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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.

John likes to start and finish activities. Others who work with him know they can depend on him. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. At times, John would like to slow the world down and cut out some of the activities people want him involved in. John 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 is often seen as practical and objective. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. John wants challenging assignments that can be followed through to completion. He prefers work of a technical nature. He usually develops strong attachments for his work group and family.

John prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. When faced with a tough decision, he will seek information and analyze it thoroughly. He needs to gather data and facts in a logical fashion. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. Making plans and following those plans is important to him. He 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. When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions.

John may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. 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 can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. 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. John remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. 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 is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Excellent troubleshooter.
- Good listener.
- Objective and realistic.
- Service-oriented.
- Dependable team player.
- Builds good relationships.
- Presents the facts without emotion.
- Suspicious of people with shallow ideas.

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.

- Need help in prioritizing new assignments.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if his personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Underestimate his abilities.

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.

- Keep at least three feet away from him.
- Give pros and cons on ideas.
- Define clearly (preferably in writing) individual contributions.
- Look for hurt feelings or personal reasons if you disagree.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Have the facts in logical order.
- Use the proper buzz words that are appropriate to his expertise.
- Provide a friendly environment.
- Listen to him.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- 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.

- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Manipulate or push him into agreeing because he probably won't fight back.
- Be disorganized.
- Rush headlong into business or the agenda.
- Use inappropriate buzz words.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be abrupt and rapid.
- Pretend to be an expert, if you are not.
- Use high speed, intense inputs.
- Patronize or demean him by using subtlety or incentive.
- Make statements you cannot prove.
- Be vague; don't offer opinions and probabilities.

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.

- Takes a methodical approach to implementing changes that will increase return on investment.
- Supports a leader and a cause.
- Good listener when being presented with accurate facts and figures.
- Will keep sensitive information under lock and key.
- Tends to be futuristic.
- Has an entrepreneurial mindset.
- Demonstrates a forward-looking approach to old questions.
- Will be decisive and make fact-based decisions.

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.

- Puts all his "eggs in one basket".
- Could miss out on opportunities by not acting swiftly.
- May withhold sharing of knowledge to meet his security needs.
- May not pursue knowledge if it jeopardizes his security.
- Can be a workaholic.
- Tends to think bigger is always better.
- Impatient when gathering information.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Appreciation for a logical approach to problem solving.
- Information and time to make decisions.
- Rewards for being quicker, faster, better.
- Rewards based-on challenging the status quo resulting in a return to the organization.

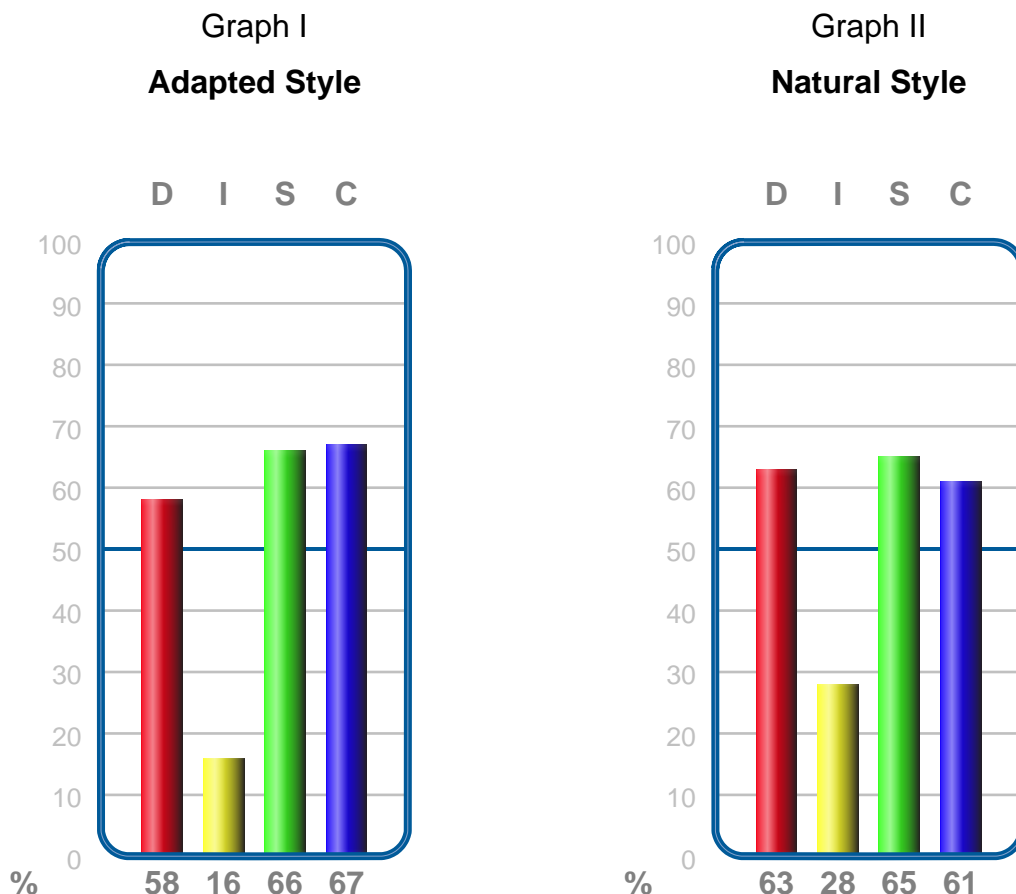
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be seen as a leader.
- Logical reasons for change.
- Complete information in bulleted format for his own investigation.
- An opportunity to methodically layout research and work through the information-gathering process.
- Opportunity to celebrate successes on his own terms.
- Freedom to get desired results through efficiency and a "can do" attitude.

