

emmanuel penaloza
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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.

emmanuel is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. He dislikes volunteering his opinion until he has collected sufficient information to warrant an opinion. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. emmanuel needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. He does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. Relationships with others are warm, personal and lasting. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. At times, emmanuel would like to slow the world down and cut out some of the activities people want him involved in. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family.

emmanuel is persistent and persevering in his approach to achieving goals. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. He tries to use balanced judgment. He is the person who brings stability to the entire team. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. 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."

emmanuel does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. 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. 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. emmanuel likes a friendly, open style of communication. He will be open with those he trusts; however, reaching the required trust level may take time. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Dependable team player.
- People-oriented.
- Respect for authority and organizational structure.
- Works for a leader and a cause.
- Flexible.
- Will gather data for decision making.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Hold a grudge if his personal beliefs are attacked.
- Be defensive when risk is involved--move towards maintaining status quo.
- Take criticism of his work as a personal affront.
- Underestimate his abilities.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be too conservative--bides time and avoids much that is new.

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.

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Define clearly (preferably in writing) individual contributions.
- Take time to be sure that he is in agreement and understands what you said.
- Provide solid, tangible, practical evidence.
- Use scheduled timetable when implementing new action.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Look for hurt feelings or personal reasons if you disagree.
- Keep conversation at discussion level.
- 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.

- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.
- Be abrupt and rapid.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Be haphazard.
- Rush him in the decision-making process.
- Debate about facts and figures.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Give your presentation in random order.
- Manipulate or push him into agreeing because he probably won't fight back.
- Use testimonies from unreliable sources.
- 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.

- Delivers his knowledge and wisdom objectively.
- Will keep sensitive information under lock and key.
- Steady, consistent and balanced member of the team.
- Accommodating team member that brings balance to the organization.
- Volunteers his knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.
- Motivates others to express themselves.
- Brings enthusiasm to the creative process.

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.

- Resents change without logical facts and reasoning behind the change.
- May not pursue knowledge if it jeopardizes his security.
- Difficulty dealing with diverse situations involving objective views.
- Has difficulty in establishing priorities regarding his feelings.
- May present facts and figures with too much emotion.
- May be too trusting of people as resources.
- Overly optimistic in his ability to bring balance to any situation.
- Can over share personal feelings or emotions.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Needs personal attention from his manager and compliments for each assignment well done.
- Time necessary to gather enough information in order to move forward.
- Continuous learning in a team atmosphere where people share openly.
- Ability to develop new and out-of-the box ideas with others.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.

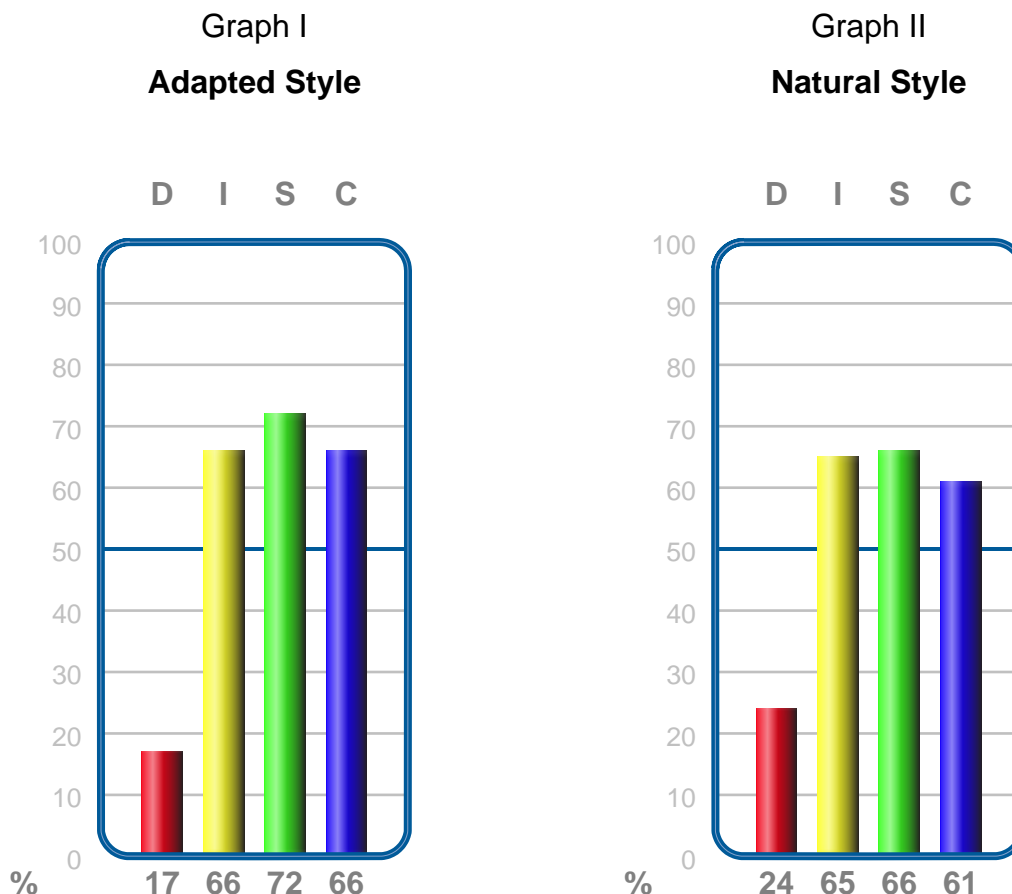
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- A friendly work environment.
- The time to research and layout information in a methodical way.
- To research new information in a team environment requiring people interaction.
- Positive and open interactions between co-workers and management.
- Clearly defined start and finish points on each project or task.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

