

elvis felix
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.

elvis likes to set his own pace. When others try to rush him, he feels threatened and may balk. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He tends to build a close relationship with a relatively small group of associates. When people are involved, he may not always be precise about the use of his time. When the time is right, elvis can stand up aggressively for what he believes. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. elvis doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. At times, elvis would like to slow the world down and cut out some of the activities people want him involved in.

elvis prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He is persistent and persevering in his approach to achieving goals. elvis often thinks over major decisions before acting. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family."

elvis likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He 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. elvis will be open with those he trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Positive sense of humor.
- Accomplishes goals through people.
- Creative problem solving.
- Patient and empathetic.
- Dependable team player.
- People-oriented.
- Works for a leader and a cause.
- Builds good relationships.

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.

- Hold a grudge if his personal beliefs are attacked.
- Be too conservative--bides time and avoids much that is new.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not let others know where he stands on an issue.
- Not take action against those who challenge or break the rules or guidelines.
- Take criticism of his work as a personal affront.
- Underestimate his abilities.
- Be dependent on others for decisions, even if he knows he is right.

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.

- Ask "how?" questions to draw his opinions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide testimonials from people he sees as important.
- Define clearly (preferably in writing) individual contributions.
- Talk about him, his goals and the opinions he finds stimulating.
- Start, however briefly, with a personal comment. Break the ice.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Leave time for relating, socializing.
- Provide a friendly environment.
- Move casually, informally.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Be domineering or demanding; don't threaten with position power.
- "Dream" with him or you'll lose time.
- Be abrupt and rapid.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to him.
- Take credit for his ideas.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean him by using subtlety or incentive.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Drive on to facts, figures, alternatives or abstractions.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Leave decisions hanging in the air.

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.

- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.
- Will keep sensitive information under lock and key.
- Delivers his knowledge and wisdom objectively.
- Great at generating excitement in others and getting people on board.
- Wants to be seen as a leader in humanitarian issues.
- Thinks outside of the box when gathering information.
- Volunteers his knowledge on many subjects.

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.

- May not always stand up for oneself or others.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May not pursue knowledge if it jeopardizes his security.
- Resents change without logical facts and reasoning behind the change.
- Has trouble making difficult decisions that affect others.
- When helping others, may talk too much about himself.
- May overlook vital details in his pursuit of information.
- May present facts and figures with too much emotion.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Democratic supervisor with whom he can associate.
- A credible manager that provides enough information.
- Continuous learning in a team atmosphere where people share openly.
- Ability to achieve results through the interaction with and helping of others.
- An opportunity to help others without being in the limelight.

