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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.

abel embraces visions not always seen by others. abel's creative mind allows him to see the "big picture." He is extremely results-oriented, with a sense of urgency to complete projects quickly. He is deadline conscious and becomes irritated if deadlines are delayed or missed. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. abel is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He wants to be viewed as self-reliant and willing to pay the price for success. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. abel needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had.

abel 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, abel may become bored with any routine work that follows. He prefers authority equal to his responsibility. He finds it easy to share his opinions on solving work-related problems. abel has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. 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. He should realize that at times he needs to think a project through, beginning to end, before starting the project.

abel 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 may sometimes mask his feelings in friendly terms. If pressured, abel's true feelings may emerge. He tends to be intolerant of people who seem ambiguous or think too slowly. 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. 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. He may lack the patience to listen and communicate with slower acting people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Competitive.
- Creative in his approach to solving problems.
- Pioneering.
- Change agent--looks for faster and better ways.
- Will join organizations to represent the company.
- Thinks big.
- Challenges the status quo.
- Forward-looking and future-oriented.

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.

- Have trouble delegating--can't wait, so does it himself.
- Blame, deny and defend his position--even if it is not needed.
- Fail to complete what he starts because of adding more and more projects.
- 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.
- Have difficulty finding balance between family and work.

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.

- Appeal to the benefits he will receive.
- Use a balanced, objective and emotional approach.
- Understand his defiant nature.
- Stick to business--let him decide if he wants to talk socially.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Use a motivating approach, when appropriate.
- Confront when in disagreement.
- Provide "yes" or "no" answers--not maybe.
- Ask specific (preferably "what?") questions.
- Provide facts and figures about probability of success, or effectiveness of options.
- Present the facts logically; plan your presentation efficiently.
- Read the body language--look for impatience or disapproval.
- 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.

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

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.

- Uses knowledge to support his position.
- Will be decisive and make fact-based decisions.
- Will do what he commits to, to ensure harmony.
- Initiates action to create or enhance.
- Willing to share knowledge to benefit the team or organization.
- Volunteers his knowledge on many subjects.
- Always willing to share his ideas on how to enhance the surroundings.
- Motivates others to express themselves.

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.

- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- The need for things to be aesthetically pleasing can get in the way of results.
- May over focus on standards of beauty.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.
- Over emphasizes the experience compared to the results.
- Overly optimistic in his ability to bring balance to any situation.

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.
- Active problems that require researched-based solutions.
- A forum to be curious about the discovery of new information.
- A forum to participate in meetings with others in an inviting meeting space.
- Working conditions that allow for creativity and people-interaction.

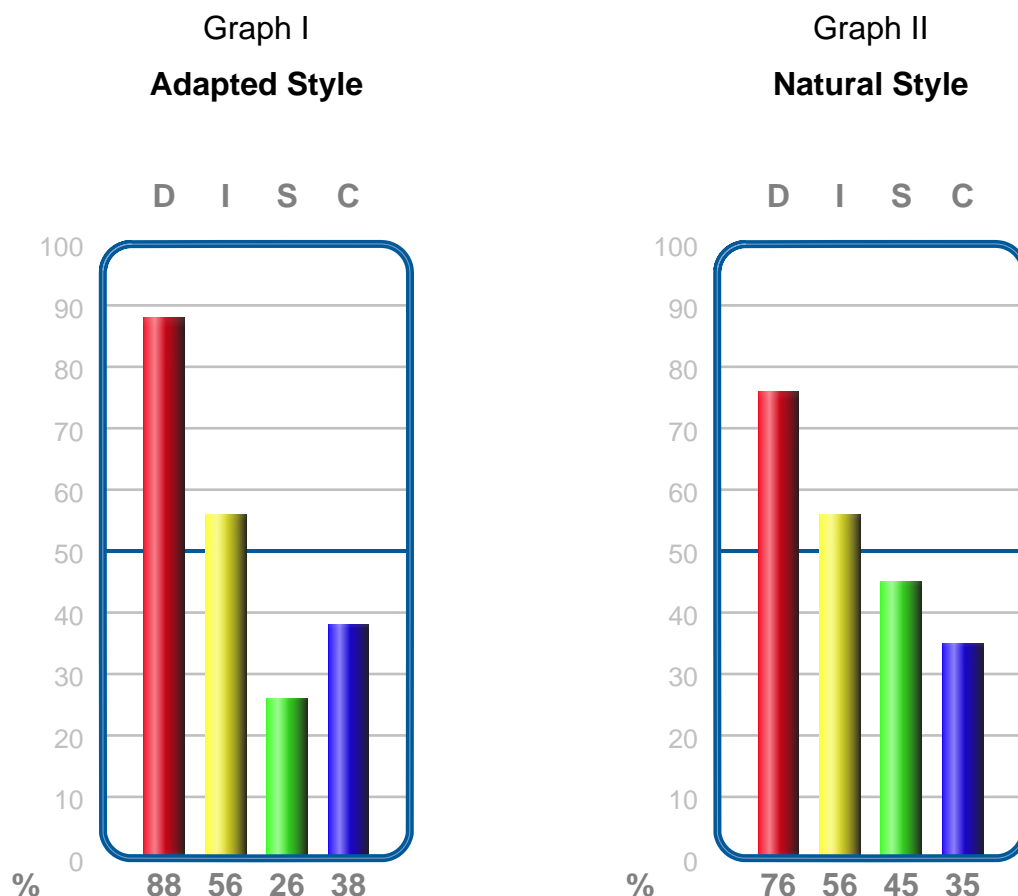
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- New challenges and problems to solve.
- Necessary information at his fingertips in order to conquer challenges.
- Praise for his knowledge base and research capabilities.
- To be involved in keeping morale high and an overall harmonious work environment.
- The ability to express enthusiasm and creativity necessary for successful projects.

