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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.

Aron is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. 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. Many people see him as a self-starter dedicated to achieving results. He wants to be viewed as self-reliant and willing to pay the price for success. Aron may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He seeks his own solutions to problems. In this way, his independent nature comes into play. He prefers an environment with variety and change. He is at his best when many projects are underway at once. Aron wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained."

Aron likes to make decisions quickly. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. 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. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He prefers authority equal to his responsibility. He finds it easy to share his opinions on solving work-related problems. When faced with a tough decision, he will try to sell you on his ideas.

Aron may sometimes mask his feelings in friendly terms. If pressured, Aron's true feelings may emerge. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He may lack the patience to listen and communicate with slower acting people. 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. Aron 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 tends to influence people by being direct, friendly and results-oriented. 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 should exhibit more patience and ask questions to make sure that others have understood what he has said.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Deadline conscious.
- Change agent--looks for faster and better ways.
- Initiates activity.
- Spontaneity.
- Thinks big.
- Forward-looking and future-oriented.
- Usually makes decisions with the bottom line in mind.
- Creative in his approach to solving problems.

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.

- Be explosive by nature and lack the patience to negotiate.
- Have difficulty finding balance between family and work.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Have trouble delegating--can't wait, so does it himself.

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.

- Expect acceptance without a lot of questions.
- Provide questions, alternatives and choices for making his own decisions.
- Understand his sporadic listening skills.
- Be isolated from interruptions.
- Motivate and persuade by referring to objectives and results.
- Put projects in writing, with deadlines.
- Be specific and leave nothing to chance.
- Provide time for fun and relaxing.
- Provide systems to follow.
- Use his jargon.
- Be open, honest and informal.
- Provide facts and figures about probability of success, or effectiveness of options.

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.

- Let disagreement reflect on him personally.
- Assume he heard what you said.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Reinforce agreement with "I'm with you."
- Forget to follow-up.
- Dictate to him.
- Ask rhetorical questions, or useless ones.
- Try to convince by "personal" means.
- Let him change the topic until you are finished.
- Come with a ready-made decision, or make it for him.
- Be redundant.
- Try to build personal relationships.
- Ramble on, or waste his time.

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.
- Seeks the challenge and opportunity to win.
- Willing to make high-risk decisions.
- Will bring high energy and enthusiasm to the researching process.
- Motivates others to continue education.
- Positively promotes the image of the organization.
- Willing to be the spokesperson for the team.

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.
- Takes on too much, too soon, too fast to maintain control.
- May not realize the negative consequences of his quick decisions.
- Ability to learn is diminished due to his lack of focus on one thing.
- A desire to share information can impede his ability to listen and learn.
- May only interact with those he feels complement his goals.
- May struggle with hearing and applying constructive criticism.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Evaluation based on results, not the process.
- A forum to be curious about the discovery of new information.
- New and challenging questions or projects.
- Continual opportunity to challenge and win.
- An environment to express ideas to influence people.

