

kirby guerrero
10-11-2016



TABLE OF CONTENTS

MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

kirby likes to develop people and build organizations. He prefers working for a participative manager. He does his best work in this kind of environment. He is good at creating enthusiasm in others. He likes freedom from many controls. kirby wants to be seen as his own person, but usually projects it in friendly terms. He wants to be seen not only as a team player, but also as a leader of the team. He, an outgoing person, feels at home with strangers. He likes quality social relationships. He often will become friends with his customers or clients. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He likes to get results through others. He is at his best when he has people working with him.

kirby tends to break the rules and then attempts to sell you on the fact it was the proper thing to do. He makes quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Sometimes he will seek the quick and simple decision. His aversion to detailed work motivates his desire for simplicity. kirby may leap to a favorable conclusion without considering all the facts. He is good at solving problems that deal with people. He tends to make snap judgments or impulsive decisions. He can make decisions even though some of the facts to support the decision may be missing.

kirby will often verbalize his need to be his own person. He will know many people. He has a tendency to be a name dropper. He may do this without thinking, trying to establish rapport with people he may not know well. He will optimistically interact with people in an assured, diplomatic and poised manner. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, kirby will attempt to put them at ease. kirby may have a tendency to oversell certain styles. He is people-oriented and verbally fluent. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. 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

- People-oriented.
- Builds confidence in others.
- Has the confidence to do the difficult assignments.
- Can support or oppose strongly.
- Self-reliant.
- Accomplishes goals through people.
- Big thinker.

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 inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Take information at face value without validation or substantial investigation.
- Be so enthusiastic that he can be seen as superficial.

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.

- Appeal to the benefits he will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Be brief--be bright--be gone.
- Provide testimonials from people he sees as important.
- Ask for his opinions/ideas regarding people.
- Speak at a rapid pace.
- Clarify any parameters in writing.
- Provide solutions--not opinions.
- Provide ideas for implementing action.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Read the body language for approval or disapproval.
- Provide a warm and friendly environment.

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.

- Give him your opinion unless asked.
- Drive on to facts, figures, alternatives or abstractions.
- Hesitate when confronted.
- Be paternalistic.
- Let him overpower you with verbiage.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Leave decisions hanging in the air.
- "Dream" with him or you'll lose time.
- Be curt, cold or tight-lipped.

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.

- Utilizes people to win and accomplish goals.
- Motivates others to be the best they can be.
- Brings balance to the organization in a positive and friendly way.
- Motivates others to express themselves.
- Seeks the challenge and opportunity to win.
- Forward-looking to improve himself or a situation.
- Seen as a leader in his hobbies and interests.
- An independent self-starter who will refine and enhance his surroundings.

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.

- As a leader may over focus on self and his own needs.
- He may overestimate his authority.
- Spends too much time self-reflecting and not enough time following through.
- Overly optimistic in his ability to bring balance to any situation.
- Takes on too much, too soon, too fast to maintain control.
- May always want to display his superiority through problems or challenges.
- Will want balance and harmony immediately.
- May communicate bluntly and not fully express what he thinks and feels.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An innovative and futuristic-oriented environment.
- Assignments with a high degree of people contacts.
- A forum to participate in meetings with others in an inviting meeting space.
- Freedom to decorate office area with a status-conscience efficiency.
- A "can-do" environment filled with optimistic people.
- Management that appreciates and rewards powerful risk-taking.

