

**Mykael Prado**  
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.*

Mykael is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Relationships with others are warm, personal and lasting. He wins through hard work and persistence. He likes to stay with one task until it is completed. He is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. Mykael tends to build a close relationship with a relatively small group of associates. He may not project a sense of urgency like some people with different behavioral styles. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He is a team player but can also exhibit a desire for independence. Mykael likes to set his own pace. When others try to rush him, he feels threatened and may balk. He prefers to help and support others rather than compete against them.

Mykael 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." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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 is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Mykael often thinks over major decisions before acting. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is persistent and persevering in his approach to achieving goals.

Mykael is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He will be open with those he trusts; however, reaching the required trust level may take 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. 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. Mykael likes a friendly, open style of communication.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Big thinker.
- Patient and empathetic.
- People-oriented.
- Builds good relationships.
- Creative approach to problem solving.
- Service-oriented.
- Works for a leader and a cause.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-reliant.

## 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 dependent on others for decisions, even if he knows he is right.
- Hold a grudge if his personal beliefs are attacked.
- Be too conservative--bides time and avoids much that is new.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.
- Not take action against those who challenge or break the rules or guidelines.
- Take criticism of his work as a personal affront.

## 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 "yes" or "no" answers--not maybe.
- Look for his oversights.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Move casually, informally.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Use a balanced, objective and emotional approach.
- Provide a friendly environment.
- Provide solutions--not opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use a motivating approach, when appropriate.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

## 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 abrupt and rapid.
- Let him overpower you with verbiage.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Ramble.
- Be domineering or demanding; don't threaten with position power.
- Offer assurance and guarantees you can't fulfill.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Muffle or overcontrol.
- Patronize or demean him by using subtlety or incentive.

## 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.*

- Strong supporter, therefore, always willing to help.
- Wants to methodically solve people-related problems that benefit the greater good.
- Will take a firm stance when his position or status is questioned.
- The ideal right hand to a goal-driven leader.
- Always willing to offer his time and perspective.
- Demonstrates a will and desire to help others in the organization.
- Positively promotes the image of the organization.
- Being an optimistic leader.

## 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.*

- Can take a long time in addressing sensitive issues that could help others.
- May not always stand up for oneself or others.
- Can come across as stubborn and unwilling to change.
- Will hide emotions until others push his buttons or take advantage of him.
- High trust and a desire to help could lead to being taken advantage of.
- Does not always listen to those he is helping.
- May only interact with those he feels complement his goals.
- May be viewed as someone who over promises and under delivers.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Little conflict between people.
- An environment where interacting with others in an effort to help each person is rewarded.
- Groups and committees are present in order to assist charities and social causes.
- An environment to express ideas to influence people.
- Recognition and rewards for consistency, steadiness and being methodical.

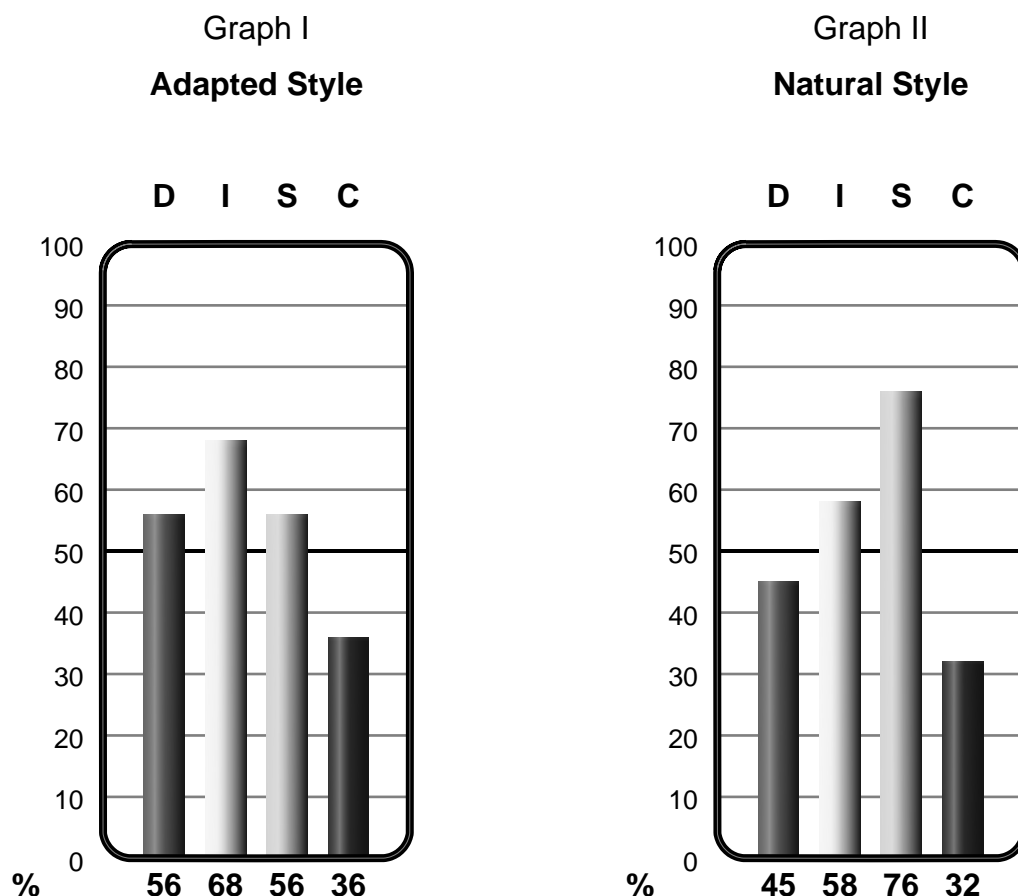
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Freedom from control and detail.
- To be a part of the team that contributes to causes and helping others.
- To be the promoter for programs that assist others, both on and off the job.
- Public recognition of power and prestige.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.

