

Juan De Jesus
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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.

Juan is gregarious and sociable. He will be seen as a good mixer both on or off the job. He can be flexible and diplomatic when the situation calls for it. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He is optimistic and usually has a positive sense of humor. Juan may tend to agree to avoid confrontation. He can be sensitive to criticism of his work and take it as a personal affront. He may equate work criticism as someone's personal displeasure with him. He can be obliging and accommodating; that is, he likes to work with people and help them. He is enthusiastic and usually slow to anger. Juan believes in getting results through other people. He prefers the "team approach." He can be seen as a person of good will.

Juan is good at solving problems that deal with people. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes to participate in decision making. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Juan 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. 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 likes working for managers who make quick decisions.

Juan tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He will optimistically interact with people in an assured, diplomatic and poised manner. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He judges others by their verbal skills and warmth. Juan is people-oriented and verbally fluent. He is good at calming conflict situations. Others can sense that he is truly interested in helping people in a conciliatory role. He usually uses many gestures when talking. He has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Dependable team player.
- Patient and empathetic.
- Verbalizes his feelings.
- People-oriented.
- Builds confidence in others.
- Accomplishes goals through people.
- Builds good relationships.
- Service-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.

- Trust people indiscriminately if positively reinforced by those people.
- Overuse praise in motivating others.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Make decisions based on surface analysis.
- Be too verbal in expressing criticism.

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 guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Provide a friendly environment.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide ideas for implementing action.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Read the body language for approval or disapproval.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Look for hurt feelings or personal reasons if you disagree.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide testimonials from people he sees as important.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

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 dictatorial.
- Be domineering or demanding; don't threaten with position power.
- Legislate or muffle--don't overcontrol the conversation.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- 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.
- Drive on to facts, figures, alternatives or abstractions.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- Take credit for his ideas.
- Talk down to him.
- Debate about facts and figures.
- Be abrupt and rapid.

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.

- Motivates others to express themselves.
- Expresses and strives for a balanced team.
- Willing to share knowledge to benefit the team or organization.
- Volunteers his knowledge on many subjects.
- Highly in tune to the environment and synergy within it.
- Patient with and willing to listen to the feelings of others.
- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.

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.

- Overly optimistic in his ability to bring balance to any situation.
- Has difficulty looking at situations objectively.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.
- Keeps to himself resulting in unexpressed viewpoints.
- Wants to enhance surroundings, but struggles with the need to change.
- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Needs personal attention from his manager and compliments for each assignment well done.
- Information to support the reasons for change.
- A forum to be curious about the discovery of new information.
- A fun and creative working environment.
- An environment that supports time-tested, proven processes for completing tasks.

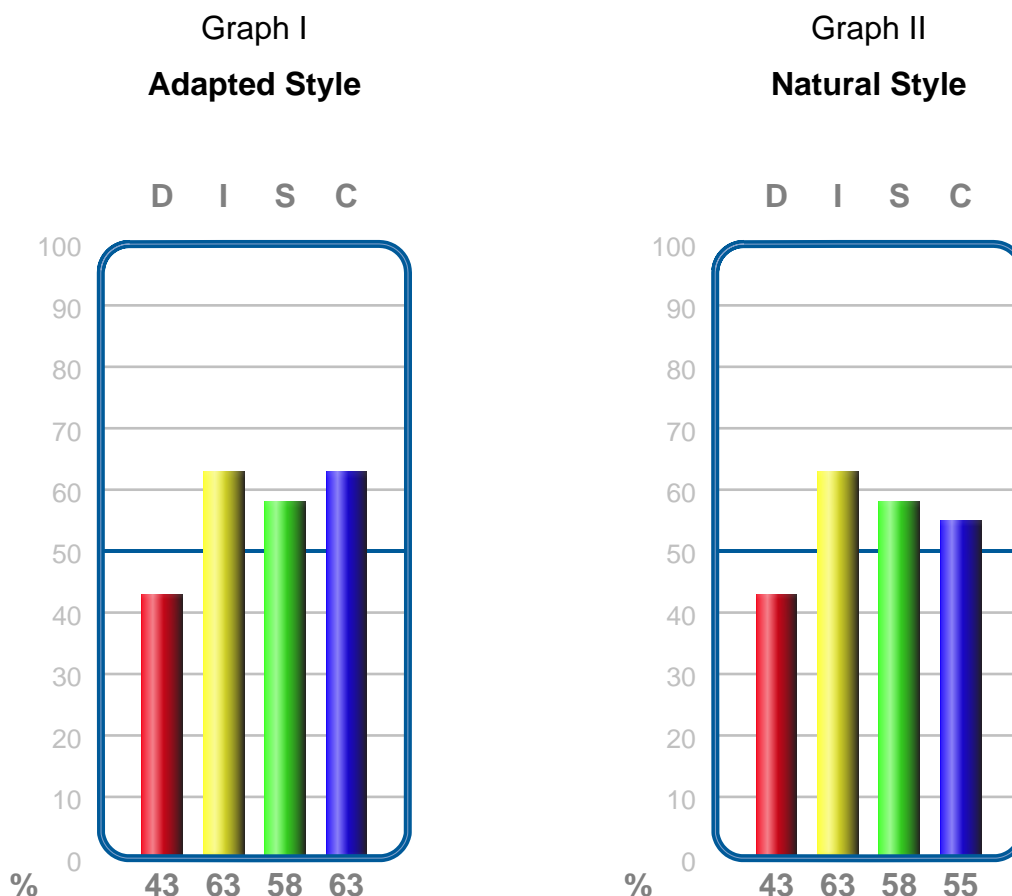
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- A friendly work environment.
- An opportunity to methodically layout research and work through the information-gathering process.
- To be able to seek out new information that will be valuable to share with others.
- The experience of the people and the surroundings to be happy and balanced.
- A proper work/life balance and a physical space that feels like home.