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:

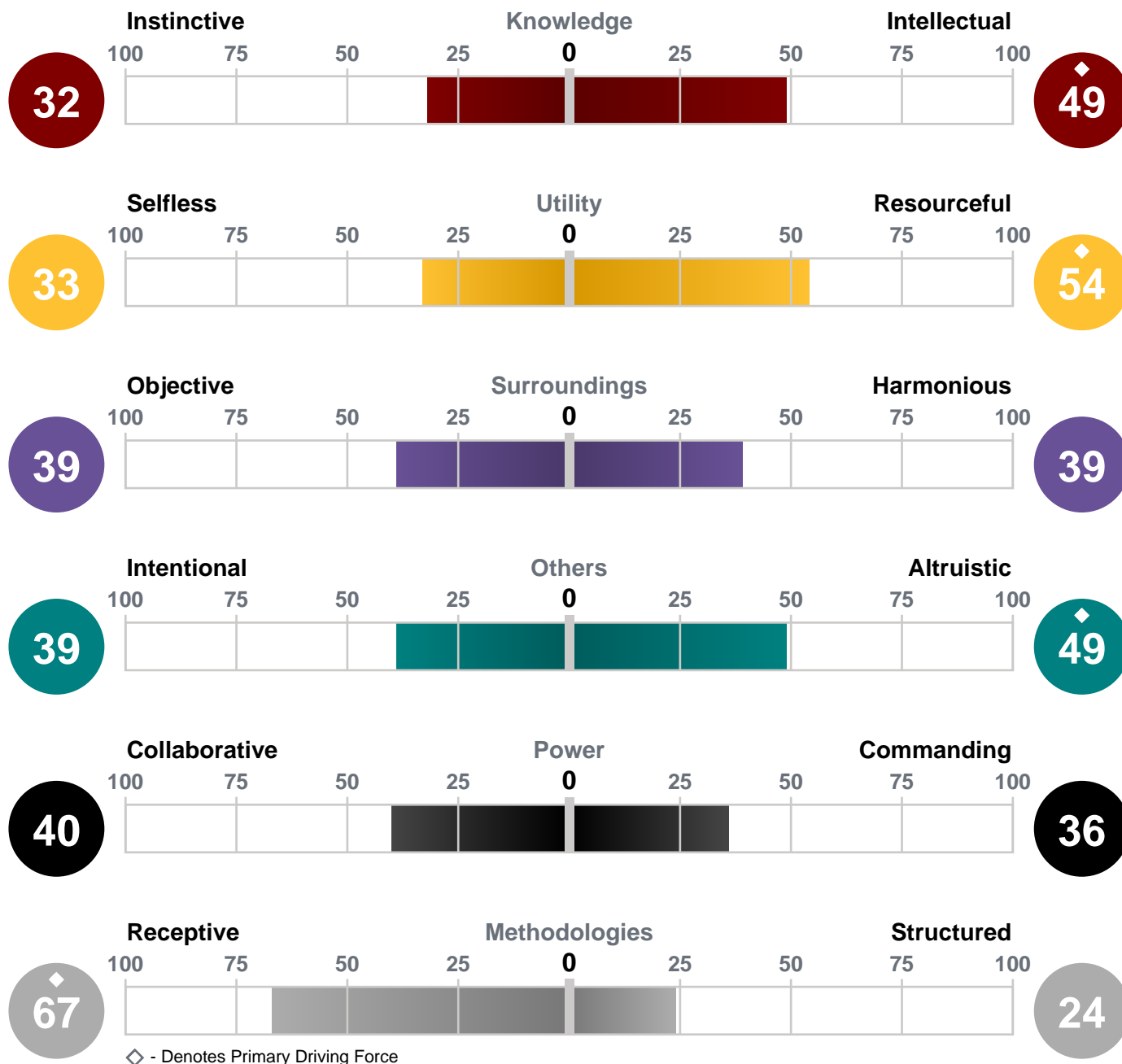
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- John is good at achieving goals.
- He evaluates things for their utility and economic return.
- John tends to give freely of time and resources, but will want and expect a return on his investment.
- 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.
- He may use wealth as a yardstick to measure his work effort.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

