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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.

denis is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. denis' flexibility will allow him to fit into almost any environment. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He is a team player but can also exhibit a desire for independence. denis tends to build a close relationship with a relatively small group of associates. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He is usually steady, easygoing and relaxed. 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. denis prefers to help and support others rather than compete against them. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals.

denis 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. 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 often thinks over major decisions before acting. denis 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. 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."

denis likes a friendly, open style of communication. 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 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 will be open with those he trusts; however, reaching the required trust level may take time. denis 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Turns confrontation into positives.
- Flexible.
- Patient and empathetic.
- People-oriented.
- Dependable team player.
- Adaptable.
- 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.

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Need help in prioritizing new assignments.
- Be too conservative--bides time and avoids much that is new.
- Not take action against those who challenge or break the rules or guidelines.
- Avoid accountability by overstating the complexity of the situation.
- Take criticism of his work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.

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.

- Be sincere and use a tone of voice that shows sincerity.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Be prepared.
- Take your time and be persistent.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Give him time to ask questions.
- Move casually, informally.
- Define clearly (preferably in writing) individual contributions.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Use scheduled timetable when implementing new action.

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.

- Push too hard, or be unrealistic with deadlines.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be domineering or demanding; don't threaten with position power.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Be haphazard.
- Talk to him when you're extremely angry.
- Patronize or demean him by using subtlety or incentive.
- Make promises you cannot deliver.
- Be abrupt and rapid.
- Give your presentation in random order.

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 control his destiny, but does so in a soft way.
- The ideal right hand to a goal-driven leader.
- Good at selling reliable products and service to people he knows.
- When stability is established, he can become entrepreneurial.
- Being an optimistic leader.
- Willing to be the spokesperson for the team.
- Promotes efficiency and results.
- Resourceful and influential in creating effective results.

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.

- Has strong opinions but may not always share them.
- Listens to others but wants to act to his own interest.
- Sees unwarranted change as a waste of resources.
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- May be viewed as someone who over promises and under delivers.
- May struggle with hearing and applying constructive criticism.
- Struggles balancing financial advice with actual results.
- Overestimates what others will contribute.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- An environment in which he may deal with people on a personal, intimate basis.
- People-oriented returns are rewarded higher than task-oriented returns.
- A manager that brings people and excitement into the act of doing business.
- An environment to express ideas to influence people.
- Desires to be seen as the gatekeeper of information and sensitive materials.

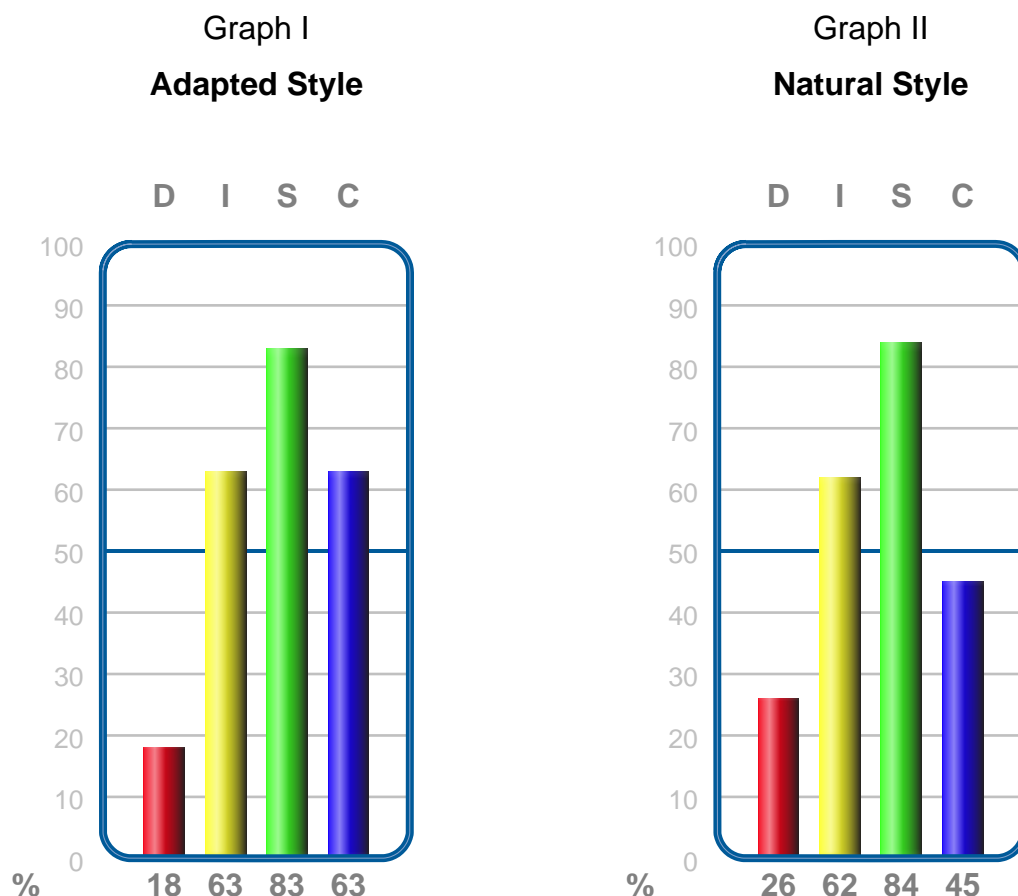
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Work assignments that provide opportunity for recognition.
- Freedom to include others in the celebration of achievements.
- To be the spokesperson for team and organizational accomplishments.
- Public recognition of power and prestige.
- The power to protect those he trusts or is loyal to.

