

Johnny Nunez
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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.

Johnny likes feedback from his manager on how he is doing. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He is approachable, affectionate and understanding. Johnny is enthusiastic and usually slow to anger. He can combine and balance enthusiasm and patience. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He places his focus on people. To him, strangers are just friends he hasn't met! Johnny prefers working for a participative manager. He does his best work in this kind of environment. He can be seen as a person of good will.

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

Johnny judges others by their verbal skills and warmth. He is always concerned with other people's feelings and thoughts. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is both a good talker and a good listener. Johnny 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 mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is good at calming conflict situations. Others can sense that he is truly interested in helping people in a conciliatory role. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Concerned about quality.
- Builds confidence in others.
- Respect for authority and organizational structure.
- Optimistic and enthusiastic.
- Will gather data for decision making.
- Team player.
- Flexible.
- People-oriented.

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.

- Make decisions based on surface analysis.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Trust people indiscriminately if positively reinforced by those people.
- Be too verbal in expressing criticism.
- Overestimate his ability to motivate people or change others' behavior.
- 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."

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 ideas for implementing action.
- Use scheduled timetable when implementing new action.
- Give him time to ask questions.
- Leave time for relating, socializing.
- Take time to be sure that he is in agreement and understands what you said.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Support your communications with correct facts and data.
- Provide testimonials from people he sees as important.
- Keep conversation at discussion level.
- Take your time and be persistent.
- Talk about him, his goals and the opinions he finds stimulating.

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.

- Drive on to facts, figures, alternatives or abstractions.
- Be curt, cold or tight-lipped.
- Be dictatorial.
- Take credit for his ideas.
- Be haphazard.
- Rush him in the decision-making process.
- Leave decisions hanging in the air.
- Kid around too much, or "stick to the agenda" too much.
- Talk in a loud voice or use confrontation.
- Talk to him when you're extremely angry.
- Give your presentation in random order.
- Make promises you cannot deliver.

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.

- Capable of addressing conflict for a win-win scenario.
- Willing to be the spokesperson for the team.
- Resourceful and influential in creating effective results.
- Brings enthusiasm to practical situations.
- Wants to control his destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.
- Loyal and consistent in using the resources he has been allocated.
- Wants to do his part to keep things efficient and consistent.

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 disclose their agenda to the wrong people.
- May struggle with hearing and applying constructive criticism.
- Overestimates what others will contribute.
- May not recognize increased risk associated with bigger rewards.
- Has strong opinions but may not always share them.
- May let other's criticism of his work continually frustrate him.
- May never get a good plan off the ground if he feels rushed.
- May overlook opportunity for added efficiency out of fear of change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Needs personal attention from his manager and compliments for each assignment well done.
- The need for consistent, reliable and stable contributions to the bottom-line.
- A manager that brings people and excitement into the act of doing business.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- A forum to celebrate successes as an individual.