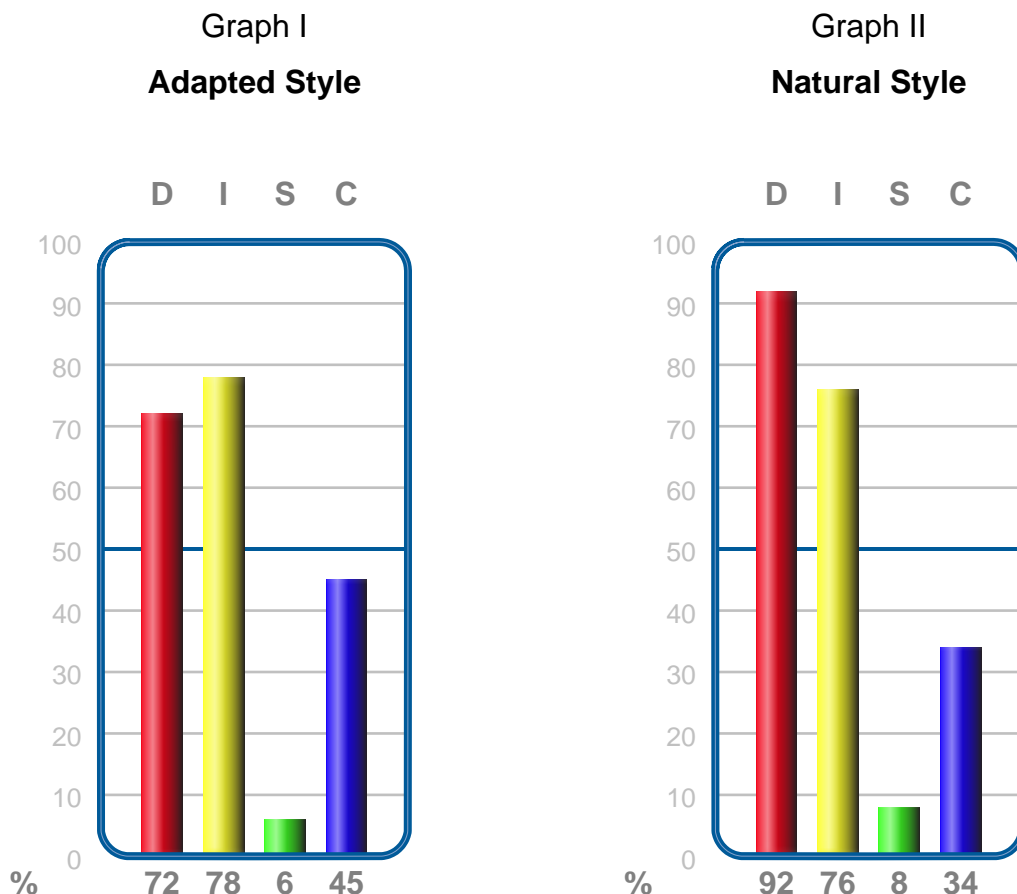
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- To be seen as a leader.
- Praise for his knowledge base and research capabilities.
- Complete information in bulleted format for his own investigation.
- New and difficult challenges that lead to prestige and status.
- Public recognition of power and prestige.

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:

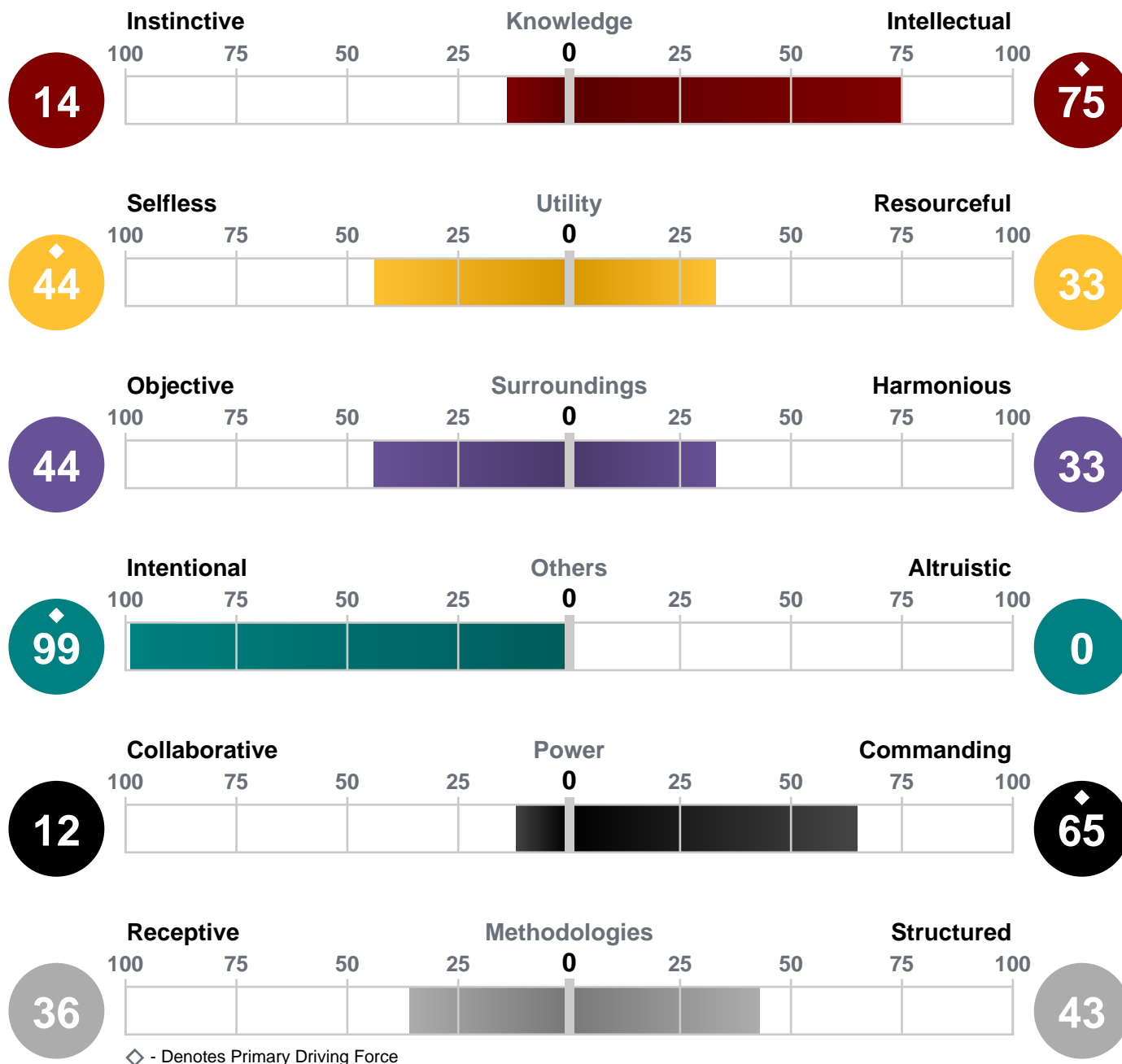
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 Aron is one that challenges his knowledge.
- Aron has the potential to become an expert in his chosen field.
- Aron is very good at integrating past knowledge to solve present problems.
- Aron is comfortable around people who share his interest for knowledge and especially those people with similar convictions.

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.

- Aron believes "when the going gets tough, the tough get going."
- He wants to control his own destiny and display his independence.
- People who are determined and competitive are liked by Aron.
- Maintaining individuality is strived for in relationships.
- If necessary, Aron will be assertive in meeting his own needs.
- Aron has the desire to assert himself and to be recognized for his accomplishments.
- Aron 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.
- He believes "if at first you don't succeed try, try again."
- Aron takes responsibility for his actions.

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.

- Aron needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- Aron at times will evaluate others based on his rules for living.
- Aron lets his conscience be his guide.
- 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 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 will evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- Aron will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Aron will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will use wealth as a yardstick to measure his work effort with certain activities.
- Aron can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.

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.

- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Intellectually, Aron can see the need for beauty, but has difficulty buying the finer things in life.
- Aron 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.
- Aron's 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.

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.

- Aron's passion in life will be found in one or two of the other dimensions discussed in this report.
- 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.
- Aron 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.
- Aron will be torn if helping others proves to be detrimental to him.

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
Criminology, Forensics
Economics
Entertainment and Arts Management
Film and Television Production
Information Technology
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
Finance and Investments
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Entrepreneurism

Engineering

Aerospace Engineering
Bio Engineering
Computer Engineering
Industrial Engineering
Operations Research

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Entrepreneurial Studies
Multimedia, Digital Communications
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Outside Sales
Social Entrepreneurism
Urban and City Planning
Wilderness Education

Health Sciences

Kinesiology
Psychology

Other Career Paths

Apparel Fashion
Business Sales
Event Planning
Interior Design
Real Estate Development