## 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:

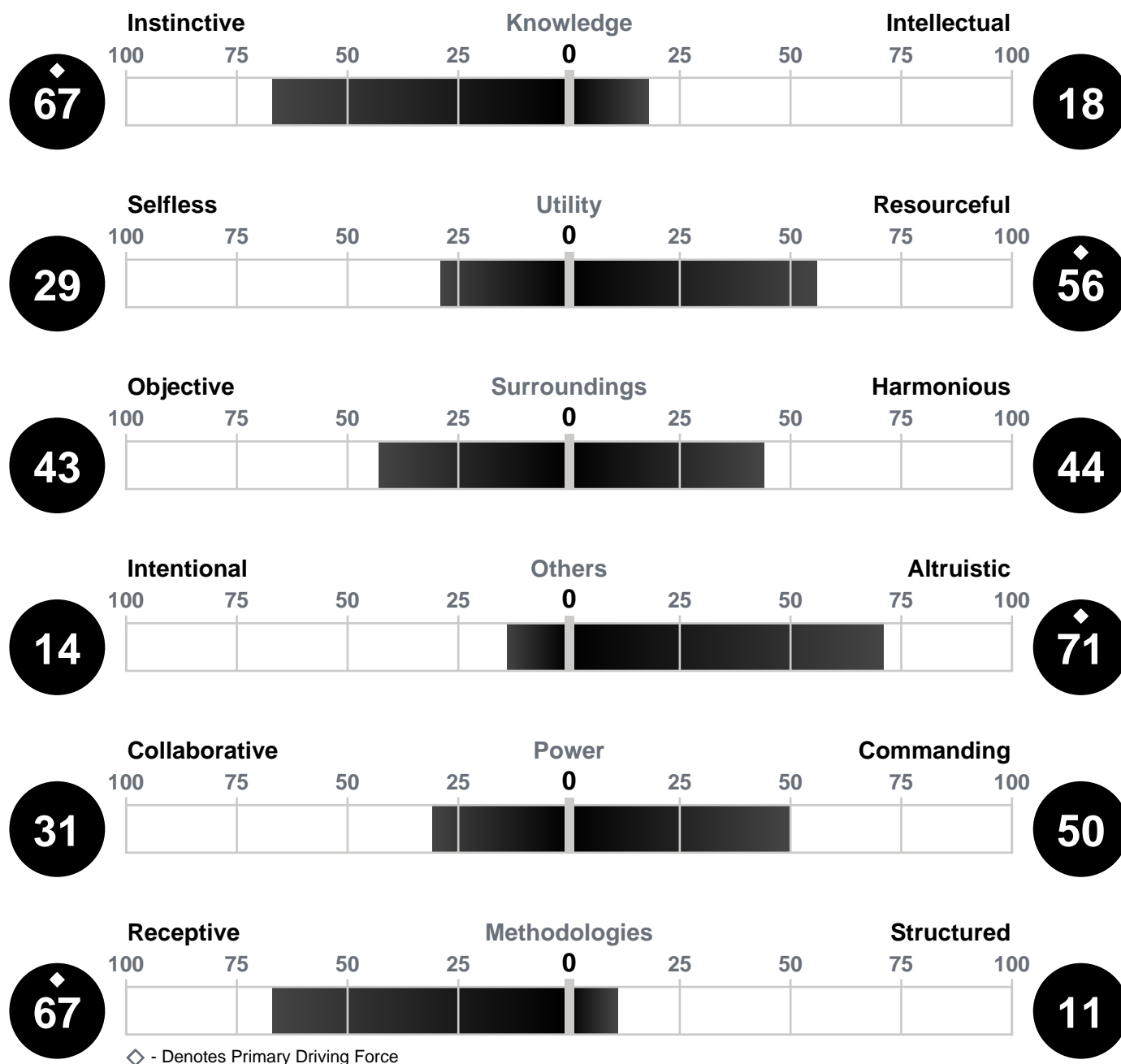
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Mykael is patient and sensitive to others.
- Helping the homeless may be one of his concerns.
- He believes charities should be supported.
- He is generous with his time, talent and resources for those in need.
- Saying "no" is difficult when others need his time or talent.