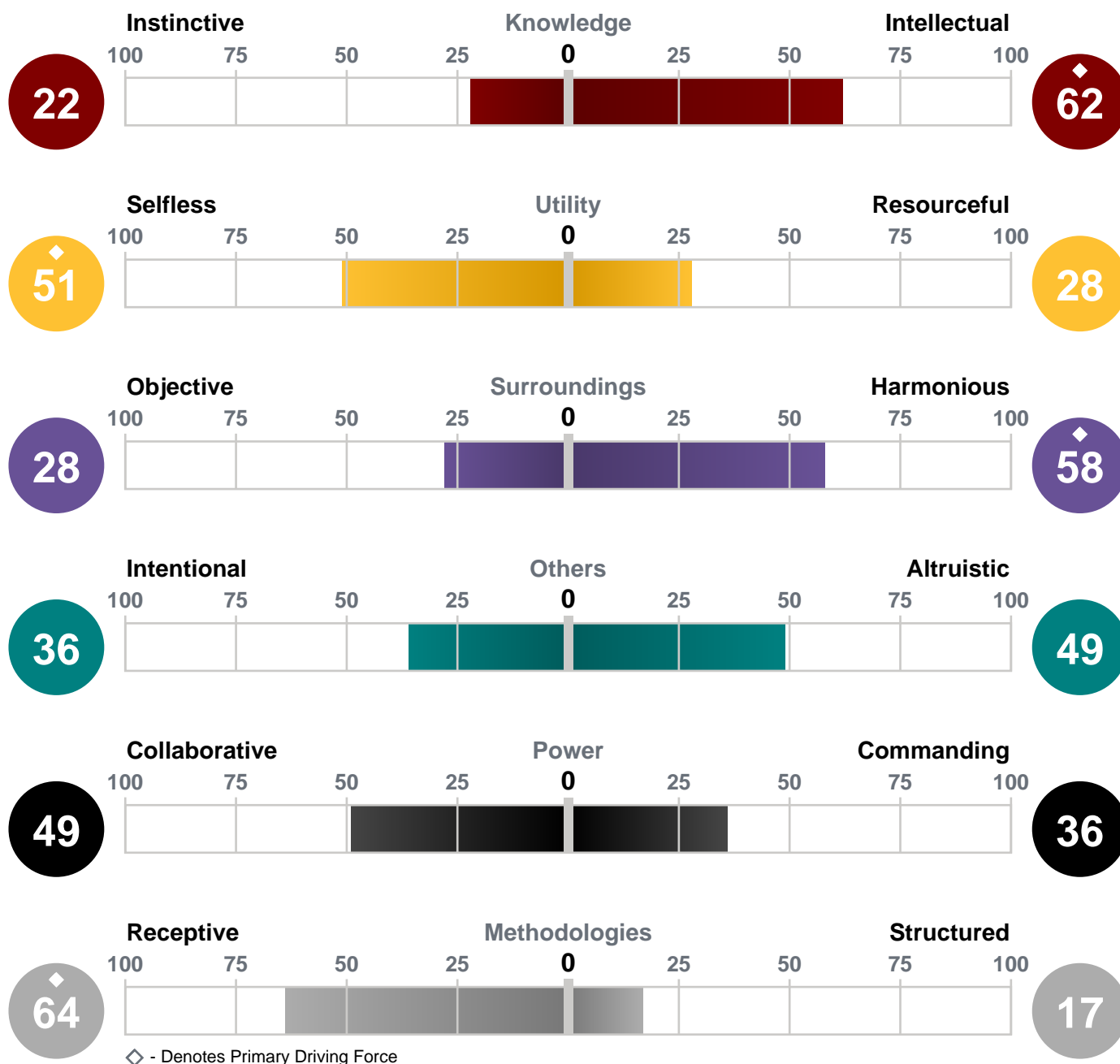
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

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

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.

- emmanuel's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- emmanuel 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 INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

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

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.

- Money and material possessions are not a high priority for emmanuel.
- emmanuel will accept his financial situation and not strive to change it.
- emmanuel will not use money as a scorecard to impress others.
- emmanuel will not be swayed or motivated by what he feels are excessive material goals.
- emmanuel will use his money to satisfy his true motivation.
- Overemphasizing the value of money will bore emmanuel and turn him off.
- There is not a tremendous need for emmanuel to have great sums of money.
- emmanuel will seek a comfort level in his standard of living and try to maintain that level.
- Financial security is not a necessity, but a long-term goal.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.