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:

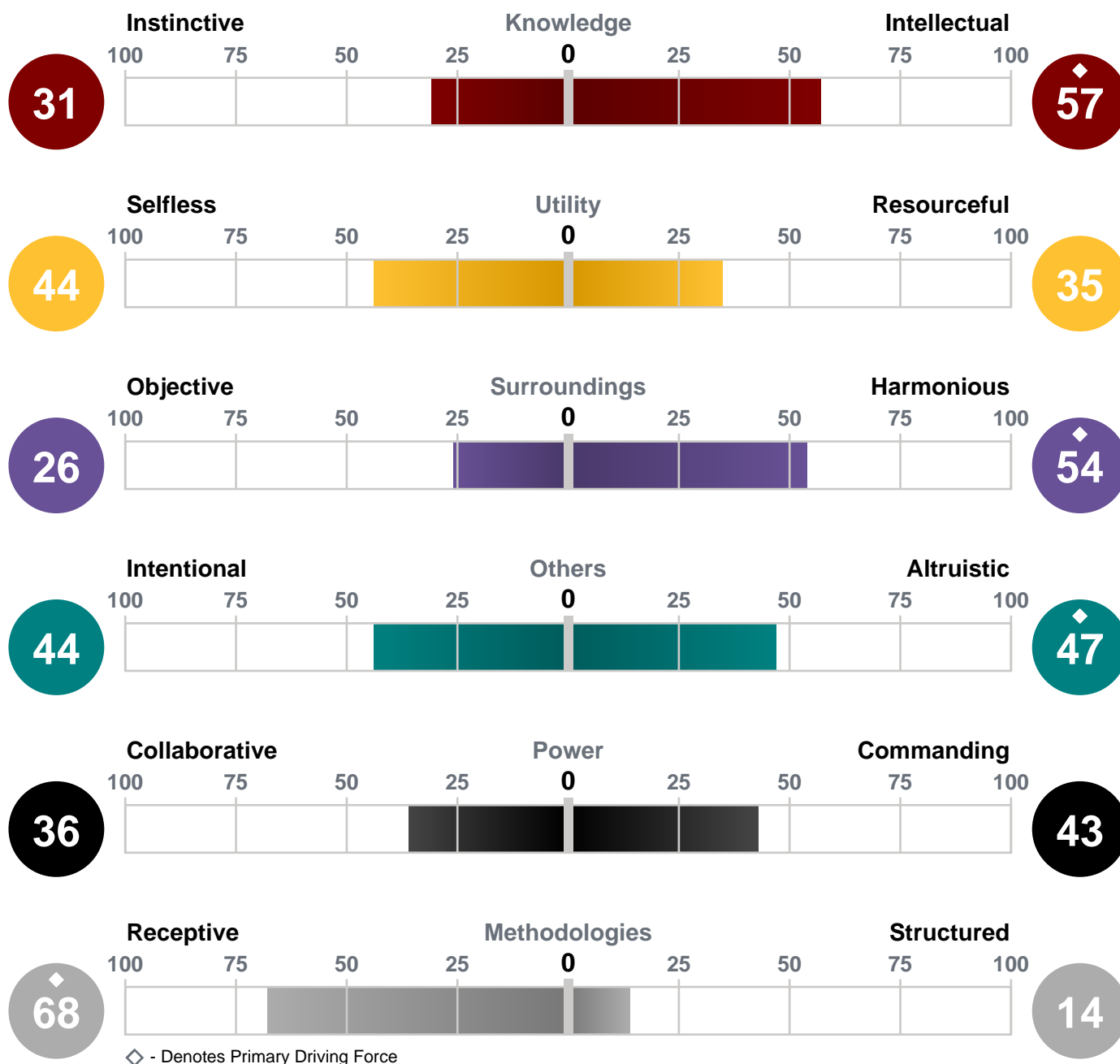
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- Juan's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Juan will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

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.