## 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.*

- Mykael has the desire to assert himself and to be recognized for his accomplishments.
- Mykael takes responsibility for his actions.
- He believes "if at first you don't succeed try, try again."
- He wants to control his own destiny and display his independence.
- People who are determined and competitive are liked by Mykael.
- If necessary, Mykael will be assertive in meeting his own needs.
- Mykael believes "when the going gets tough, the tough get going."
- Maintaining individuality is strived for in relationships.
- Mykael 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.

## MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.*

- He evaluates things for their utility and economic return.
- He will work long and hard to satisfy his needs.
- Mykael tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.

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

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

## 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.*

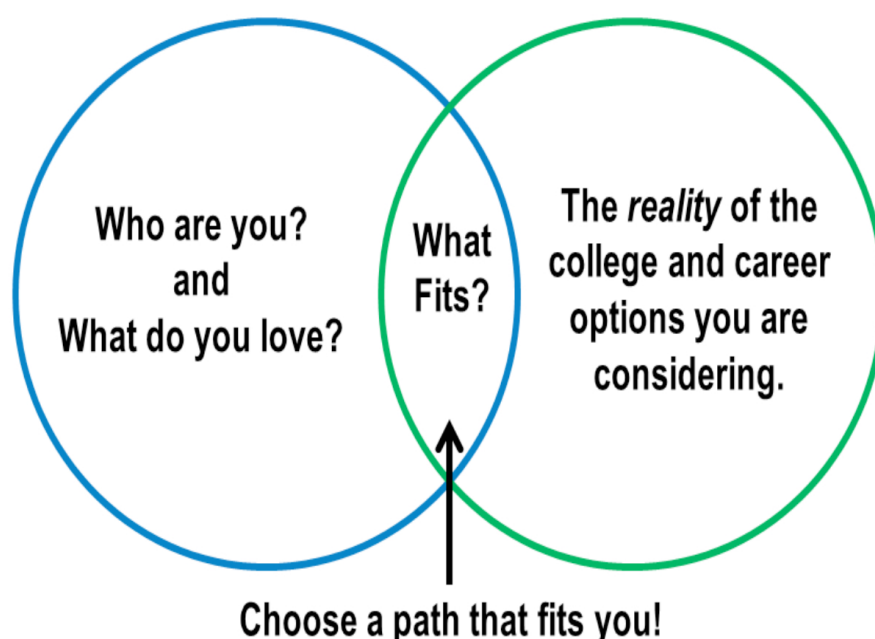
- When required, Mykael will seek knowledge to better understand a particular situation.
- Mykael will not seek knowledge based on curiosity or just for the sake of knowledge.
- Mykael will use an instinctual approach to problem solving.
- Mykael will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- Mykael can be turned off by people who talk about things in detail if he has no interest in the subject.
- For Mykael, personal experiences are a key factor in decision making.
- He will attempt to take the practical approach and not over-analyze the process.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Mykael will only read books that relate to his chosen field or special interests.