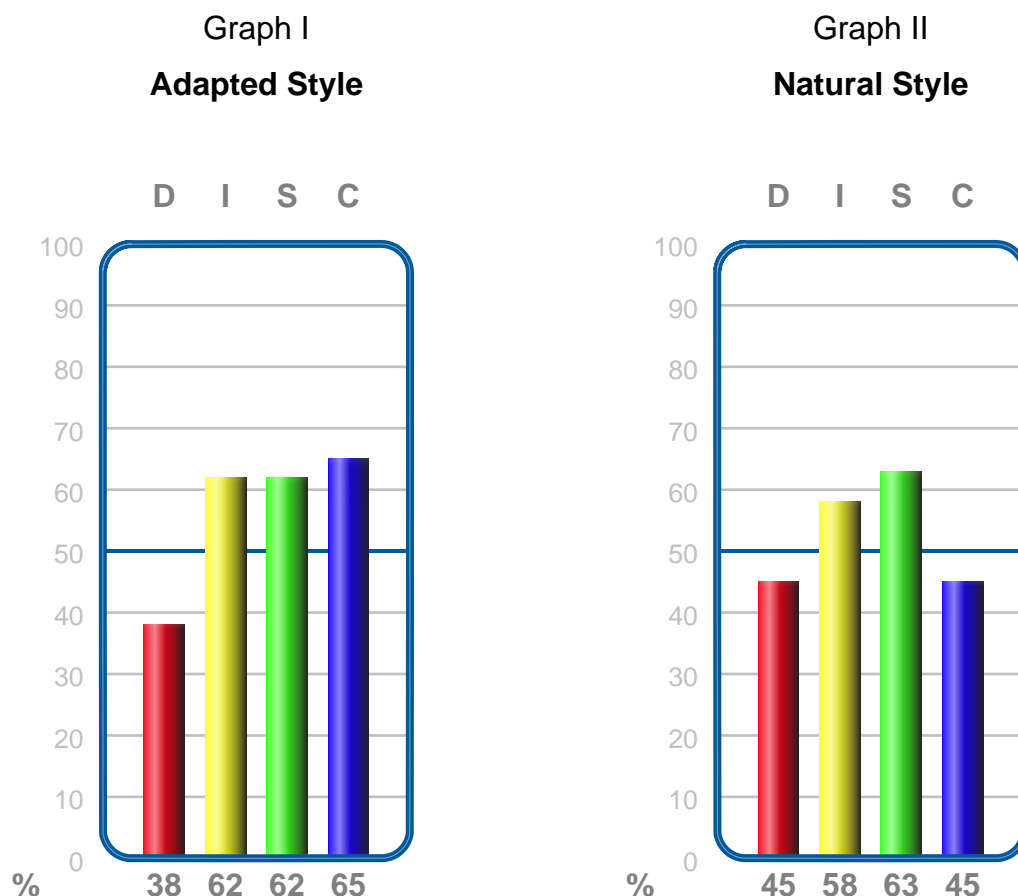
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Participation in meetings on future planning.
- To be seen as the keeper of information.
- To research new information in a team environment requiring people interaction.
- An opportunity to express how he can improve society.
- To develop methodical and fair ways to help others.

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.



Norm 2015 R4

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:

