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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.

steven likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. steven is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He has high ego strengths and may be viewed by some as egotistical. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He wants to be viewed as self-reliant and willing to pay the price for success. steven may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team.

steven should realize that at times he needs to think a project through, beginning to end, before starting the project. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. When faced with a tough decision, he will try to sell you on his ideas. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he becomes emotionally involved in the decision-making process. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He will work long hours until a tough problem is solved. After it is solved, steven may become bored with any routine work that follows.

steven may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He challenges people who volunteer their opinions. He may sometimes mask his feelings in friendly terms. If pressured, steven's true feelings may emerge. steven likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He tends to influence people by being direct, friendly and results-oriented. He should exhibit more patience and ask questions to make sure that others have understood what he has said. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Innovative.
- Thinks big.
- Usually makes decisions with the bottom line in mind.
- Initiates activity.
- Challenge-oriented.
- Forward-looking and future-oriented.
- Tenacious.

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.

- Resist participation as part of the team, unless seen as a leader.
- Be crisis-oriented.
- Set standards for himself and others so high that impossibility of the situation is common place.
- Be so concerned with big picture; he forgets to see the little pieces.
- Have no concept of the problems that slower-moving people may have with his style.
- Be a one-way communicator--doesn't listen to the total story before introducing his opinion.
- Overstep authority and prerogatives--will override others.
- Dislike routine work or routine people--unless he sees the need to further his goals.

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 isolated from interruptions.
- Stick to business--let him decide if he wants to talk socially.
- Put projects in writing, with deadlines.
- Read the body language--look for impatience or disapproval.
- Provide systems to follow.
- Ask specific (preferably "what?") questions.
- Provide questions, alternatives and choices for making his own decisions.
- Be specific and leave nothing to chance.
- Present the facts logically; plan your presentation efficiently.
- Provide facts and figures about probability of success, or effectiveness of options.
- Use his jargon.
- Motivate and persuade by referring to objectives and results.

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.

- Reinforce agreement with "I'm with you."
- Ramble on, or waste his time.
- Use paternalistic approach.
- Dictate to him.
- Be put off by his "cockiness."
- Be redundant.
- Try to convince by "personal" means.
- Forget to follow-up.
- Try to build personal relationships.
- Assume he heard what you said.
- Let him change the topic until you are finished.
- Ask rhetorical questions, or useless ones.

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.

- Tough but fair when others are involved.
- Generous and effective with their time, talent, and resources.
- Seen as a leader in his hobbies and interests.
- Initiates action to create or enhance.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.
- Brings enthusiasm to the creative process.
- Will convey optimism for new ideas.

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 set standards too high that causes others to fall short.
- Method of helping others is not negotiable.
- May communicate bluntly and not fully express what he thinks and feels.
- Will want balance and harmony immediately.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- When helping others, may talk too much about himself.
- Can over share personal feelings or emotions.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Work tasks that change from time to time.
- Freedom to decorate office area with a status-conscience efficiency.
- Harmonious, results-driven environment.
- A results-driven environment where people are respected and appreciated.
- Groups and committees are present in order to assist charities and social causes.

