusiastic.

Positive sense of humor.

Creative problem solving.

People-oriented.