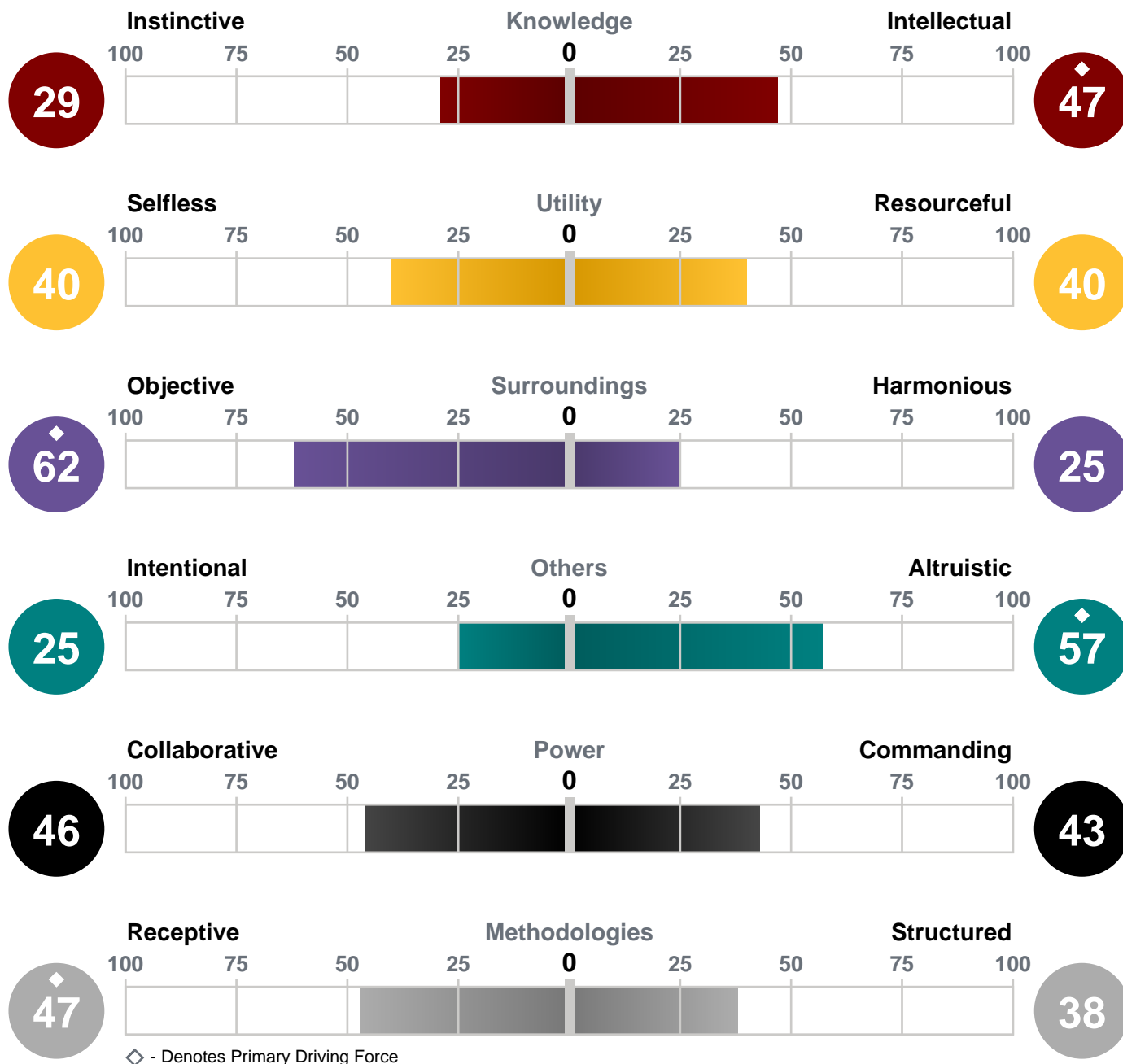
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- He believes charities should be supported.
- elvis is patient and sensitive to others.
- elvis will be generous with time, research and information on social problems.
- He is generous with his time, talent and resources for those in need.
- Helping the homeless may be one of his concerns.
- Saying "no" is difficult when others need his time or talent.
- He will have a keen interest in improving society.

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.

- elvis is very good at integrating past knowledge to solve present problems.
- elvis 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.
- elvis has the potential to become an expert in his chosen field.
- A comfortable job for elvis is one that challenges his knowledge.
- He will usually have the data to support his convictions.

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.

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

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.

- elvis lets his conscience be his guide.
- elvis at times will evaluate others based on his rules for living.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- elvis needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.

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.

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

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.

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

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

Chemistry
Criminology, Forensics
Information Technology
Legal Assistance, Paralegal Studies
Library Science
Neuroscience

Business

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

Career and Technical

Dental Assistance
Speech and Language Pathology

Engineering

Bio Engineering
Chemical Engineering
Civil Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Ecommerce
Educational Administrator
Medical Ethics
Nonprofit Management

NEXT STEPS: POSSIBLE DEGREE MATCHES

Nutrition and Diet Science
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Urban and City Planning

Health Sciences

Counseling
Hospital and Health Administration
Nursing
Pharmaceutical
Pre-Medicine

