

**Jacob Rios**  
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.*

Jacob projects a self-assured and self-confident image. He likes to get results through others. He is at his best when he has people working with him. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He likes quality social relationships. He often will become friends with his customers or clients. Jacob likes to develop people and build organizations. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is good at creating enthusiasm in others. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. Jacob likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He is approachable, affectionate and understanding.

Jacob is good at solving problems that deal with people. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He may leap to a favorable conclusion without considering all the facts. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes working for managers who make quick decisions.

Jacob is people-oriented and verbally fluent. He usually uses many gestures when talking. He judges others by their verbal skills and warmth. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Jacob will attempt to put them at ease. Jacob tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. Communication can extend from friendly to argumentative discourse. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He will optimistically interact with people in an assured, diplomatic and poised manner.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- People-oriented.
- Builds confidence in others.
- Bottom line-oriented.
- Creative problem solving.
- Has the confidence to do the difficult assignments.

## 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 unrealistic in appraising people--especially if the person is a "friend."
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Make decisions based on surface analysis.

## 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.
- Understand his defiant nature.
- Use a balanced, objective and emotional approach.
- Talk about him, his goals and the opinions he finds stimulating.
- Expect him to return to fight another day when he has received a "no" answer.
- Provide a warm and friendly environment.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Flatter his ego.
- Ask for his opinions/ideas regarding people.
- Clarify any parameters in writing.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide ideas for implementing action.

## STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

*This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with him or you'll lose time.
- Talk down to him.
- Be dictatorial.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- Ramble.
- Be paternalistic.
- Let him overpower you with verbiage.
- Give him your opinion unless asked.

## 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.*

- Willing to be the spokesperson for the team.
- Utilizes people to win and accomplish goals.
- Resourceful and influential in creating effective results.
- Optimistic in process improvement.
- Wants to control his destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.
- Supports a leader and a cause.
- Wants to do his part to keep things efficient and consistent.

## 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 struggle with hearing and applying constructive criticism.
- As a leader may over focus on self and his own needs.
- Overestimates what others will contribute.
- Struggles with balancing efficiency and interaction with others.
- Has strong opinions but may not always share them.
- May let other's criticism of his work continually frustrate him.
- Could miss out on opportunities by not acting swiftly.
- May overlook opportunity for added efficiency out of fear of change.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Democratic supervisor with whom he can associate.
- The need for consistent, reliable and stable contributions to the bottom-line.
- People-oriented returns are rewarded higher than task-oriented returns.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Opportunity to display excitement and fun while getting others to act.

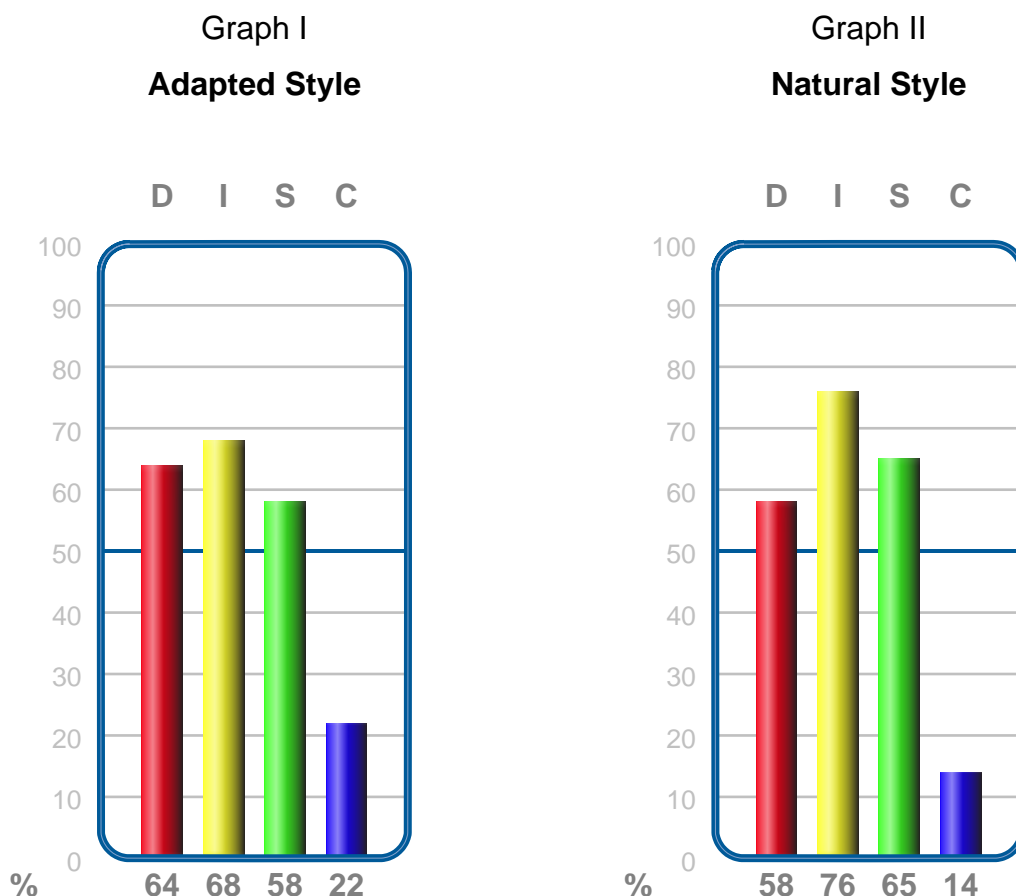
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Participation in meetings on future planning.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Freedom to include others in the celebration of achievements.
- The power to protect those he trusts or is loyal to.
- Recognition for leadership accomplishments and the results he receives.

