

Dominic Hernandez
10-13-2016



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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.

Dominic can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. He is an aggressive individual who wins through hard work and persistence; that is, he will come up with a good idea and follow through. He has high ego strengths and may be viewed by some as egotistical. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. Dominic appreciates others who are team players and will reward those who are loyal. He can be successful at many things, not because of versatility but rather because of his determination to win. He wants to be viewed as self-reliant and willing to pay the price for success. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. Dominic 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. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained."

Dominic is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. When faced with a tough decision, he will try to sell you on his ideas. Dominic prefers authority equal to his responsibility. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data.

Dominic 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 is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. He 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 challenges people who volunteer their opinions. Dominic likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He tends to influence people by being direct, friendly and results-oriented. He has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just his way of getting the appropriate facts. He may sometimes mask his feelings in friendly terms. If pressured, Dominic's true feelings may emerge.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Accomplishes goals through people.
- Will join organizations to represent the company.
- Forward-looking and future-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Tenacious.
- Challenge-oriented.
- Thinks big.
- Pioneering.
- Self-reliant.

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.

- Overstep authority and prerogatives--will override others.
- Blame, deny and defend his position--even if it is not needed.

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 the facts logically; plan your presentation efficiently.
- Stick to business--let him decide if he wants to talk socially.
- Use a motivating approach, when appropriate.
- Provide questions, alternatives and choices for making his own decisions.
- Use a balanced, objective and emotional approach.
- Read the body language--look for impatience or disapproval.
- Provide facts and figures about probability of success, or effectiveness of options.
- Support the results, not the person, if you agree.
- Define the problem in writing.
- Look for his oversights.
- Motivate and persuade by referring to objectives and results.
- Be clear, specific, brief and to the point.

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.

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Take credit for his accomplishments.
- Reinforce agreement with "I'm with you."
- Ask rhetorical questions, or useless ones.
- Come with a ready-made decision, or make it for him.
- Try to build personal relationships.
- Direct or order.
- Let disagreement reflect on him personally.
- Try to convince by "personal" means.
- Be redundant.
- Ramble on, or waste his time.
- Let him overpower you with verbiage.
- Be paternalistic.

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.

- Seeks the challenge and opportunity to win.
- Willing to make high-risk decisions.
- Thrives on the challenge of solving problems.
- Uses knowledge to support his position.
- Utilizes people to win and accomplish goals.
- Being an optimistic leader.
- Motivates others to continue education.
- Thinks outside of the box when gathering information.

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.

- Takes on too much, too soon, too fast to maintain control.
- Can set personal standards too high.
- A focus on quick results may hinder quality of information.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- As a leader may over focus on self and his own needs.
- May be viewed as someone who over promises and under delivers.
- A desire to share information can impede his ability to listen and learn.
- May overlook vital details in his pursuit of information.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Evaluation based on results, not the process.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- Continual opportunity to challenge and win.
- An environment where competition and winning is viewed as the ideal.