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.

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

Archaeology
Architecture
Art History
Botany
Geology, Earth Sciences
Information Technology
Interior Design
Music Composition
Music Performance
Paleontology
Photography and Studio Art
Web Design, Web Administration

Career and Technical

Speech and Language Pathology

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Environment, Conservation and Sustainability
Medical Ethics
Renewable Energy
Videography

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Counseling
Exercise Science
Kinesiology

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
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist

NEXT STEPS: POSSIBLE CAREER IDEAS

27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide

NEXT STEPS: POSSIBLE CAREER IDEAS

31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Plan a block of time for studying - take 10-minute breaks every hour.
- Try new ways of learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study and review notes just before class starts.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Study in groups of two or more.
- Set realistic goals.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Study or review notes before each class starts.

Strengths

Delivers his knowledge and wisdom objectively.

Will keep sensitive information under lock and key.

Steady, consistent and balanced member of the team.

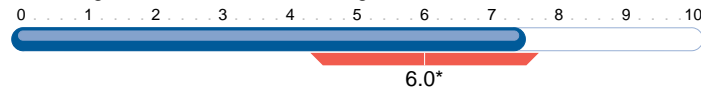
Accommodating team member that brings balance to the organization.

Volunteers his knowledge on many subjects.

Motivates others to express themselves.

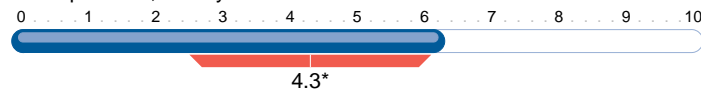
Motivators

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



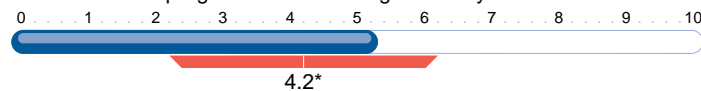
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



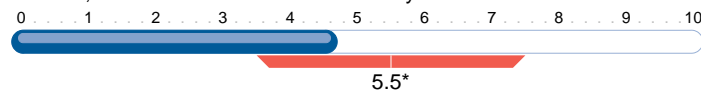
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



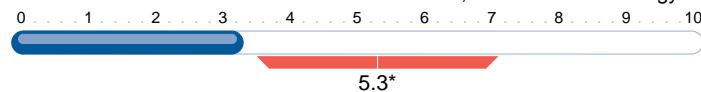
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4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



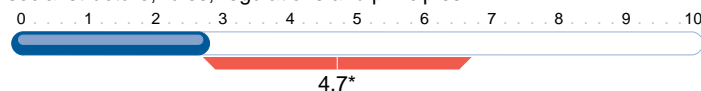
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

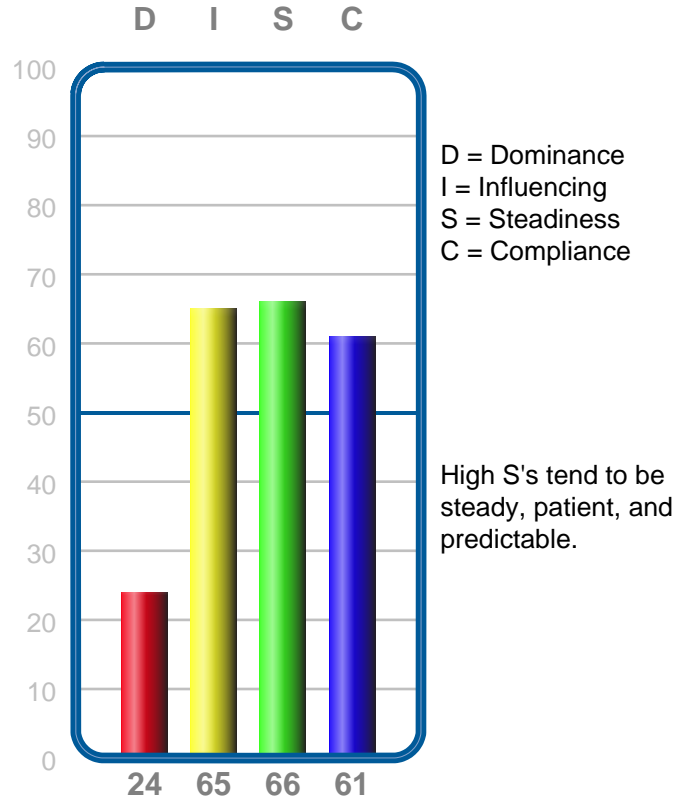


3.3

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



2.8



Value to a Team

Builds good relationships.

Respect for authority and organizational structure.

Flexible.

Patient and empathetic.

Concerned about quality.

Service-oriented.