## 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:

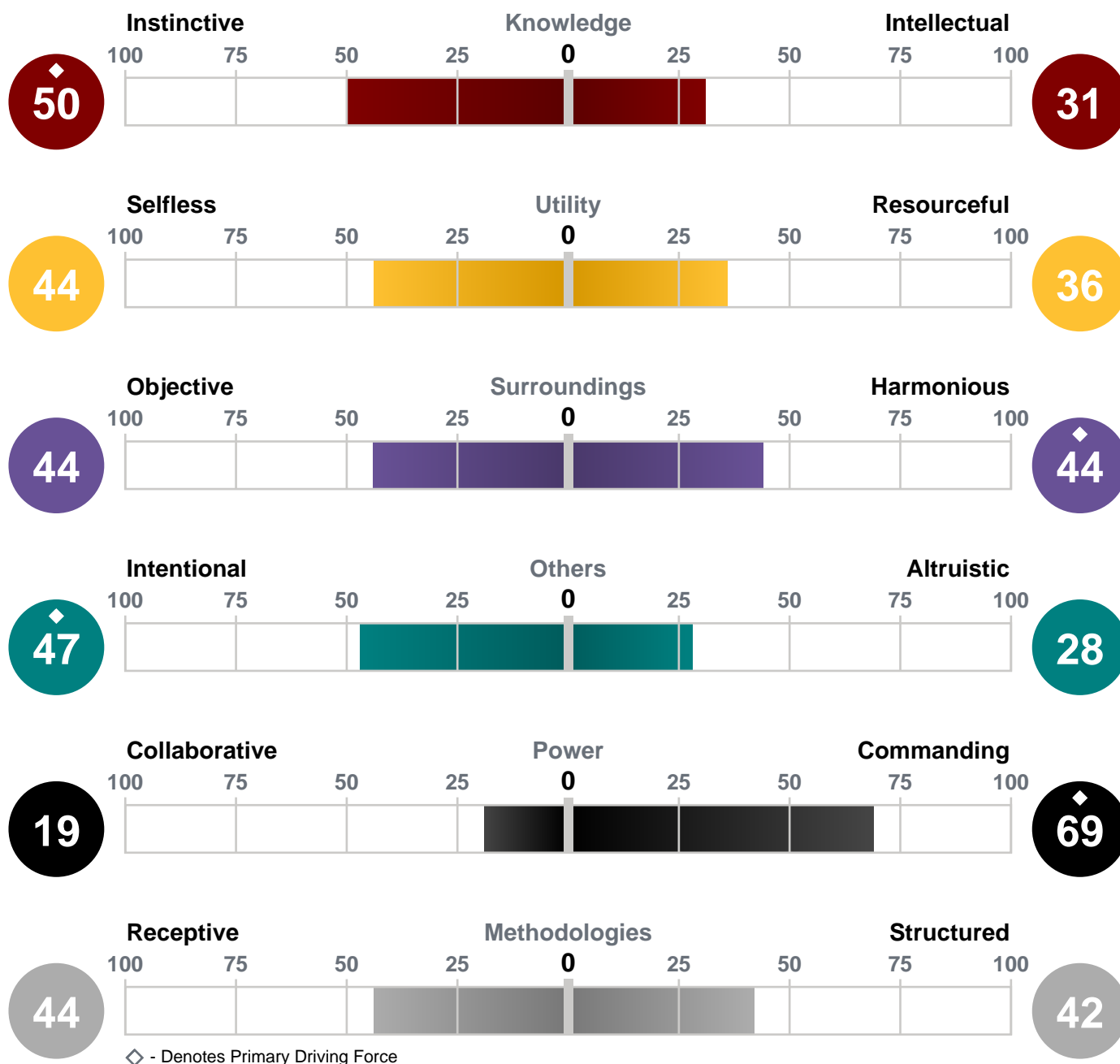
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- Jacob tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.
- He evaluates things for their utility and economic return.
- Jacob is good at achieving goals.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

