

jesus cano
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.

jesus prides himself on being incisive. He wants to get things done by proceeding with the facts that are at hand. Precision and accuracy are important to him. He has a need to achieve in an environment in which the quality is controlled. He can become frustrated when put in a situation that is nothing more than a rambling discussion. He prefers that things be orderly and he will approach work in a systematic manner. jesus is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. He is a real stickler for quality and systems; to ensure quality. He wants the safety features on his equipment to be in good working order. Accuracy is important to him. While he may not be a perfectionist with all things, he has certain activities that will always be done with the same high standards in mind. His aggressiveness is tempered by his sensitivity to quality work. This is a positive strength of jesus', and others appreciate this tendency.

jesus takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He places an emphasis on the cognitive process and logic when making decisions. He can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. He is the type of person who will accept challenges, and accept them seriously. jesus, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He is a critical and systematic thinker, and this strength may not be easily recognized by others. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts."

jesus 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. When jesus is deeply involved in thinking through a project, he may appear to be cool and distant. He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." People may often see jesus as formal and reserved. He may be assessing the situation before "letting his guard down" and may do so only when he feels comfortable with the circumstances. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. Because jesus wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. jesus' logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Excellent troubleshooter.
- Defines, clarifies, gets information, criticizes and tests.
- Accurate and intuitive.
- Maintains standards.
- Comprehensive in problem solving.
- Objective and realistic.
- Suspicious of people with shallow ideas.
- Always looking for logical solutions.
- Conscientious and steady.

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.

- Lean on supervisors if information and direction is not clear.
- Fail to tell others where he stands on an issue.
- Hesitate to act without precedent.
- Tell ideas as opposed to sell ideas.

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.

- Use the proper buzz words that are appropriate to his expertise.
- Respect his quiet demeanor.
- Show him a sincere demeanor by careful attention to his point of view.
- Listen to him.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Have the facts in logical order.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Follow through, if you agree.
- Be prepared with the facts and figures.
- Make an organized presentation of your position, if you disagree.
- Use expert testimonials.

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.

- Pretend to be an expert, if you are not.
- Make statements about the quality of his work unless you can prove it.
- Touch his body when talking to him.
- Make conflicting statements.
- Push too hard, or be unrealistic with deadlines.
- Say "trust me"--you must prove it.
- Use inappropriate buzz words.
- Be vague about what's expected of either of you; don't fail to follow through.
- Use high speed, intense inputs.
- Leave things open to interpretation.
- Leave things to chance or luck.
- Threaten, cajole, wheedle, coax or whimper.

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.

- His desire to learn more allows processes to become more effective.
- Detailed and compliant about the research process.
- Builds something of form and beauty that structurally will last forever.
- Gives clear specific instructions to maintain balance.
- Uses knowledge to support his position.
- Initiates action to get questions answered.
- Will initiate appreciation of all experiences.
- May take a leadership position with ideas on protecting or preserving.

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.

- Never enough facts to prove the new theory.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- While highly in tune to the vibe of a situation, he can come across as absolute.
- Has trouble starting a new project that conflicts with the harmony of the organization.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- Will want balance and harmony immediately.
- Enjoyment of an experience does not always translate to winning.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Close relationship with a small group of associates.
- Nonroutine work with challenge and opportunity.
- A forum to demonstrate the ability to gather facts and information.
- New and challenging questions or projects.
- Freedom to decorate office area with a status-conscience efficiency.
- Time and opportunity to create in solitary.