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

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
Broadcasting
Entertainment and Arts Management
Information Technology
Interior Design
Library Science
Music Composition
Photography and Studio Art
Web Design, Web Administration

Business

Business Communications, Public Relations
Facilities Planning and Management
General Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Chef, Food Preparation
Dental Assistance
Drafting
Speech and Language Pathology

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Environmental Engineering
Industrial Engineering
Materials Engineering
Operations Research

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning
Videography

Health Sciences

Counseling
Exercise Science
Hospital and Health Administration
Kinesiology
Nursing
Pre-Medicine

Other Career Paths

Apparel Fashion

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
19-3093	4+	Historian
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress

NEXT STEPS: POSSIBLE CAREER IDEAS

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
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
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
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
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
39-6012	HS	Concierge
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

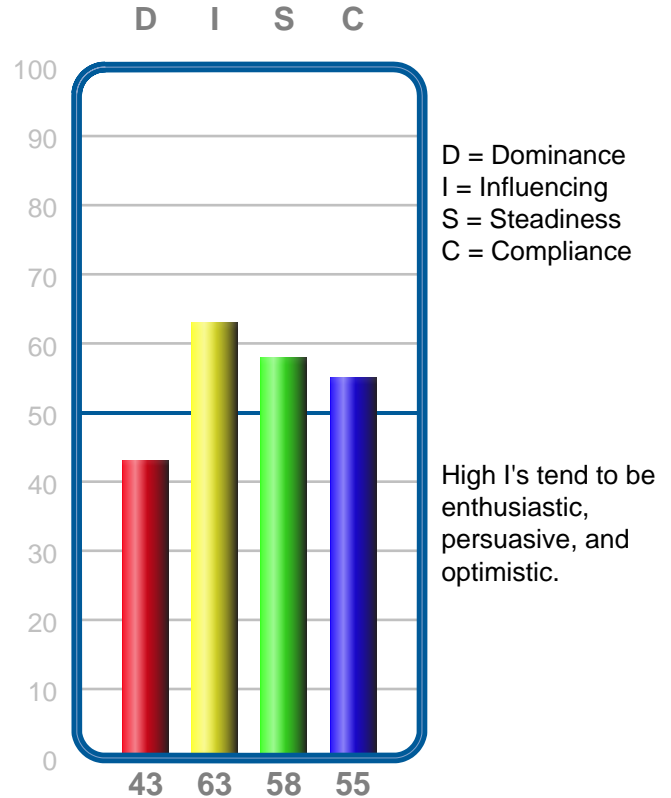
- Quiz yourself and others about ideas you are learning.
- Meditate and think positive thoughts before taking an exam.
- Set realistic goals.
- Put words you have trouble spelling on your mirror so you see them daily.
- Take meaningful notes.
- Socialize after studying - not before.
- Track your time and see how you are spending it and add more time for studying if needed.
- Try new ways of learning.
- Don't doodle.
- Study in groups of two or more.
- Study and review notes just before class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.

Strengths

- Motivates others to express themselves.
- Expresses and strives for a balanced team.
- Willing to share knowledge to benefit the team or organization.
- Volunteers his knowledge on many subjects.
- Highly in tune to the environment and synergy within it.
- Methodical and reliable researcher.

Motivators

- 1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.
0 1 2 3 4 5 6 7 8 9 10
4.3*
- 2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
0 1 2 3 4 5 6 7 8 9 10
6.0*
- 3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.
0 1 2 3 4 5 6 7 8 9 10
4.2*
- 4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
0 1 2 3 4 5 6 7 8 9 10
5.3*
- 5. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.
0 1 2 3 4 5 6 7 8 9 10
5.5*
- 6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.
0 1 2 3 4 5 6 7 8 9 10
4.7*



Value to a Team

- Optimistic and enthusiastic.
- Accomplishes goals through people.
- Works for a leader and a cause.
- Creative problem solving.
- Service-oriented.
- Builds confidence in others.