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:

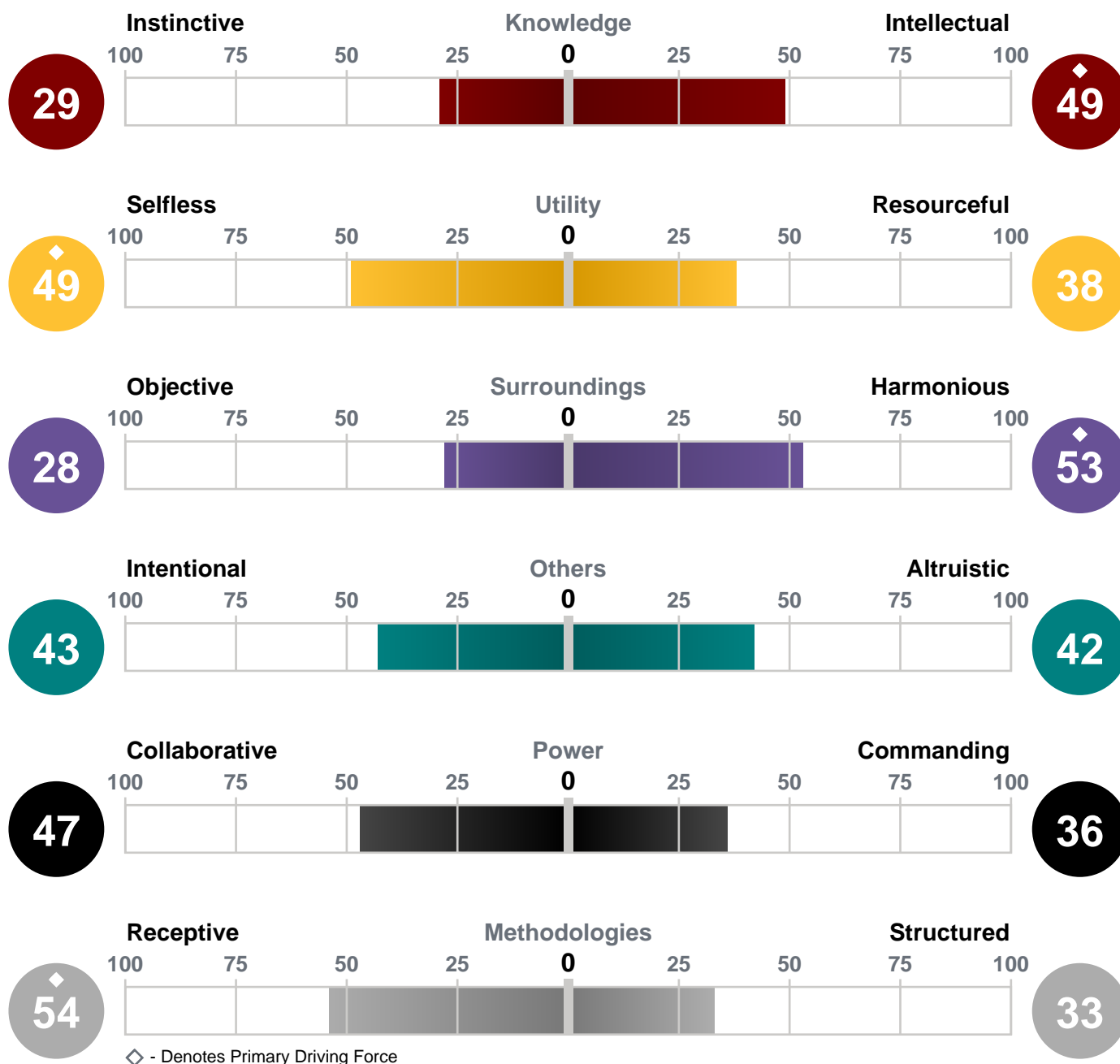
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- abel will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- abel will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Money itself is not as important as what it will buy.
- abel can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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

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.

- abel is willing to help others if they are working as hard as possible to achieve their goals.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- abel's passion in life will be found in one or two of the other dimensions discussed in this report.
- abel will be torn if helping others proves to be detrimental to him.

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.