## 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.*

- At times Jacob will look for the beauty in all things.
- 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.
- 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.
- Jacob may desire fine things for his spouse or family members.

## 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.*

- Jacob 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.
- Jacob at times will evaluate others based on his rules for living.
- Jacob lets his conscience be his guide.

## 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.*

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

## 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.*

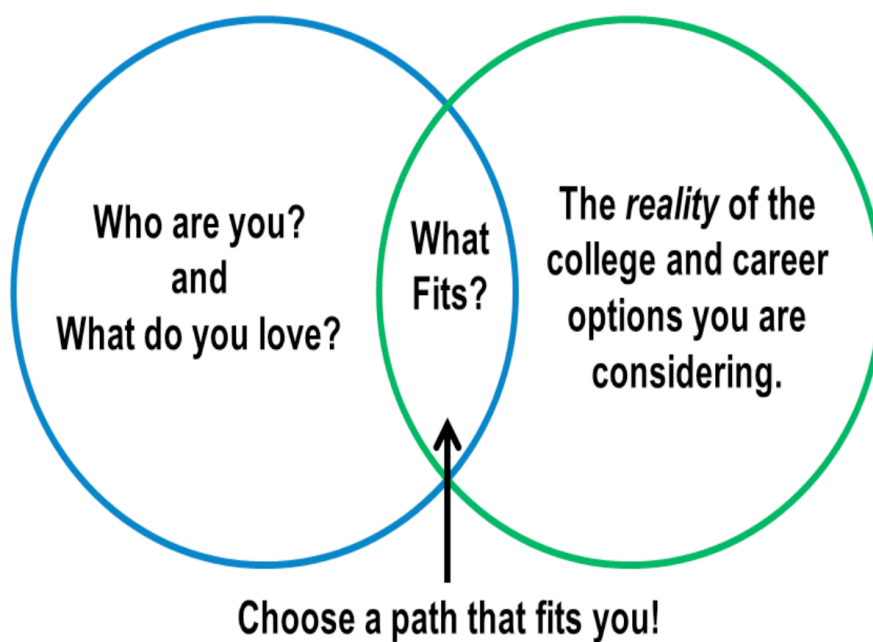
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Jacob will be torn if helping others proves to be detrimental to him.
- Jacob's passion in life will be found in one or two of the other dimensions discussed in this report.
- Believing that 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.
- Jacob is willing to help others if they are working as hard as possible to achieve their goals.

## 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](http://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  
Communications  
Entertainment and Arts Management  
Film and Television Production  
Meteorology  
Radio and Broadcast Communications

### Business

Advertising  
Business Communications, Public Relations  
Business Management, Consulting  
Construction Management  
Facilities Planning and Management  
General Management  
Marketing

### Career and Technical

Entrepreneurism

### Engineering

Industrial Engineering  
Operations Research

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture

### Evolving Opportunities

Computer Graphics, Animation  
Ecommerce  
Entrepreneurial Studies  
Multimedia, Digital Communications  
Outside Sales

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Exercise Science

### Other Career Paths

Apparel Fashion

Business Sales

Fitness and Exercise Science

Interior Design

Recreation and Tourism



## 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
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
41-3021	4	Insurance Sales Agent
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
13-2052	4	Personal Financial Advisor
11-9081	4	Lodging Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
41-9041	2	Telemarketer
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent

## STUDY TIPS

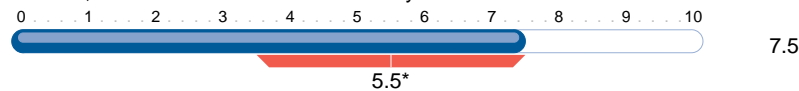
- Don't let your ego keep you from studying.
- Use recitation to embed fact and ideas.
- Track your time and see how you are spending it and add more time for studying if needed.
- Review notes from previous lessons to prepare yourself for the next.
- Don't doodle.
- Read an article on listening and note taking.
- Socialize after studying - not before.
- Use short sentences when taking notes - leave out unnecessary words.
- Develop good study habits and follow them everyday.
- Review your notes after class.
- Take meaningful notes.
- Think positively about subjects that give you difficulty.

## Strengths

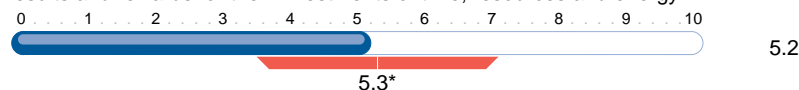
- Willing to be the spokesperson for the team.
- Utilizes people to win and accomplish goals.
- Resourceful and influential in creating effective results.
- Optimistic in process improvement.
- Wants to control his destiny, but does so in a soft way.
- Supports a leader and a cause.

## Motivators

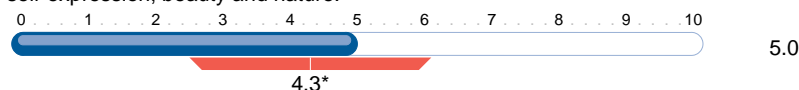
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



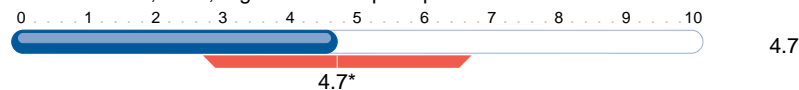
**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



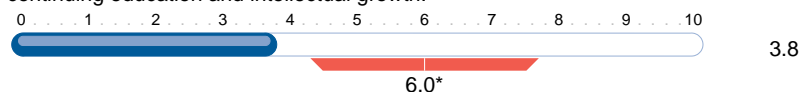
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



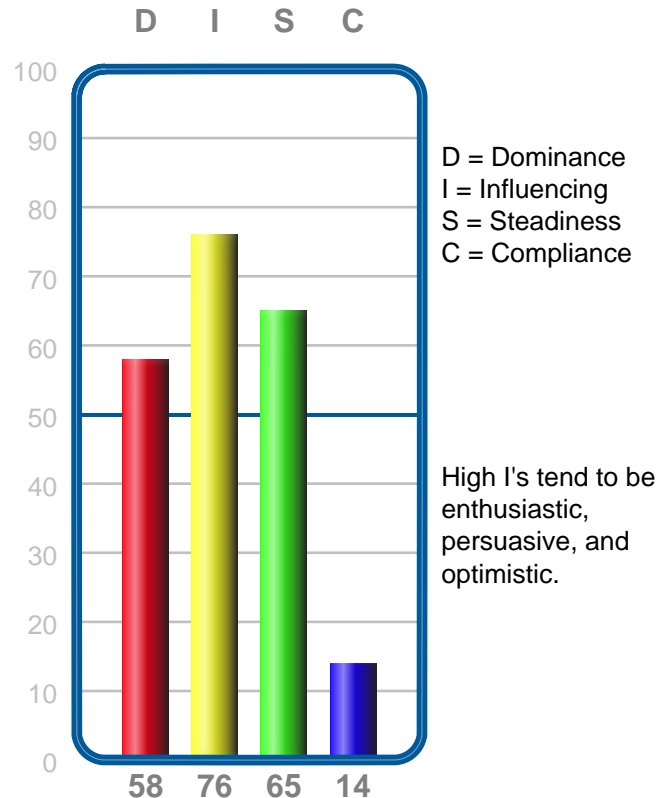
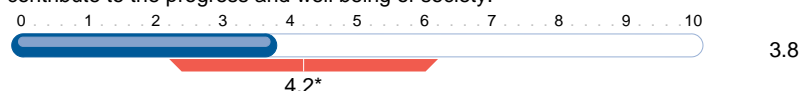
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

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

Verbalizes his feelings.

Accomplishes goals through people.

Self-reliant.

People-oriented.

Bottom line-oriented.