Other Career Paths

Military Service
Police and Fire Services

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

| CODE | EDUCATION | OCCUPATION |
|------------|-----------|---|
| 29-2031 | 4+ | Cardiovascular Technician |
| 29-1127 | 4+ | Speech-Language Pathologist |
| 29-1126 | 4+ | Respiratory Therapist |
| 29-1122 | 4+ | Occupational Therapist |
| 29-1071.00 | 4+ | Physician Assistant |
| 29-1041 | 4+ | Optometrist |
| 25-4012 | 4+ | Curator |
| 21-2011 | 4+ | Clergy |
| 21-1029 | 4+ | Social Worker |
| 21-1019 | 4+ | Counselor |
| 19-3091 | 4+ | Anthropologist & Archaeologist |
| 19-3051 | 4+ | Urban & Regional Planner |
| 19-3041 | 4+ | Sociologist |
| 19-3031.02 | 4+ | Psychologist |
| 19-2043 | 4+ | Hydrologist |
| 19-2041 | 4+ | Environmental Scientist & Specialist including Health |
| 19-2012 | 4+ | Physicist |
| 19-1023 | 4+ | Zoologist & Wildlife Biologist |
| 17-2081 | 4+ | Environmental Engineer |
| 11-9039 | 4+ | Distance Learning Coordinator |
| 11-3049 | 4+ | Human Resources, Manager, all other |
| 41-3041 | 4 | Travel Agent |
| 41-3021 | 4 | Insurance Sales Agent |
| 29-9091 | 4 | Athletic Trainer |
| 29-2021 | 4 | Dental Hygienist |
| 29-2011 | 4 | Medical & Clinical Lab Technician |
| 29-1125 | 4 | Recreational Therapist |
| 29-1111 | 4 | Registered Nurse |
| 29-1031 | 4 | Dietician & Nutritionist |
| 27-3043 | 4 | Writer & Author |

NEXT STEPS: POSSIBLE CAREER IDEAS

| | | |
|---------|------|---|
| 27-3031 | 4 | Public Relations Specialist |
| 25-2031 | 4 | Teacher, Secondary |
| 25-2022 | 4 | Teacher, Middle School |
| 25-1053 | 4 | Teacher, Post-secondary Environmental Science |
| 19-3021 | 4 | Market Research Analyst |
| 13-1121 | 4 | Meeting & Convention Planner |
| 15-1081 | 2-4+ | Network Systems & Data Communications Analyst |
| 43-4051 | 2-4 | Customer Service Representative |
| 43-1011 | 2-4 | Office and Administrative Support |
| 41-1012 | 2-4 | Manager, Supervisor, non retail |
| 17-3026 | 2-4 | Industrial Engineering Technician |
| 11-9061 | 2-4 | Funeral Director |
| 27-1014 | 2+ | Artist & Animator, multi-media |
| 25-2011 | 2+ | Teacher, Preschool |
| 49-2094 | 2 | Electrical and Electronic Repairer |
| 49-2011 | 2 | Computer Teller/Office Machine Repairer |
| 41-2031 | 2 | Retail Salesperson |
| 39-9032 | 2 | Recreational Worker |
| 39-6031 | 2 | Flight Attendant |
| 39-5011 | 2 | Barber & Cosmetologist |
| 31-9092 | 2 | Medical Assistant |
| 31-9011 | 2 | Massage Therapist |
| 25-9031 | 2 | Instructional Coordinator |
| 11-3051 | 2 | Industrial Production Manager |
| 21-1093 | HS-4 | Social & Human Services Assistant |
| 43-4171 | HS | Receptionist and Information Clerk |
| 43-4161 | HS | Human Resources Assistant |
| 43-4151 | HS | Order Clerk |
| 43-4081 | HS | Hotel, Motel and Resort Clerk |
| 41-9011 | HS | Product Promoter & Demonstrator |
| 41-2021 | HS | Counter and Rental Clerk |
| 41-2011 | HS | Cashier |
| 39-9011 | HS | Child Care Worker |
| 39-6012 | HS | Concierge |
| 29-2041 | HS | Emergency Medical Technician & Paramedic |
| 27-1023 | HS | Floral Designer |

STUDY TIPS

- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- Meditate and think positive thoughts before taking an exam.
- Review your notes after class.
- Study in groups of two or more.
- Set realistic goals.
- Put words you have trouble spelling on your mirror so you see them daily.
- Socialize after studying - not before.
- Quiz yourself and others about ideas you are learning.
- Review notes from previous lessons to prepare yourself for the next.
- Use short sentences when taking notes - leave out unnecessary words.
- Study and review notes just before class starts.
- Don't doodle.

Strengths

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

Strong supporter, therefore, always willing to help.

Will keep sensitive information under lock and key.