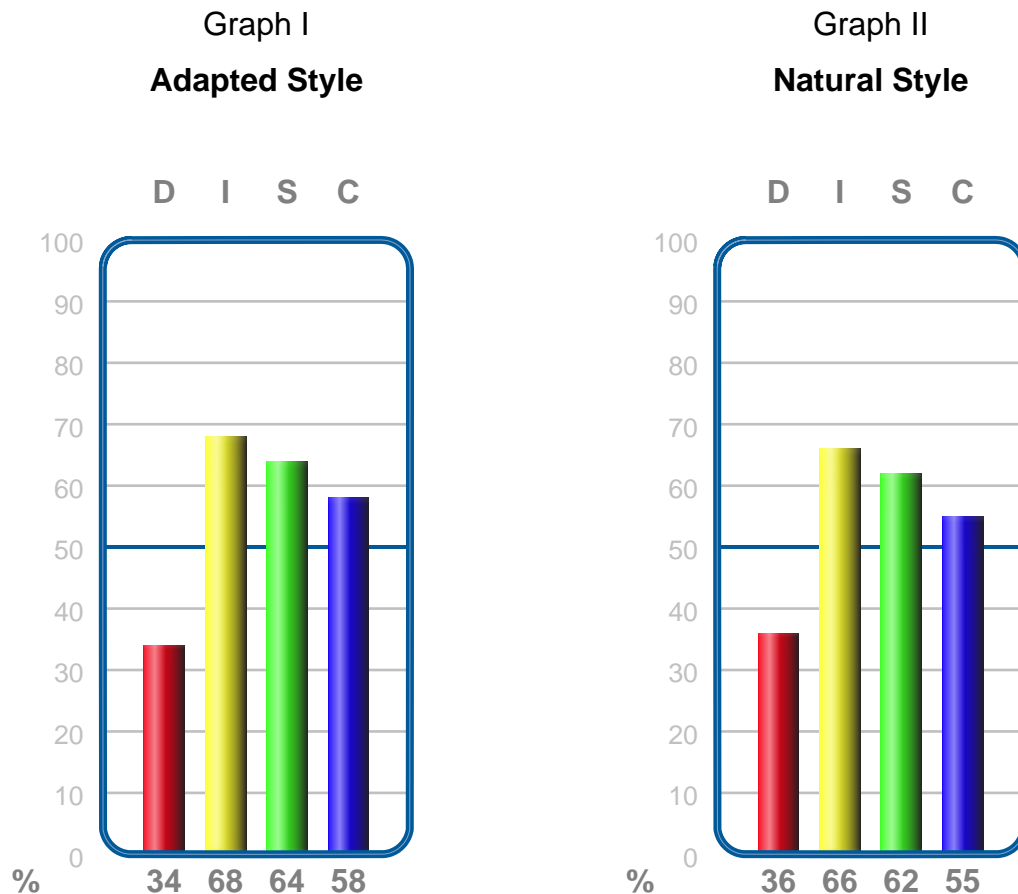
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- Freedom from control and detail.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- To be the spokesperson for team and organizational accomplishments.
- The power to protect those he trusts or is loyal to.
- Opportunities for advancement and new experiences.

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:

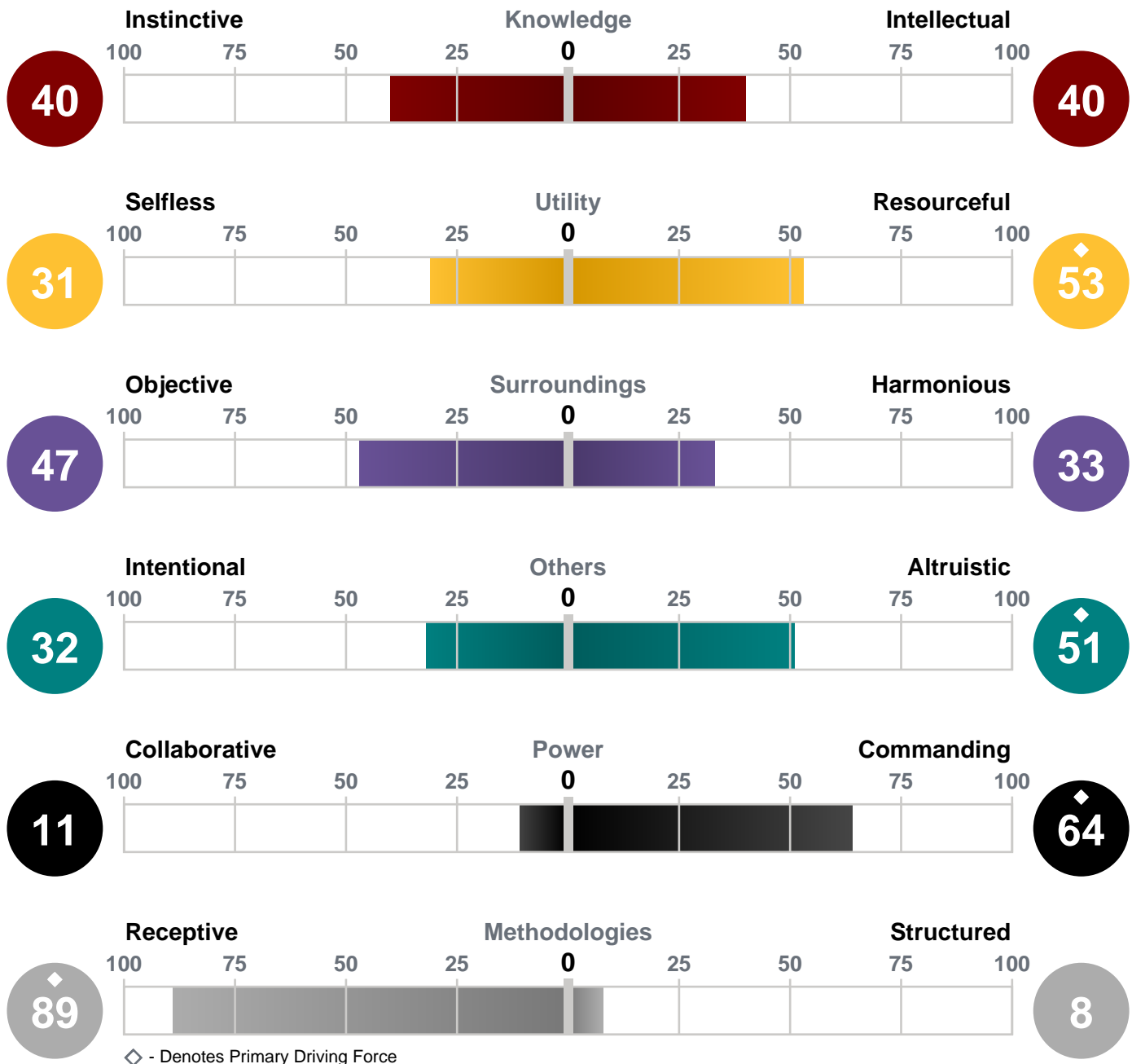
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Johnny is good at achieving goals.
- He will work long and hard to satisfy his needs.
- Johnny 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 evaluates things for their utility and economic return.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He may use wealth as a yardstick to measure his work effort.