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.

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

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

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.

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

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

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.

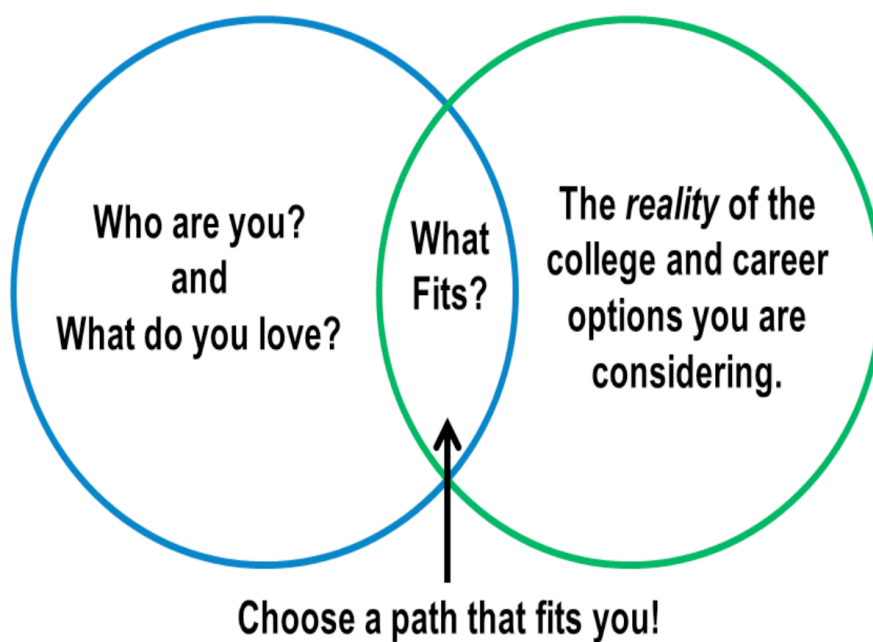
- John's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, John will want to set his own rules which will allow his own intuition to guide and direct his actions.
- He will work within a broadly defined set of beliefs.
- John can be creative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

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
Criminology, Forensics
Information Technology
Neuroscience
Web Design, Web Administration

Business

Business Management, Consulting
Facilities Planning and Management
Logistics, Transport Management
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Building Inspector
Chef, Food Preparation
Drafting

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Culinary Science
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Graphic Design
Nutrition and Diet Science
Videography

Health Sciences

Pharmaceutical

Other Career Paths

Apparel Fashion
Police and Fire Services

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
53-2021	4+	Air Traffic Controller
29-2056	4+	Veterinary Technician
29-1131	4+	Veterinarian
29-1081	4+	Podiatrist
29-1071.01	4+	Anesthesiologist Assistant
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4012	4+	Curator
25-2042	4+	Teacher, Special Education
21-1091	4+	Health Educator
19-4011	4+	Agriculture & Food Science Technician
19-3093	4+	Historian
19-2042	4+	Geoscientist
19-2012	4+	Physicist
19-1031	4+	Conservation Scientist
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
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
15-1051	4+	Computer Systems Analyst
11-9141	4+	Property, Real Estate & Community Associati

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-9021	4+	Construction Manager
11-3061	4+	Purchasing Manager
11-3011	4+	Administrative Services Manager
43-3061	4	Procurement Clerk
29-2034	4	Radiologic Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3022	4	Reporter & Correspondent
25-2021	4	Teacher, Elementary
19-3022	4	Survey Researcher
17-3031	4	Surveying & Mapping Technician
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.11	4	Solar Energy Systems Engineer
17-2031	4	Biomedical Engineer
17-1022	4	Surveyor
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
15-1032	4	Computer Software Engineer, Systems
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-2053	4	Insurance Underwriter
13-2021	4	Real Estate Appraiser & Assessor of Real Estate
13-2011	4	Accountant & Auditor
13-1023	4	Purchasing Agent
47-2031	3-4	Carpenter
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
25-1194	2-4	Teacher, Post-secondary Vocation Education
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
15-1099.13	2-4	Video Game Designer
15-1099.04	2-4	Web Developer
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-2011	2	Occupational Therapist Assistant
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
13-1051	2	Cost Estimator
11-3051	2	Industrial Production Manager
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
47-2111	HS	Electrician
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Takes a methodical approach to implementing changes that will increase return on investment.