## 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

Entertainment and Arts Management  
Film and Television Production  
International Studies and Relations  
Library Science  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Construction Management  
General Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Building Inspector  
Massage Therapy  
Rehabilitation Therapy

### Environmental, Agriculture and Food

Agriculture and Farming  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Educational Administrator  
Graphic Design  
Life Coaching  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Videography  
Yoga Therapy and Training

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Nursing  
Occupational Therapy

### Other Career Paths

Apparel Fashion  
Business Sales  
Child Care, Family Services  
Personal Care Technician  
Publishing



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
43-4051	2-4	Customer Service Representative
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator

## NEXT STEPS: POSSIBLE CAREER IDEAS

41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
27-1023	HS	Floral Designer

## STUDY TIPS

- Read an article on listening and note taking.
- Set realistic goals.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.
- Don't let your ego keep you from studying.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Meditate and think positive thoughts before taking an exam.
- Don't put off studying until the last minute.
- Think positively about subjects that give you difficulty.
- Study and review notes just before class starts.
- Try new ways of learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Develop good study habits and follow them everyday.

## Strengths

Strong supporter, therefore, always willing to help.

Wants to methodically solve people-related problems that benefit the greater good.

Will take a firm stance when his position or status is questioned.

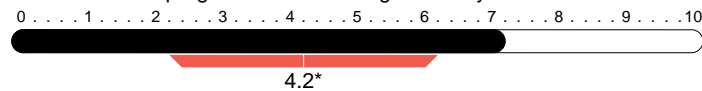
The ideal right hand to a goal-driven leader.

Always willing to offer his time and perspective.

Positively promotes the image of the organization.

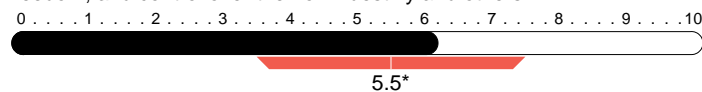
## Motivators

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



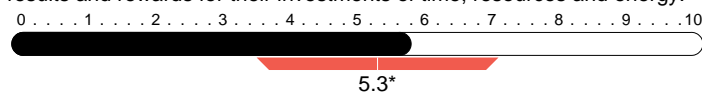
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



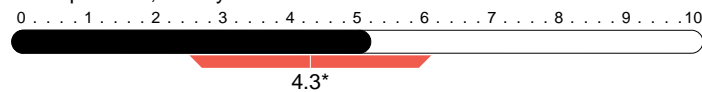
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



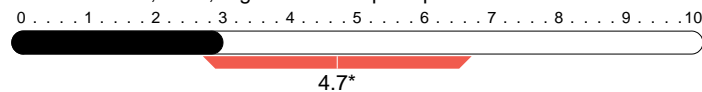
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



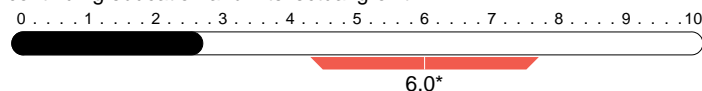
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**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

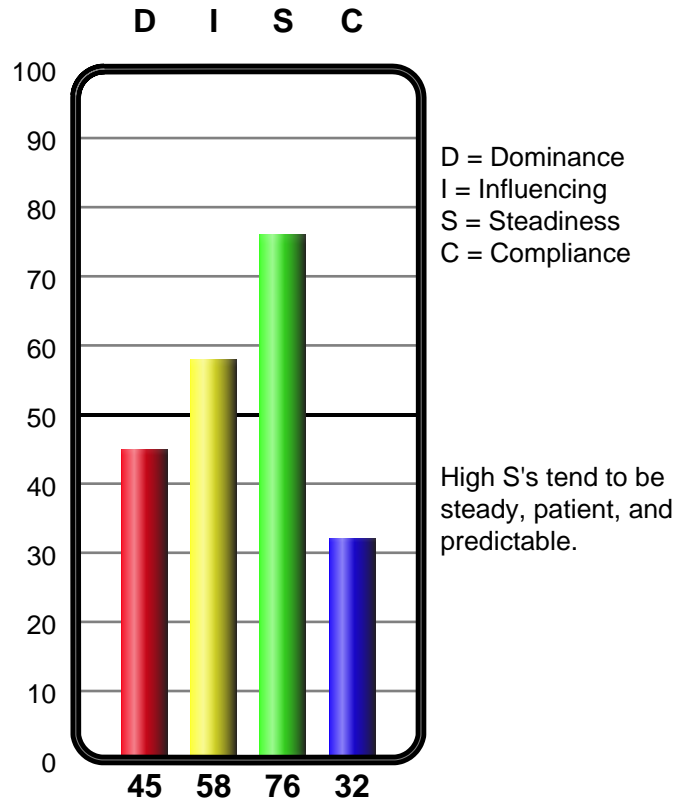


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**6. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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## Value to a Team

People-oriented.

Bottom line-oriented.

Patient and empathetic.

Creative approach to problem solving.

Service-oriented.

Dependable team player.