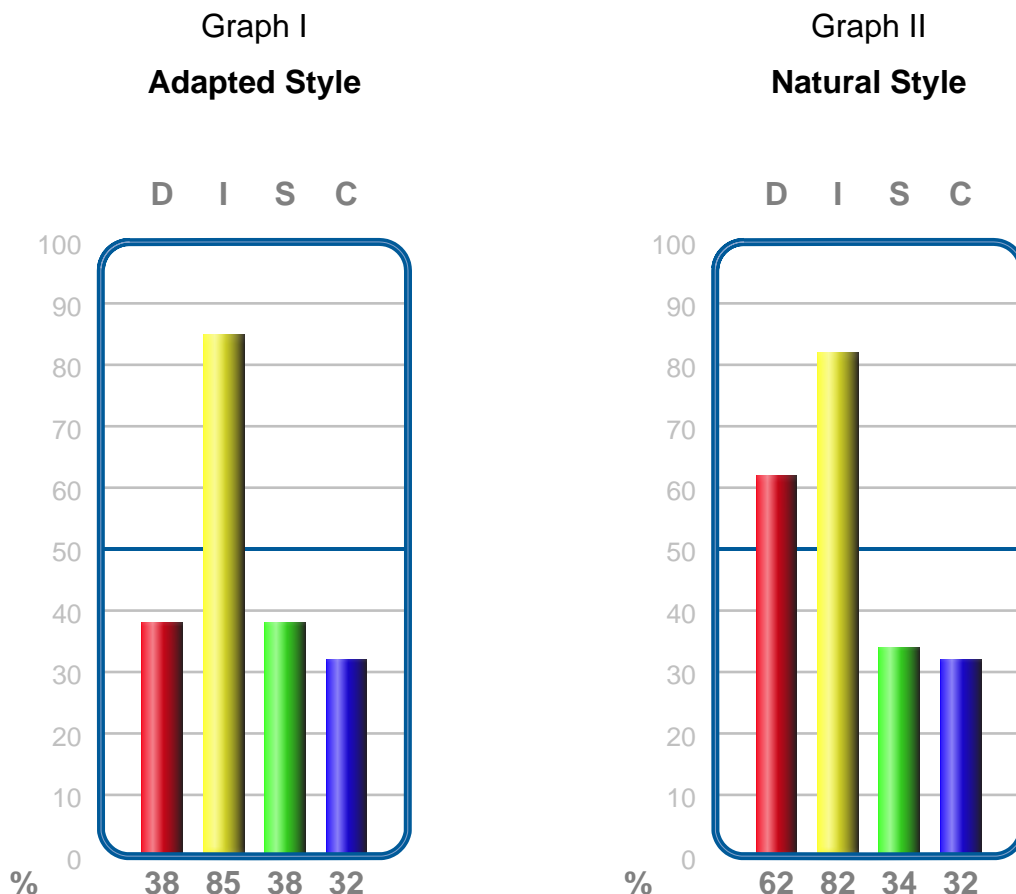
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity to verbalize his ideas and demonstrate his skills.
- Freedom to talk and participate on the team.
- To be involved in keeping morale high and an overall harmonious work environment.
- Things done now and to the highest level of appeal possible in a streamlined way.
- To lead people toward his vision.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.

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:

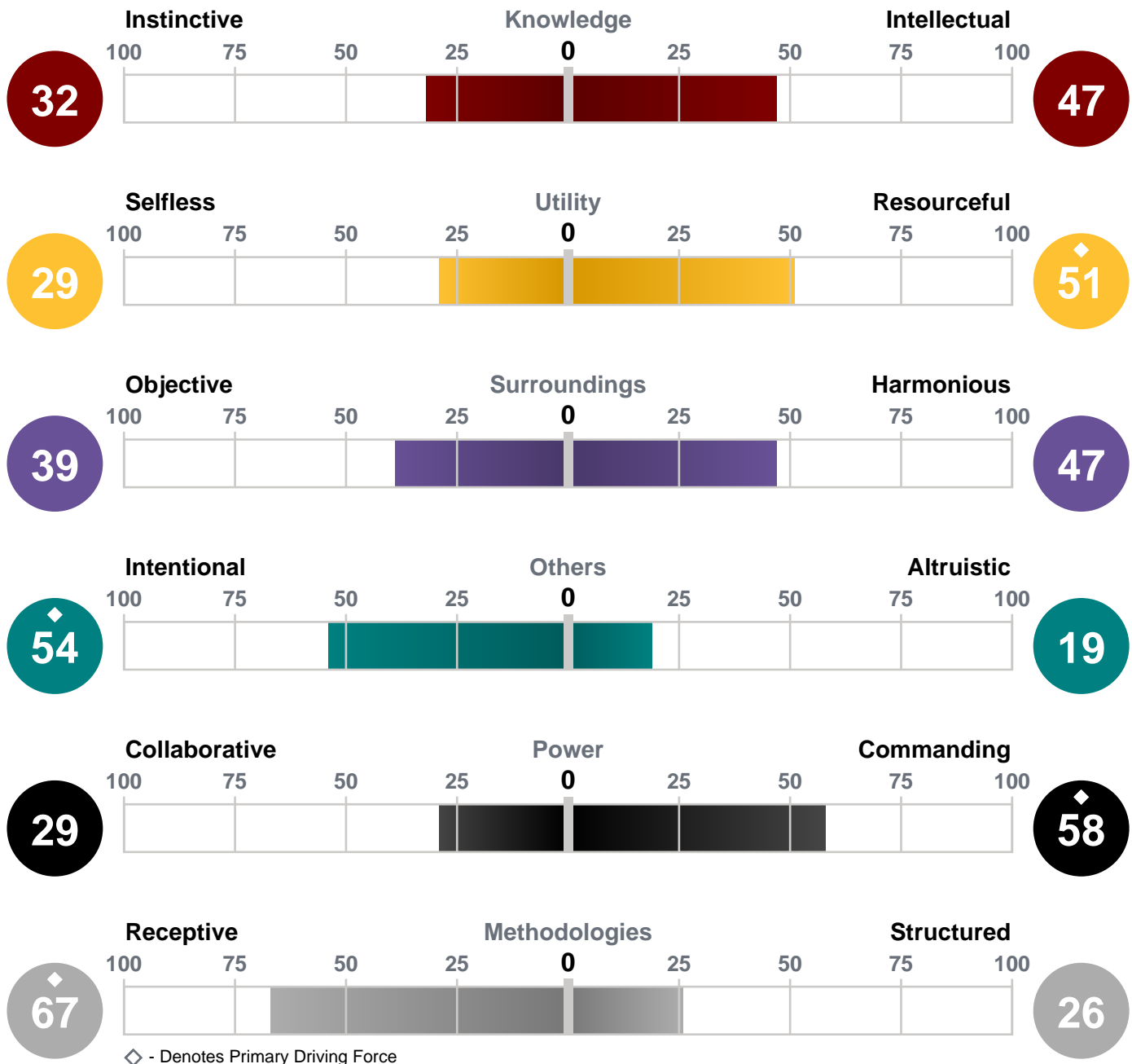
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Form and harmony provide him with an experience to remember.
- kirby uses his aesthetic talent to impress others.
- kirby will evaluate things based on artistic beauty and usefulness.
- Decorating his surroundings so they are visually pleasing is enjoyable for kirby.
- kirby looks for and appreciates the beauty in things.
- Dressing for success comes naturally to kirby. 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.

- He may use wealth as a yardstick to measure his work effort.
- kirby is good at achieving goals.
- kirby tends to give freely of time and resources, but will want and expect a return on his investment.
- He will work long and hard to satisfy his needs.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He evaluates things for their utility and economic return.

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.

- In those areas where kirby 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, kirby will have a tendency to rely on his intuition or practical information in this area.
- kirby has the potential to become an expert in his chosen field.
- If kirby 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.
- kirby will seek knowledge based on his needs in individual situations.
- kirby 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.

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

- kirby's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, kirby will want to set his own rules which will allow his own intuition to guide and direct his actions.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- Traditions will not place limits or boundaries on kirby.
- kirby can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate kirby 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.

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

Broadcasting
Communications
Entertainment and Arts Management
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Finance and Investments
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Entrepreneurism

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Desktop Publishing
Ecommerce
Entrepreneurial Studies
Inside Sales
Life Coaching
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Outside Sales
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Exercise Science
Kinesiology
Physical Therapy, Sports Medicine
Pre-Ophthalmology

Other Career Paths

Apparel Fashion
Business Sales
Customer Account Management and Service
Event Planning
Interior Design
Real Estate Development
Recreation and Tourism

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
27-1011	4+	Art Director
19-3051	4+	Urban & Regional Planner
17-2081	4+	Environmental Engineer
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1026	2	Merchandise Displayer & Window Trimmer
43-5011	HS	Cargo & Freight Agent
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

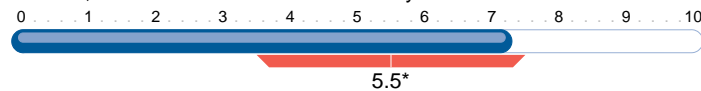
- Track your time and see how you are spending it and add more time for studying if needed.
- Take meaningful notes.
- Read an article on listening and note taking.
- Don't put off studying until the last minute.
- Don't let your ego keep you from studying.
- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Use recitation to embed fact and ideas.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Socialize after studying - not before.
- Think positively about subjects that give you difficulty.
- Develop good study habits and follow them everyday.