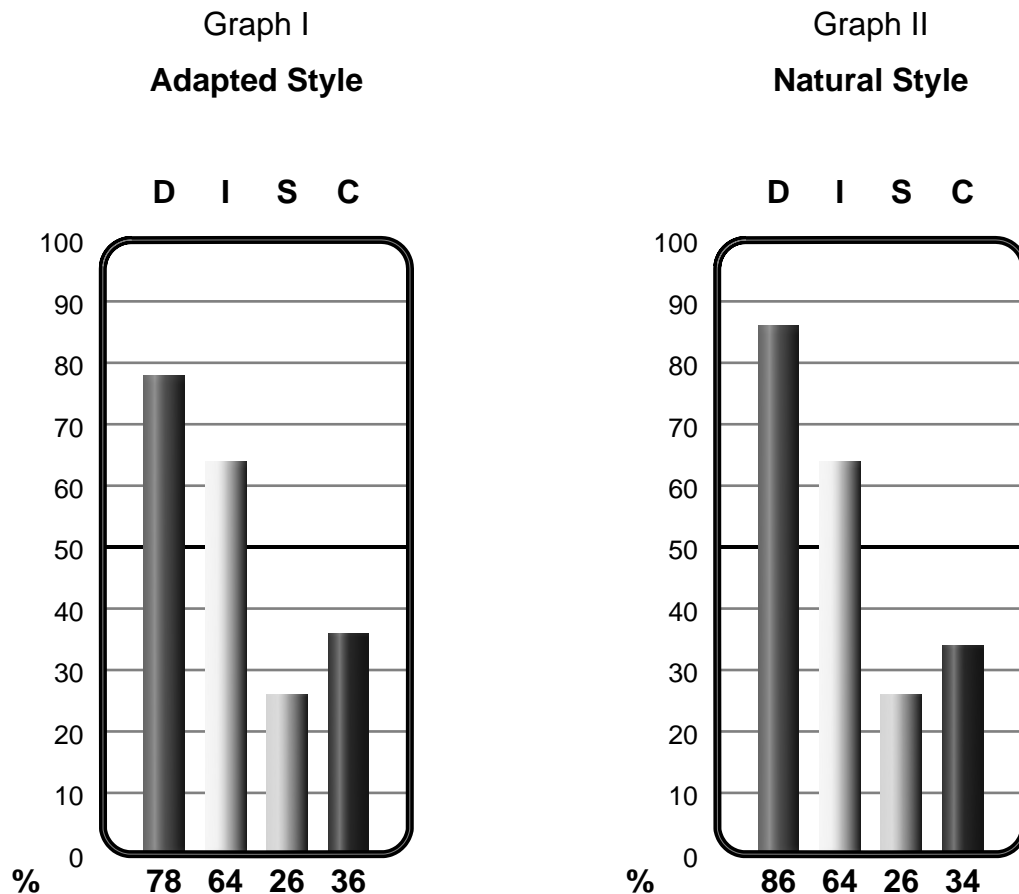
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be seen as a leader.
- Public recognition of his ideas and results.
- Things done now and to the highest level of appeal possible in a streamlined way.
- Physical attributes to indicate the status of success.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To be the promoter for programs that assist others, both on and off the job.

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:

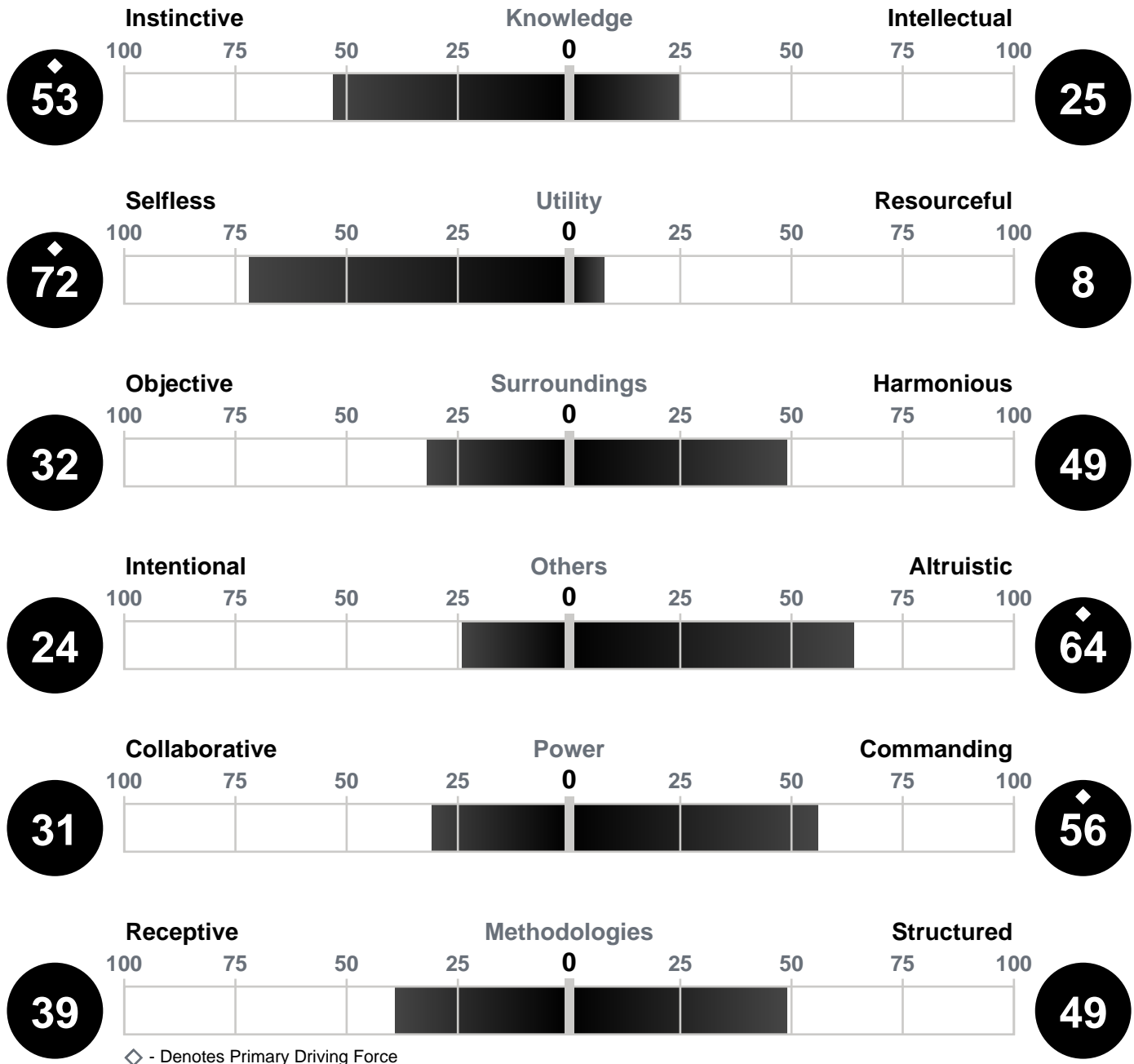
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- steven is patient and sensitive to others.
- He is generous with his time, talent and resources for those in need.
- Saying "no" is difficult when others need his time or talent.
- He will have a keen interest in improving society.

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 steven.
- Dressing for success comes naturally to steven. He enjoys the latest designer clothes when he has the funds to purchase them.
- steven uses his aesthetic talent to impress others.
- steven looks for and appreciates the beauty in things.

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.

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- 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.
- At times steven can be very competitive.
- steven can be assertive in meeting his needs.

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.

- steven at times will evaluate others based on his rules for living.
- steven lets his conscience be his guide.
- steven needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- 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.

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.

- He will attempt to take the practical approach and not over-analyze the process.
- steven will use an instinctual approach to problem solving.
- steven will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- steven will only read books that relate to his chosen field or special interests.
- steven can be turned off by people who talk about things in detail if he has no interest in the subject.
- For steven, personal experiences are a key factor in decision making.
- When required, steven will seek knowledge to better understand a particular situation.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- steven will not seek knowledge based on curiosity or just for the sake of knowledge.

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.

- steven will accept his financial situation and not strive to change it.
- There is not a tremendous need for steven to have great sums of money.
- Overemphasizing the value of money will bore steven and turn him off.
- steven will use his money to satisfy his true motivation.
- steven 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.
- steven will not be swayed or motivated by what he feels are excessive material goals.
- steven will not use money as a scorecard to impress others.
- Money and material possessions are not a high priority for steven.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.

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
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications

Business

General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Emergency Medical Technician

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Life Coaching
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning
Videography

Health Sciences

Exercise Science
Kinesiology
Nursing
Psychology

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
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-2032	4	Choreographer
25-3021	4	Teacher Self-Enrichment Education
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager
17-3027	2-4	Mechanical Engineering Technician
15-1099.13	2-4	Video Game Designer
27-1026	2	Merchandise Displayer & Window Trimmer
43-6011	HS	Secretary & Administrative Assistant
43-5031	HS	Dispatcher

STUDY TIPS

- Plan tomorrow today and put your plan in writing.
- Set aside time to plan.
- Organize your study area and keep it organized.
- Work on your listening skills.
- Set up an area for studying only.
- Chunk big assignments into smaller pieces.
- Cut down on some of your activities and devote this time to studying.
- Plan ahead - don't put off completing assignments until the last minute.
- Write detailed instructions for each class assignment.
- Determine the grade you want in each class before the term begins and study accordingly.
- Use a quiet place for studying when possible.
- Do only one class assignment at a time.
- Underline or highlight when you read; make study notes.