Supports a leader and a cause.

Good listener when being presented with accurate facts and figures.

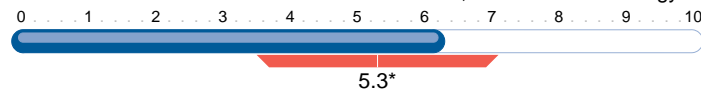
Will keep sensitive information under lock and key.

Tends to be futuristic.

Demonstrates a forward-looking approach to old questions.

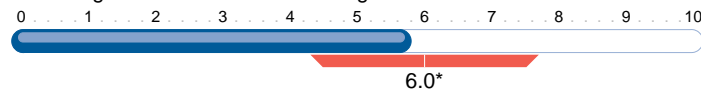
Motivators

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



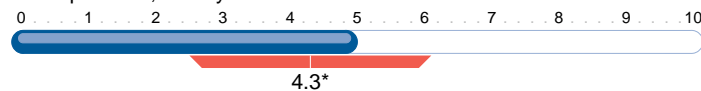
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



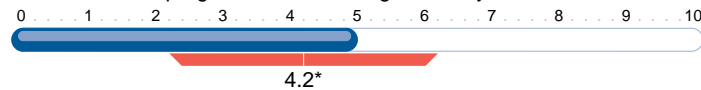
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



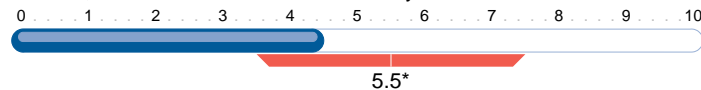
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4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



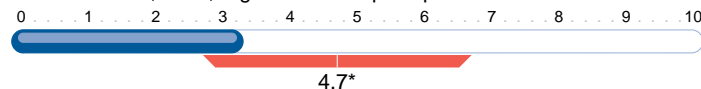
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5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

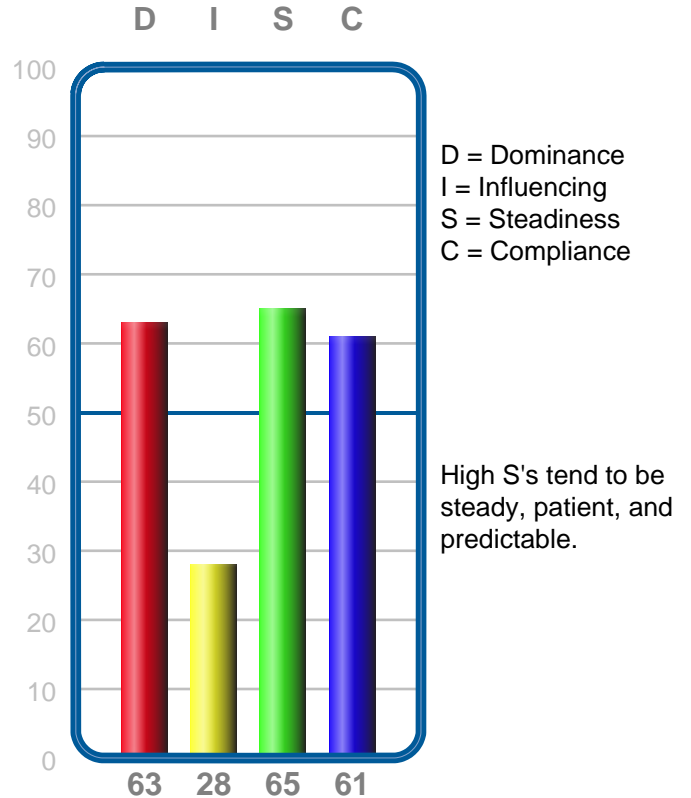


4.5

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



3.3



Value to a Team

Dependable team player.

Objective and realistic.

Tough-minded.

Always looking for the logical solutions.

Builds good relationships.

Patient and empathetic.