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:

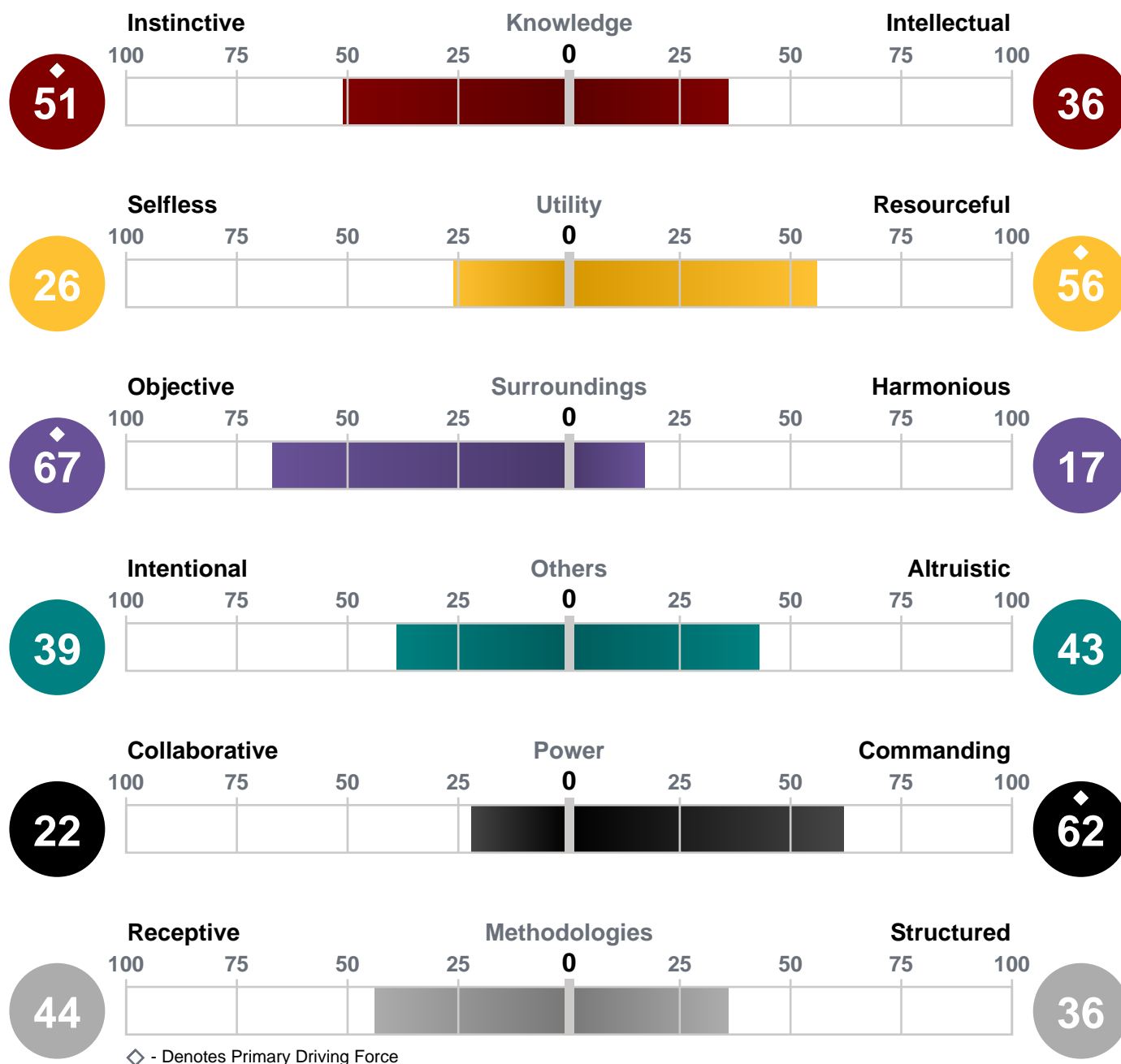
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- denis believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by denis.
- He wants to control his own destiny and display his independence.
- He believes "if at first you don't succeed try, try again."
- denis has the desire to assert himself and to be recognized for his accomplishments.
- denis takes responsibility for his actions.
- denis likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- Maintaining individuality is strived for in relationships.
- If necessary, denis will be assertive in meeting his own needs.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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

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.