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.

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

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

- Unpleasant surroundings will not stifle his creativity.
- Johnny is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- Johnny's passion in life will be found in one or two of the other motivators discussed in this report.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Intellectually, Johnny can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.

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.

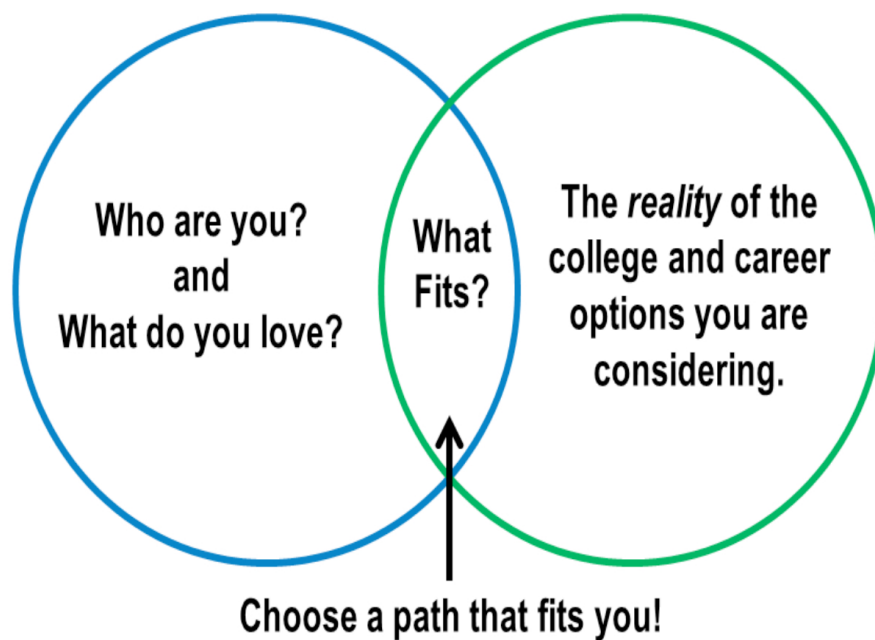
- Traditions will not place limits or boundaries on Johnny.
- It may be hard to manipulate Johnny because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Johnny can be creative in interpreting other systems or traditions and selective in applying those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

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

Botany
Composition, Writing
Criminology, Forensics
Geography
Information Technology
Photography and Studio Art

Business

General Management

Career and Technical

Building Inspector
Carpentry
Chef, Food Preparation
Electrician
Massage Therapy
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Bio Engineering
Civil Engineering
Computer Engineering

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Diagnostic, Scanning Technician
Ecommerce
Multimedia, Digital Communications
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Urban and City Planning
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Hospital and Health Administration
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Pre-Medicine

Other Career Paths

Apparel Fashion
Fitness and Exercise Science

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
19-3094	4+	Political Scientist
19-3011	4+	Economist
19-2012	4+	Physicist
17-2131	4+	Materials 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
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
17-3012	4	Electrical & Electronic Drafter
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
49-3011	2-4	Aircraft Mechanic
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
39-1011	HS	Gaming Supervisor

NEXT STEPS: POSSIBLE CAREER IDEAS

29-2041 HS Emergency Medical Technician & Paramedic

STUDY TIPS

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

Strengths

Capable of addressing conflict for a win-win scenario.