Strengths

- Utilizes people to win and accomplish goals.
- Motivates others to be the best they can be.
- Brings balance to the organization in a positive and friendly way.
- Motivates others to express themselves.
- Seeks the challenge and opportunity to win.
- Seen as a leader in his hobbies and interests.

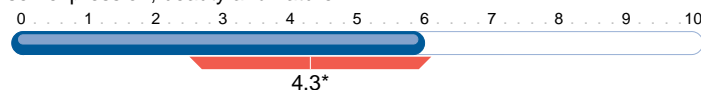
Motivators

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



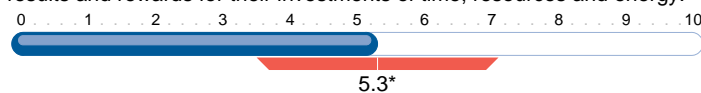
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



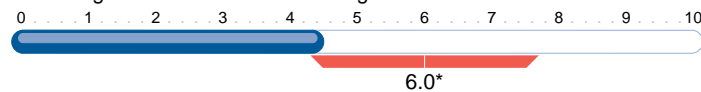
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



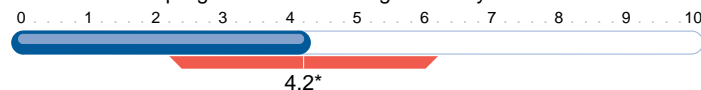
5.3

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



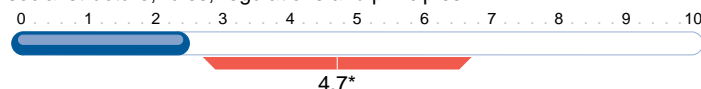
4.5

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

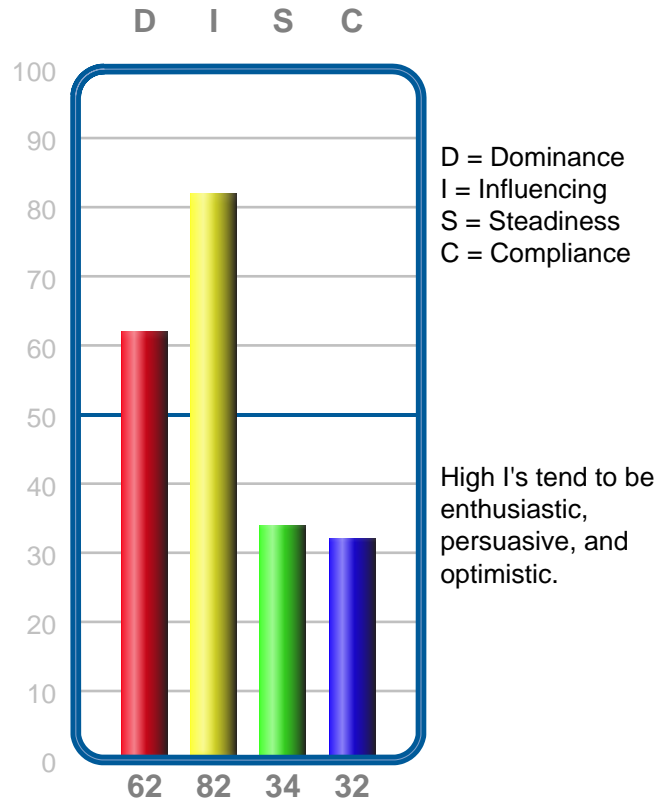


4.3

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



2.5



Value to a Team

- Negotiates conflicts.
- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Pioneering.
- Big thinker.
- Team player.