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

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

Information Technology
Web Design, Web Administration

Business

Marketing

Career and Technical

Auto Mechanics
Carpentry
Dental Assistance
Electrician
Electronics, Appliance Installation and Repair
General Mechanic, Technician
Massage Therapy
Plumbing
Rehabilitation Therapy
Vehicle Maintenance and Repair
Welding

Engineering

Civil Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Programming
Diagnostic, Scanning Technician
Ecommerce
Medical Ethics
Online Marketing, Social Media
Peace and Conflict Resolution Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Renewable Energy
Web Development

Health Sciences

Chiropractic Assistance
Counseling
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Occupational Therapy
Optometry
Physical Therapy, Sports Medicine
Pre-Dental
Pre-Ophthalmology
Psychology

Other Career Paths

Computer Support
Customer Account Management and Service
Fitness and Exercise Science
Personal Care Technician

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
29-1131	4+	Veterinarian
29-1071.01	4+	Anesthesiologist Assistant
29-1011	4+	Chiropractor
19-3094	4+	Political Scientist
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
11-9141	4+	Property, Real Estate & Community Association Manager
27-2011	4	Actor & Actress
17-3012	4	Electrical & Electronic Drafter
13-2011	4	Accountant & Auditor
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
33-3051.01	2	Police Patrol Officer
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
33-9032	HS	Security Guard

STUDY TIPS

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

Strengths

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

The ideal right hand to a goal-driven leader.

Good at selling reliable products and service to people he knows.

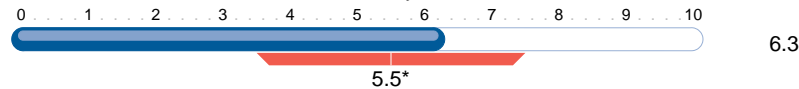
When stability is established, he can become entrepreneurial.

Being an optimistic leader.

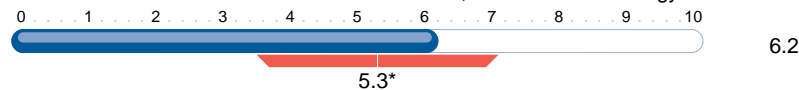
Promotes efficiency and results.

Motivators

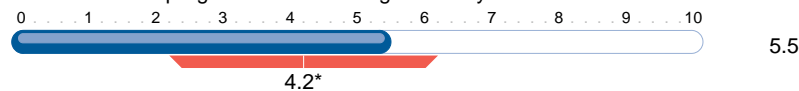
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



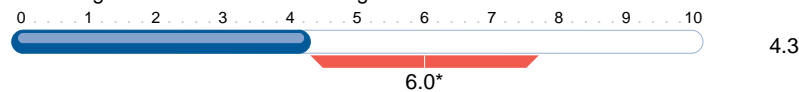
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



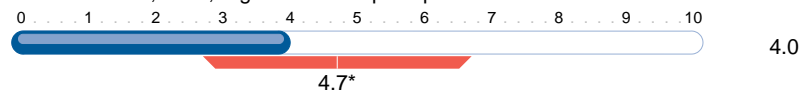
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



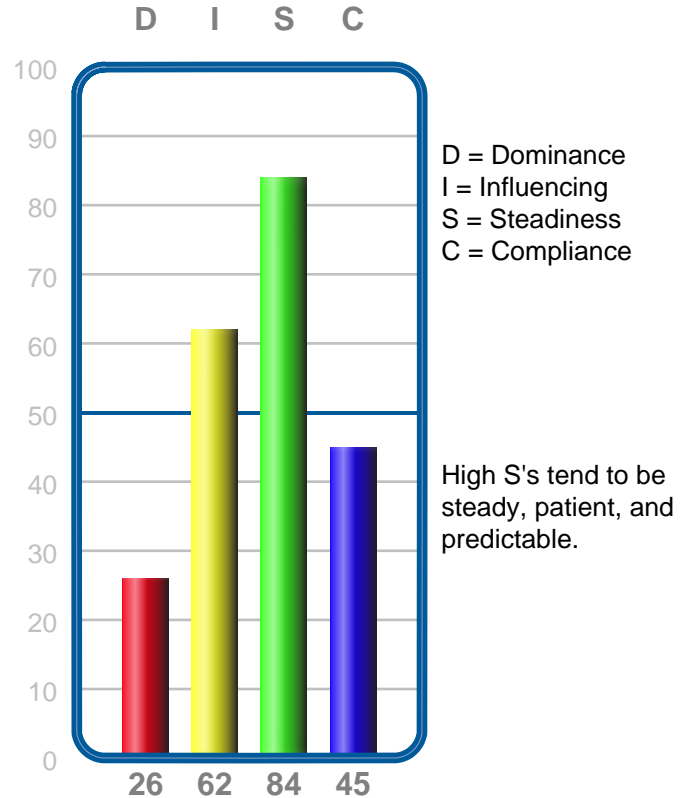
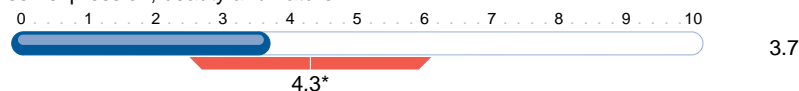
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Respect for authority and organizational structure.

Flexible.

People-oriented.

Works for a leader and a cause.

Adaptable.

Builds good relationships.