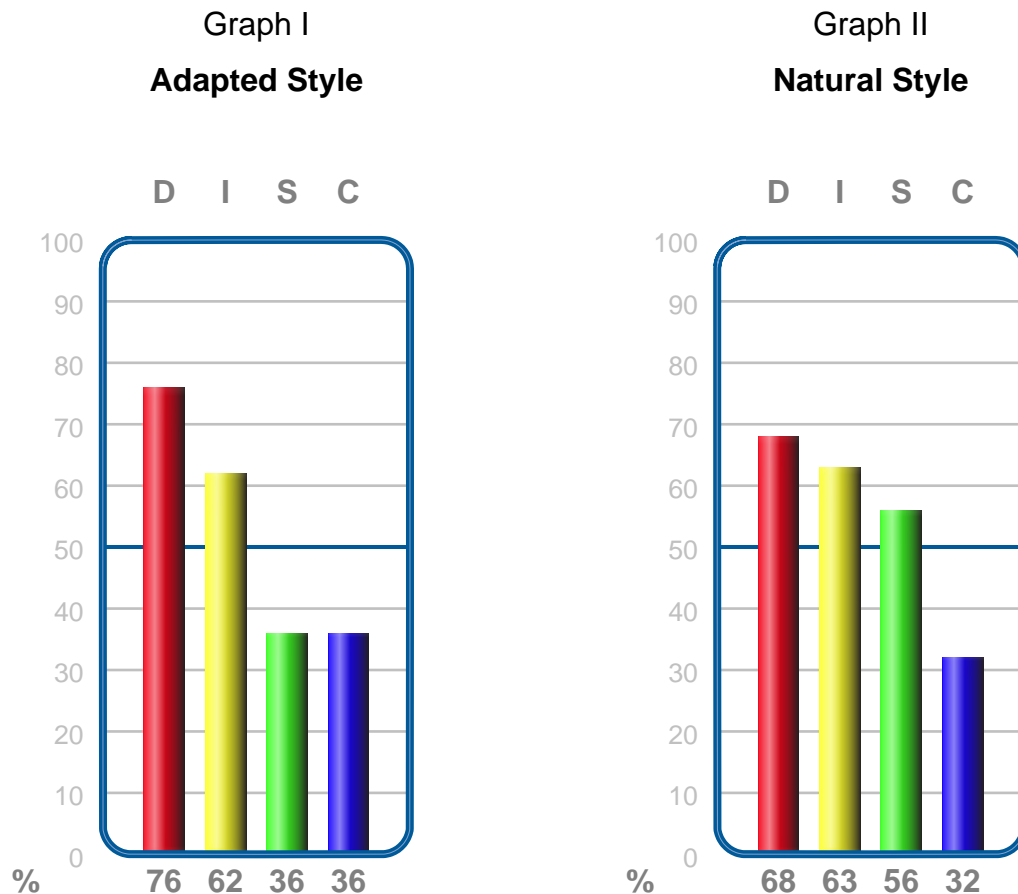
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Power and authority to take the risks to achieve results.
- A manager who practices participative management.
- Praise for his knowledge base and research capabilities.
- Challenging problems where his knowledge and research capabilities can be maximized.
- New and difficult challenges that lead to prestige and status.
- Ability to create, share and control the vision.

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:

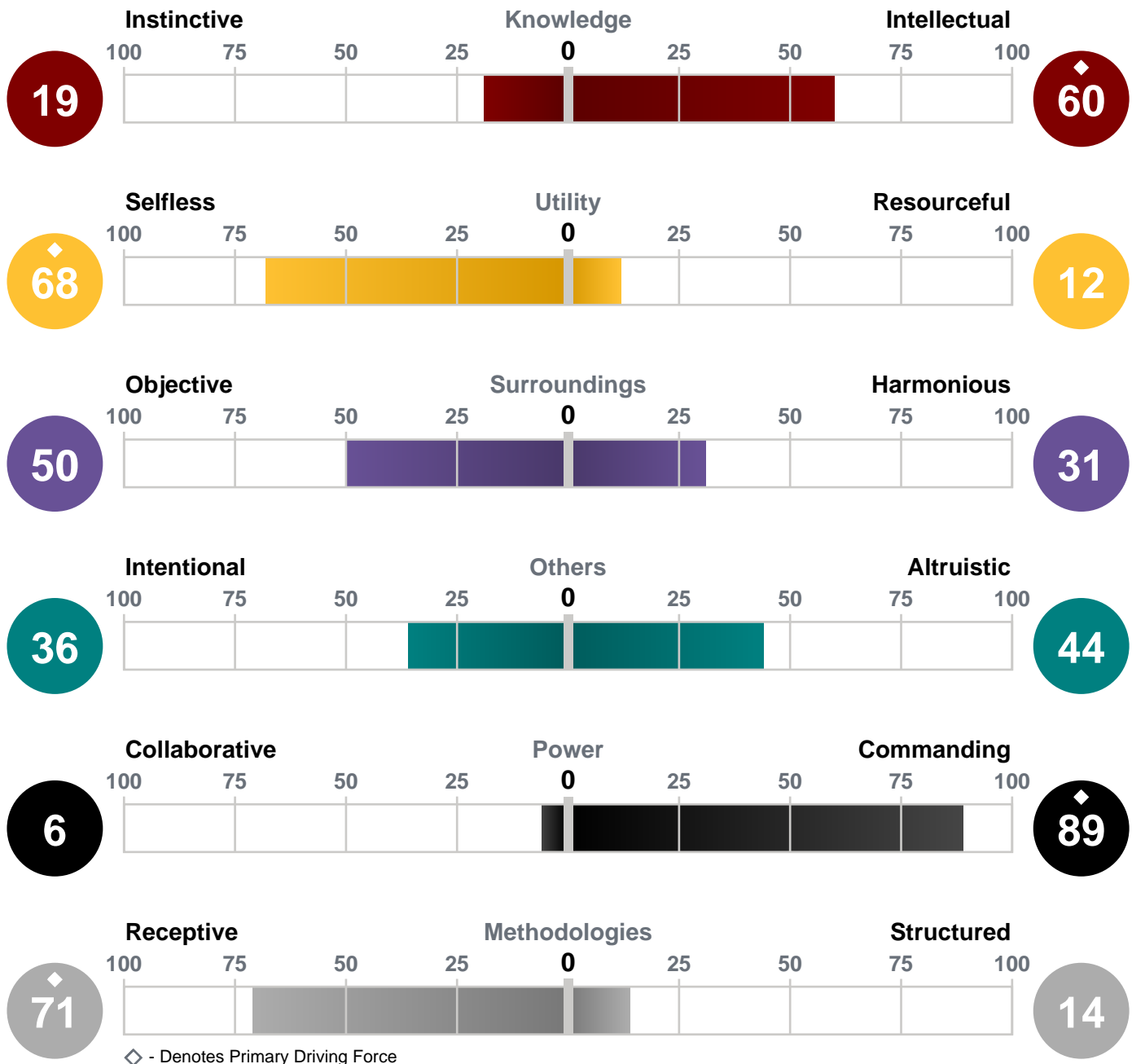
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- He wants to not only control his own destiny, but the destiny of others.
- Dominic may go to extremes to win or control the situation.
- When Dominic feels strongly about a situation, he may apply the "end justifies the means" concept.
- At times, he believes all is fair in love and war.
- Dominic believes he deserves the very best that life has to offer.
- His intellectual curiosity and information will be used to control many situations.
- He will work long and hard to achieve positions that will allow him to interject his philosophies.
- Dominic believes you have to do what works for you.
- He enjoys public recognition for his contributions made for the betterment of those in need.
- He may have strong feelings about the legacy he leaves behind and will have both permanency and beauty.

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.

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

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

- Dominic's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Dominic 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 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.

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- Dominic may desire fine things for his spouse or family members.
- At times Dominic will look for the beauty in all things.

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.

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

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.

- It may be hard to manipulate Dominic because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Dominic can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on Dominic.
- In many cases, Dominic will want to set his own rules which will allow his own intuition to guide and direct his actions.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- Dominic's passion in life will be found in one or two of the other dimensions discussed in this report.
- 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
Art History
Broadcasting
Criminology, Forensics
Economics
Entertainment and Arts Management
Film and Television Production
Geology, Earth Sciences
International Studies and Relations
Literature Studies, Classics
Meteorology
Paleontology
Political Science
Pre-Law
Radio and Broadcast Communications
Teaching, Education
Web Design, Web Administration

Business

Business Communications, Public Relations
Business Management, Consulting
Marketing

Career and Technical

Entrepreneurism

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Plants and Horticulture

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Entrepreneurial Studies
Life Coaching
Peace and Conflict Resolution Studies
Urban and City Planning

Health Sciences

Counseling
Health and Fitness, Personal Training
Kinesiology
Occupational Therapy
Pre-Veterinary Medicine

Other Career Paths

Publishing

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
27-1011	4+	Art Director
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator

NEXT STEPS: POSSIBLE CAREER IDEAS

25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

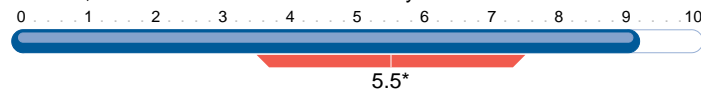
- Don't let your ego keep you from studying.
- Chunk big assignments into smaller pieces.
- Set up an area for studying only.
- Think positively about subjects that give you difficulty.
- Plan tomorrow today and put your plan in writing.
- Work on your listening skills.
- Develop good study habits and follow them everyday.
- Organize your study area and keep it organized.
- Use recitation to embed fact and ideas.
- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Plan ahead - don't put off completing assignments until the last minute.