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
19-3011	4+	Economist
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2021	4+	Marketing 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
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
19-3021	4	Market Research Analyst
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

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1011	2-4+	Computer & Information Scientist, Research
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

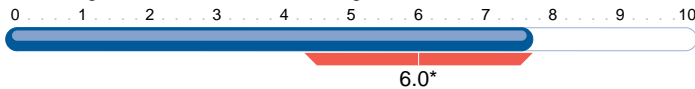
- Cut down on some of your activities and devote this time to studying.
- Determine the grade you want in each class before the term begins and study accordingly.
- Organize your study area and keep it organized.
- Do only one class assignment at a time.
- Set up an area for studying only.
- Use a quiet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

Strengths

- Uses knowledge to support his position.
- Will be decisive and make fact-based decisions.
- Seeks the challenge and opportunity to win.
- Willing to make high-risk decisions.
- Will bring high energy and enthusiasm to the researching process.
- Positively promotes the image of the organization.

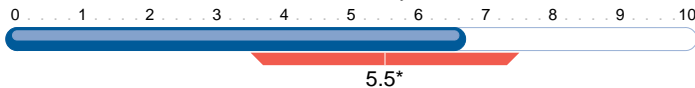
Motivators

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



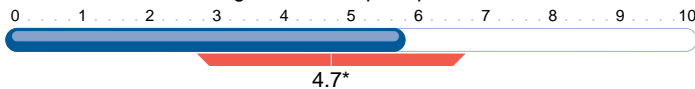
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



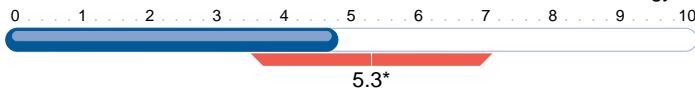
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



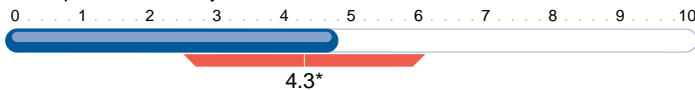
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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

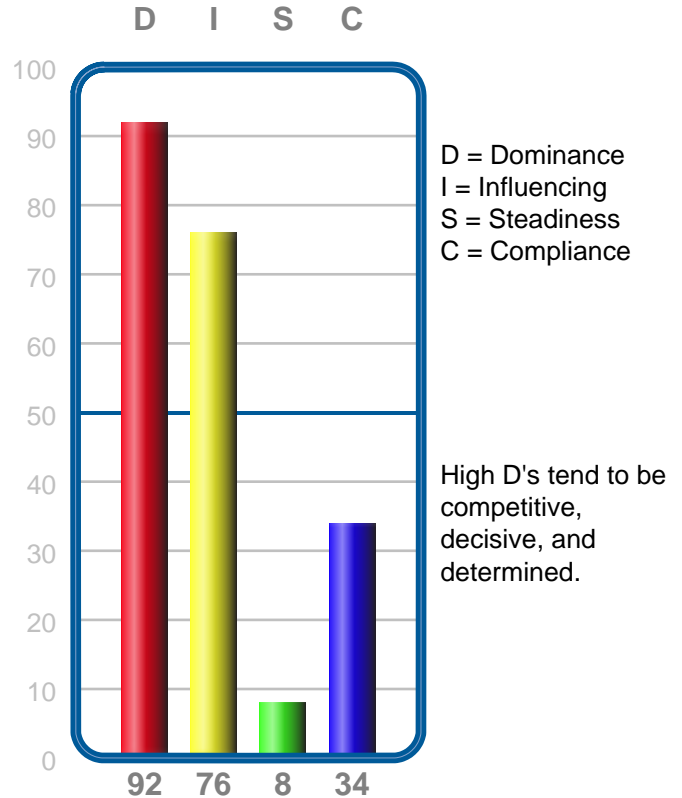


4.8

6. 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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Value to a Team

Tenacious.

Challenge-oriented.

Few dull moments.

Deadline conscious.

Thinks big.

Competitive.