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

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

Architecture
Broadcasting
Computer Science
Criminology, Forensics
Economics
Entertainment and Arts Management
Film and Television Production
Information Technology
Interior Design
International Studies and Relations
Meteorology
Political Science
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Facilities Planning and Management
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Biotechnology
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Entrepreneurial Studies
Genetics, Reproductive Technology and Research
Health Technology
Inside Sales
Life Coaching
Medical Ethics
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography
Web Development
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Kinesiology
Occupational Therapy
Pre-Dental
Pre-Ophthalmology
Pre-Veterinary Medicine

Other Career Paths

Event Planning
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
27-2031	4 & exp	Dancer
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2021	4+	Marketing Manager
41-9031	4	Sales Engineer
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-2032	4	Choreographer
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1023	4	Purchasing Agent
11-3042	4	Training & Development Manager
11-3021	4	Computer & Information Systems Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
15-1011	2-4+	Computer & Information Scientist, Research

NEXT STEPS: POSSIBLE CAREER IDEAS

17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.13	2-4	Video Game Designer
15-1099.04	2-4	Web Developer
27-1026	2	Merchandise Displayer & Window Trimmer
39-6012	HS	Concierge

STUDY TIPS

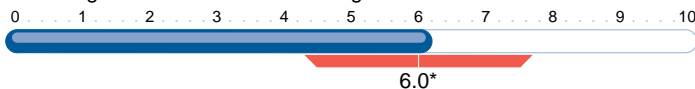
- Work on your listening skills.
- Think visually - convert words into pictures.
- Read an article on listening and note taking.
- Don't let your ego keep you from studying.
- Organize your study area and keep it organized.
- Develop good study habits and follow them everyday.
- Set up an area for studying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

Strengths

- Uses knowledge to support his position.
- Will be decisive and make fact-based decisions.
- Will do what he commits to, to ensure harmony.
- Initiates action to create or enhance.
- Willing to share knowledge to benefit the team or organization.
- Always willing to share his ideas on how to enhance the surroundings.

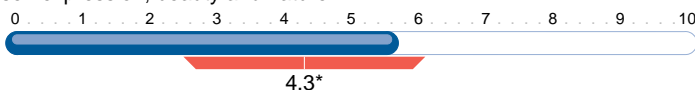
Motivators

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



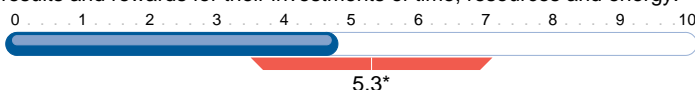
6.2

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



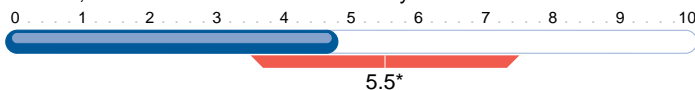
5.7

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



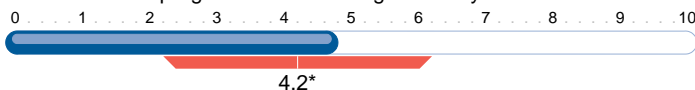
4.8

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



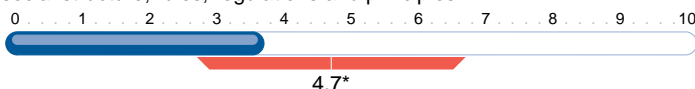
4.8

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

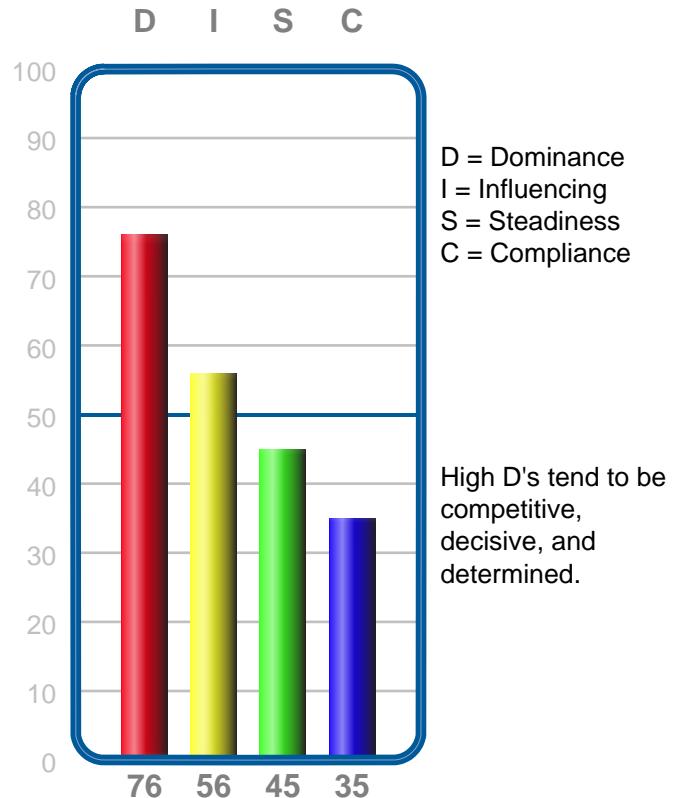


4.8

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



3.7



Value to a Team

Will join organizations to represent the company.

Forward-looking and future-oriented.

Competitive.

Has the confidence to do the difficult assignments.

Usually makes decisions with the bottom line in mind.

Pioneering.