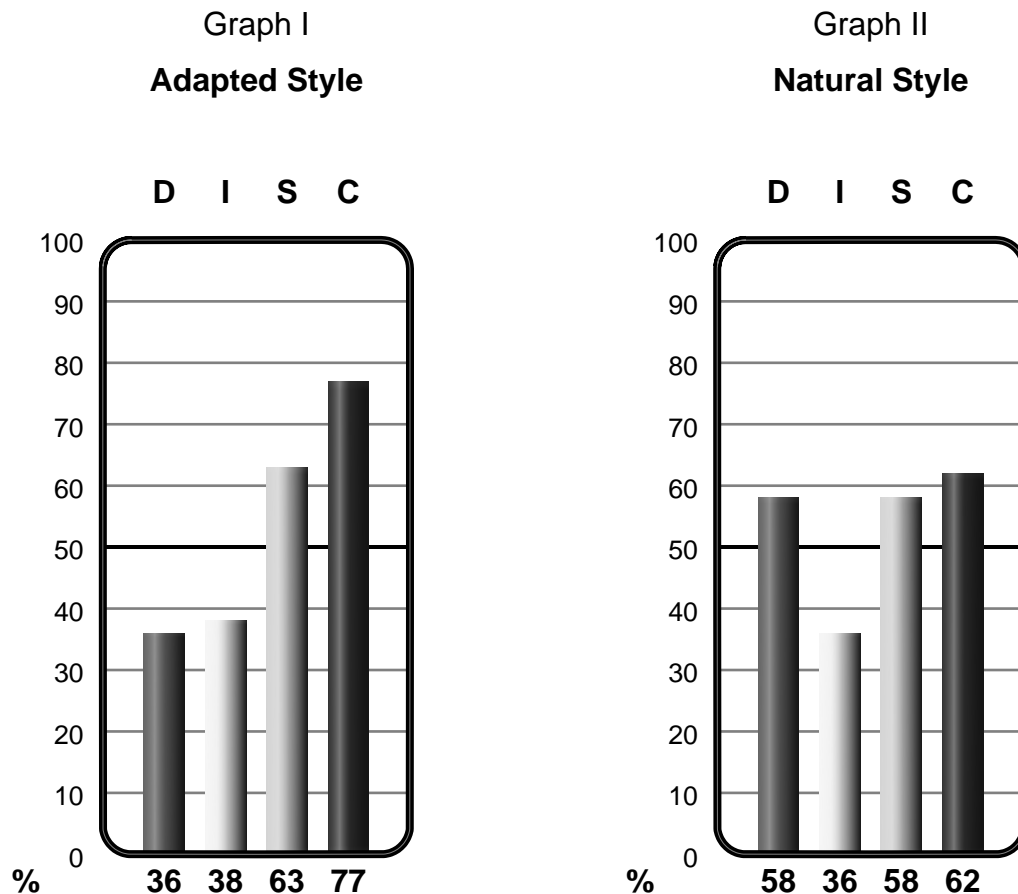
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be part of a quality-oriented work group.
- New challenges and problems to solve.
- Access to all necessary information and instruction manuals in order to do things right.
- Complete information in bulleted format for his own investigation.
- Things done now and to the highest level of appeal possible in a streamlined way.
- To focus on long-term stability which will lead to a lasting impact on the functionality of the organization.

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:

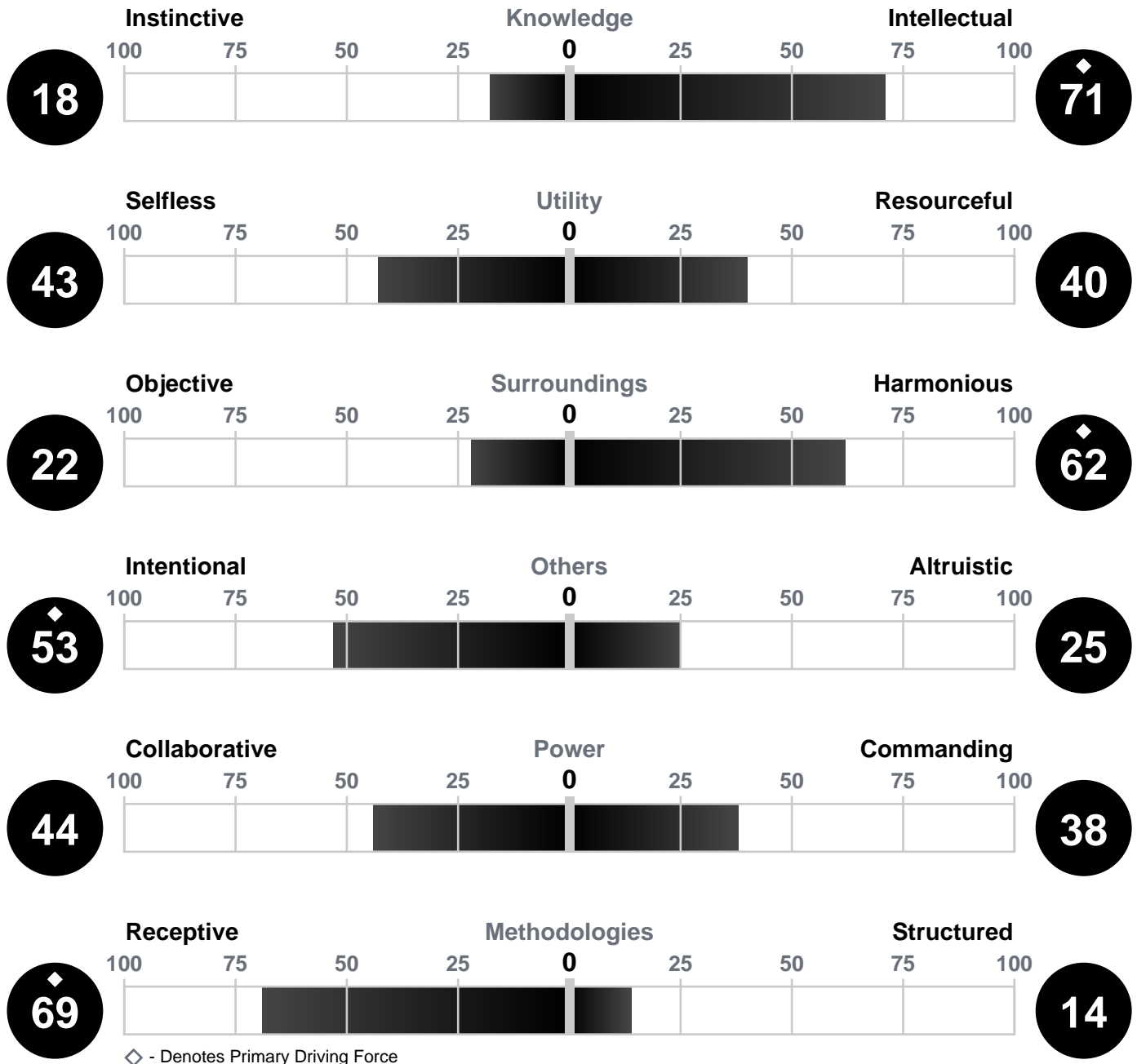
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

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

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.

- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- jesus can be assertive in meeting his needs.
- At times jesus can be very competitive.

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.

- jesus is willing to help others if they are working as hard as possible to achieve their goals.
- jesus will be torn if helping others proves to be detrimental to him.
- jesus' passion in life will be found in one or two of the other dimensions discussed in this report.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

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 jesus.
- It may be hard to manipulate jesus because he has not defined a philosophy or system that can provide immediate answers to every situation.
- jesus' passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, jesus 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.
- jesus 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.

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
Information Technology
Interior Design
Music Composition
Neuroscience
Photography and Studio Art
Web Design, Web Administration

Business

Facilities Planning and Management

Career and Technical

Chef, Food Preparation
Drafting

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Environmental Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

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

Evolving Opportunities

Computer Graphics, Animation
Computer Programming

NEXT STEPS: POSSIBLE DEGREE MATCHES

Desktop Publishing
Medical Ethics
Outdoor Studies, Outdoor Leadership
Videography

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1021	4+	Dentist
25-4012	4+	Curator
25-2042	4+	Teacher, Special Education
19-3093	4+	Historian
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
17-2051	4+	Civil Engineer
17-2041	4+	Chemical Engineer
17-2011	4+	Aerospace Engineer
17-1011	4+	Architect, Except Landscape & Naval
15-1051	4+	Computer Systems Analyst
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist

NEXT STEPS: POSSIBLE CAREER IDEAS

29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-2021	4	Mathematician
15-1071	4	Network & Computer Systems Administrator
15-1021	4	Computer Programmer
13-2053	4	Insurance Underwriter
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
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
15-1099.13	2-4	Video Game Designer
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
51-4121	HS	Welders, Cutters, Solderers, & Brazers
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-4121	HS	Library Assistant, clerical
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

- Make sure you understand course expectations and ask if necessary.
- Think positively about your ability to pass every class with high marks.
- Ask yourself questions - either from the class material or ones you make-up.
- Set challenging goals.
- Think positively about each class.
- Break your habit of studying alone and study or share new insights with friends.
- Plan your study week on Sunday.
- Study alone.
- Don't listen so critically that you miss the intended ideas.
- Listen and think positively about the concepts you are studying.
- Force yourself to ask your classmates questions.
- Listen for ideas and think how they may apply to your future.