Strengths

- Seeks the challenge and opportunity to win.
- Willing to make high-risk decisions.
- Thrives on the challenge of solving problems.
- Uses knowledge to support his position.
- Utilizes people to win and accomplish goals.
- Motivates others to continue education.

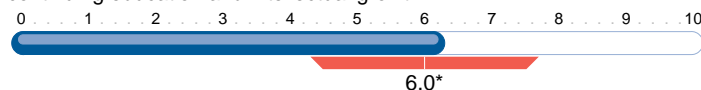
Motivators

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



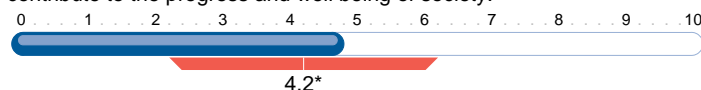
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



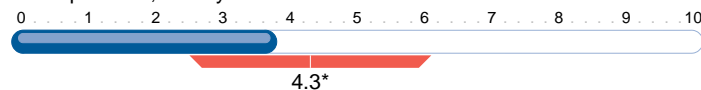
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



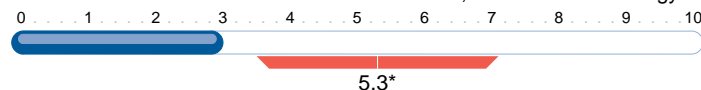
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4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



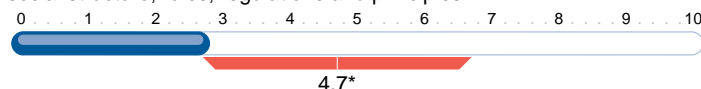
3.8

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

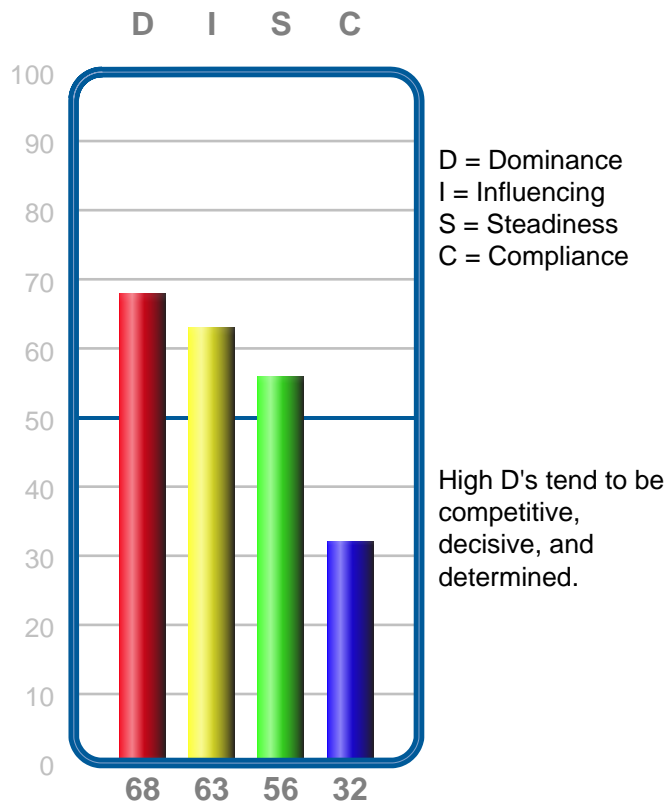


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.8



Value to a Team

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Innovative.

Will join organizations to represent the company.

Self-starter.

Creative in his approach to solving problems.

Thinks big.