Strengths

Tough but fair when others are involved.

Generous and effective with their time, talent, and resources.

Seen as a leader in his hobbies and interests.

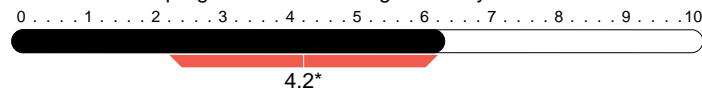
Initiates action to create or enhance.

Good at promoting causes that improve society.

Brings enthusiasm to the creative process.

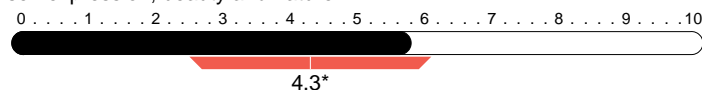
Motivators

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



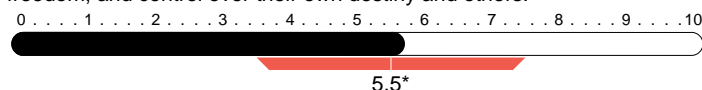
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



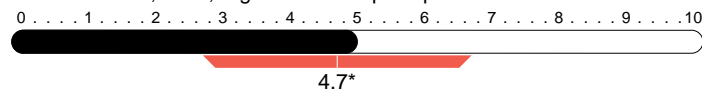
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



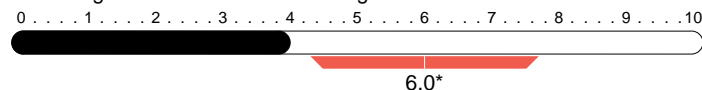
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



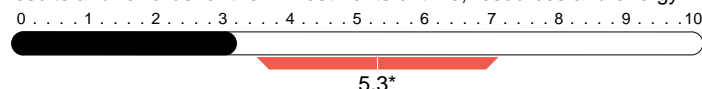
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

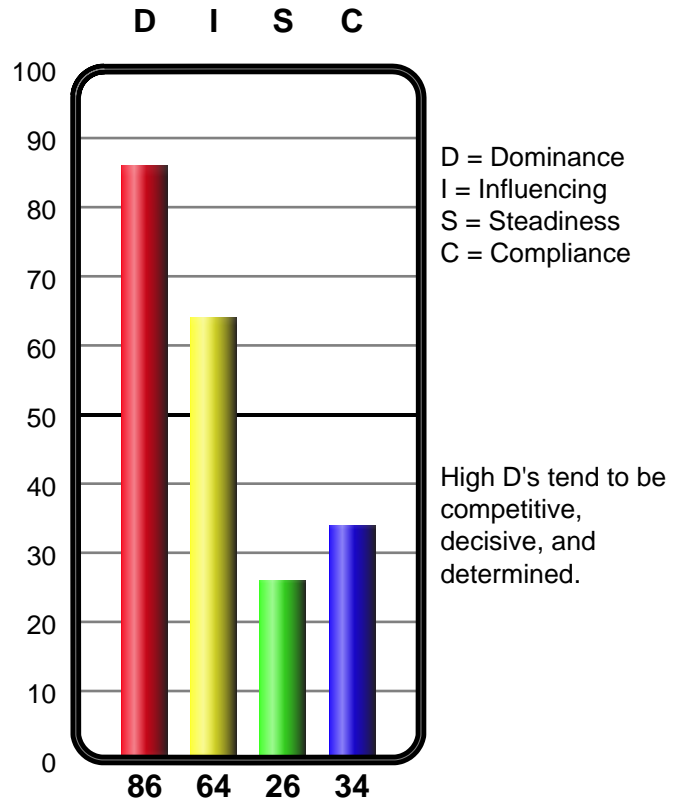


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.2



Value to a Team

Usually makes decisions with the bottom line in mind.

Innovative.

Deadline conscious.

Sense of urgency.

Challenge-oriented.

Competitive.