Strengths

His desire to learn more allows processes to become more effective.

Detailed and compliant about the research process.

Builds something of form and beauty that structurally will last forever.

Gives clear specific instructions to maintain balance.

Uses knowledge to support his position.

Will initiate appreciation of all experiences.

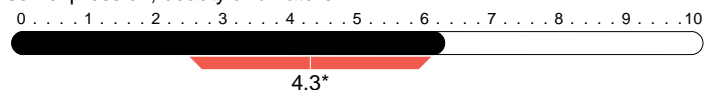
Motivators

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



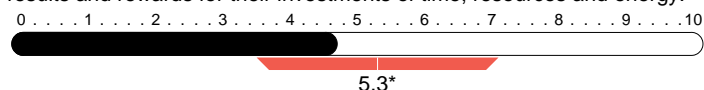
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



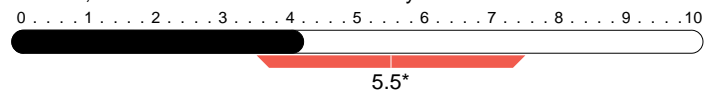
6.3

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



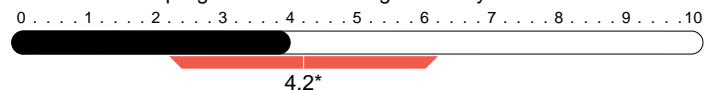
4.7

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



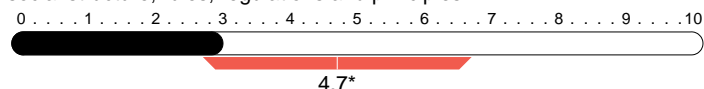
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5. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

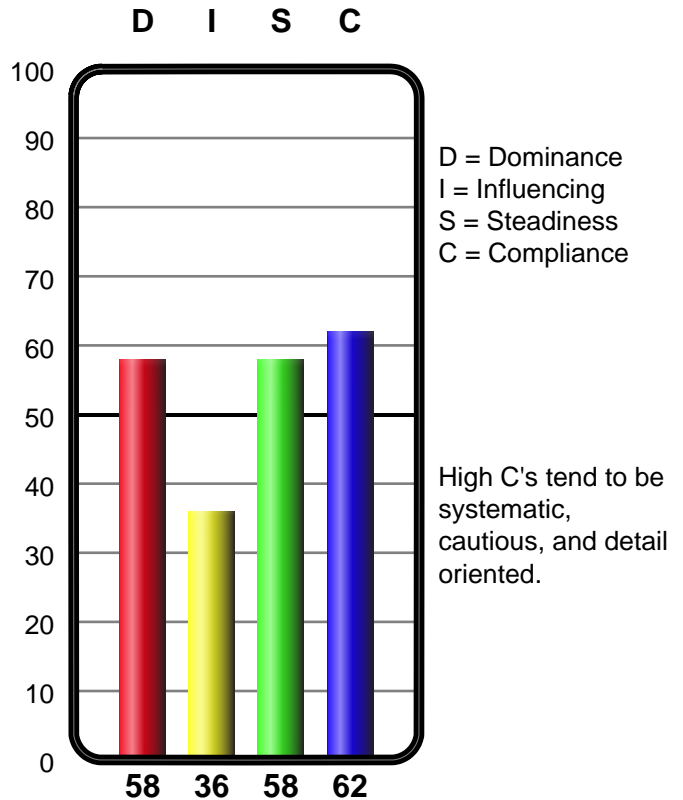


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.0



Value to a Team

Presents the facts without emotion.

Defines, clarifies, gets information, criticizes and tests.

Tough-minded.

Objective and realistic.

Accurate and intuitive.

Always concerned about quality work.