Willing to be the spokesperson for the team.

Resourceful and influential in creating effective results.

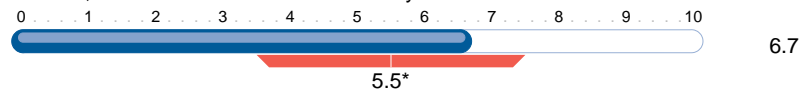
Brings enthusiasm to practical situations.

Wants to control his destiny, but does so in a soft way.

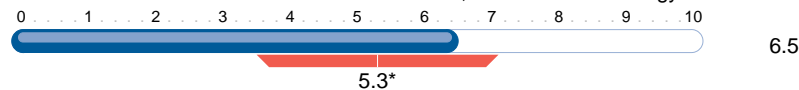
Loyal and consistent in using the resources he has been allocated.

Motivators

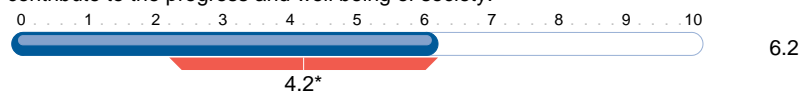
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



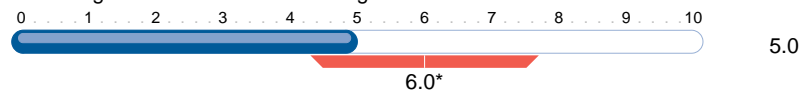
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



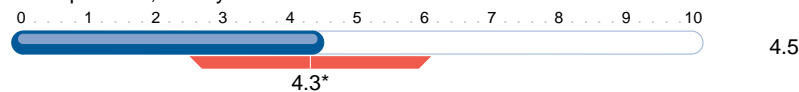
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



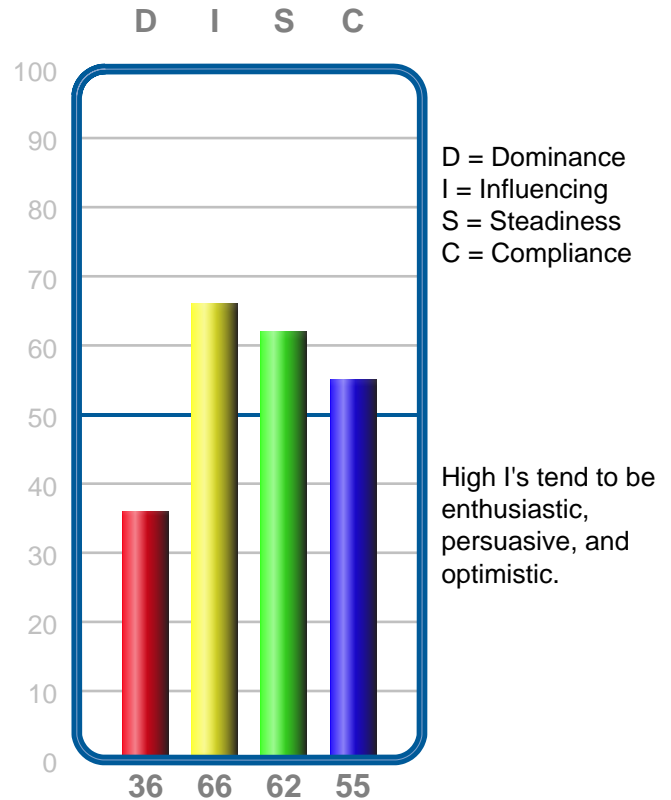
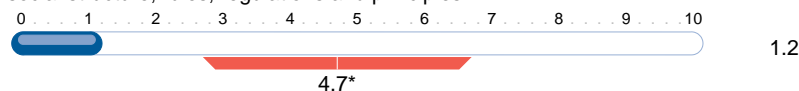
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Will gather data for decision making.

Accomplishes goals through people.

Flexible.

Adaptable.

Team player.

Positive sense of humor.