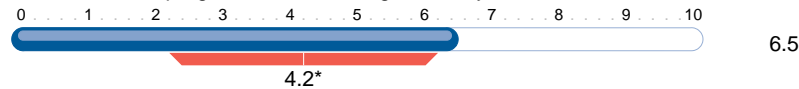
Delivers his knowledge and wisdom objectively.

Great at generating excitement in others and getting people on board.

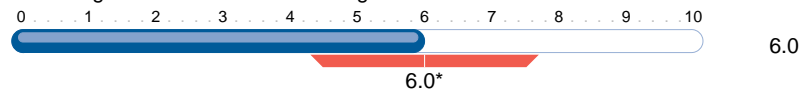
Thinks outside of the box when gathering information.

Motivators

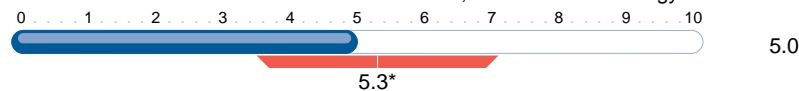
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



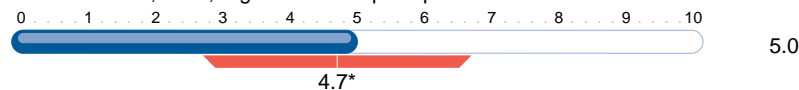
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



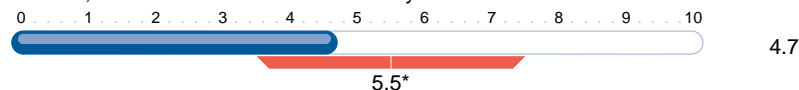
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



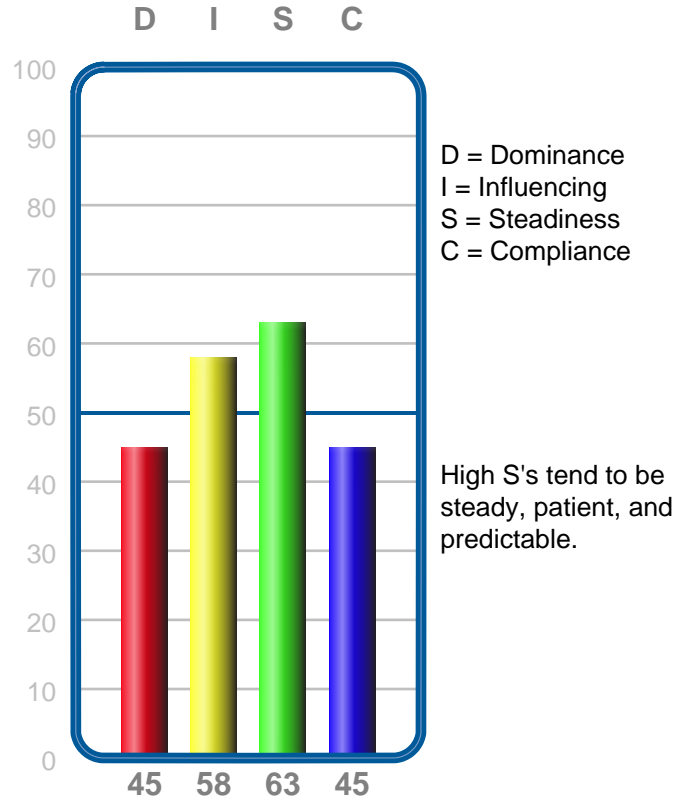
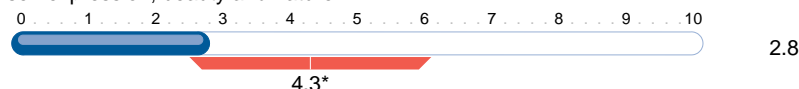
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Accomplishes goals through people.

Verbalizes his feelings.

People-oriented.

Creative problem solving.

Works for a leader and a cause.

Patient and empathetic.