

jose sanchez
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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.

jose can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. When people are involved, he may not always be precise about the use of his time. He is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. jose looks to people for support and inner-satisfaction as a way to reach his personal goals. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. jose's flexibility will allow him to fit into almost any environment. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. jose is a team player but can also exhibit a desire for independence. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life.

jose often thinks over major decisions before acting. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. jose finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He is persistent and persevering in his approach to achieving goals. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

jose likes a friendly, open style of communication. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. jose will be open with those he trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Dependable team player.
- Turns confrontation into positives.
- Respect for authority and organizational structure.
- People-oriented.
- Flexible.
- Patient and empathetic.

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.

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be dependent on others for decisions, even if he knows he is right.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Underestimate his abilities.
- Dislike change if he feels the change is unwarranted.
- Need help in prioritizing new assignments.
- Be too conservative--bides time and avoids much that is new.
- Be defensive when risk is involved--move towards maintaining status quo.

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 your case softly, nonthreateningly with a sincere tone of voice.
- Ask "how?" questions to draw his opinions.
- Be sincere and use a tone of voice that shows sincerity.
- Define clearly (preferably in writing) individual contributions.
- Take your time and be persistent.
- Use scheduled timetable when implementing new action.
- Give him time to ask questions.
- Take time to be sure that he is in agreement and understands what you said.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide a friendly environment.
- Support your communications with correct facts and data.

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.

- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Push too hard, or be unrealistic with deadlines.
- Be haphazard.
- Give your presentation in random order.
- Talk to him when you're extremely angry.
- Be abrupt and rapid.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be domineering or demanding; don't threaten with position power.
- Make promises you cannot deliver.
- Patronize or demean him by using subtlety or incentive.

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.

- Strong supporter, therefore, always willing to help.
- Wants to methodically solve people-related problems that benefit the greater good.
- Maintains long-term relationships with a strong sense of loyalty.
- Steady communicator of structure and process and the way it "should" be.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.
- Great at recruiting membership in organizations to which he belongs.
- The "megaphone" to spreading a message.

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.

- Struggles with delivering a tough message, even if it's to the person's benefit.
- Sees change for change's sake as negative for himself and others.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Can come off passive/aggressive especially when beliefs are challenged.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- When helping others, may talk too much about himself.
- May interpret his beliefs as flawless.
- Has difficulty hearing what others are saying if it contradicts his beliefs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom he can associate.
- Little conflict between people.
- Groups and committees are present in order to assist charities and social causes.
- An environment where interacting with others in an effort to help each person is rewarded.
- A forum to express the experience of following the system or process.
- An environment that does not advocate change for the sake of change.

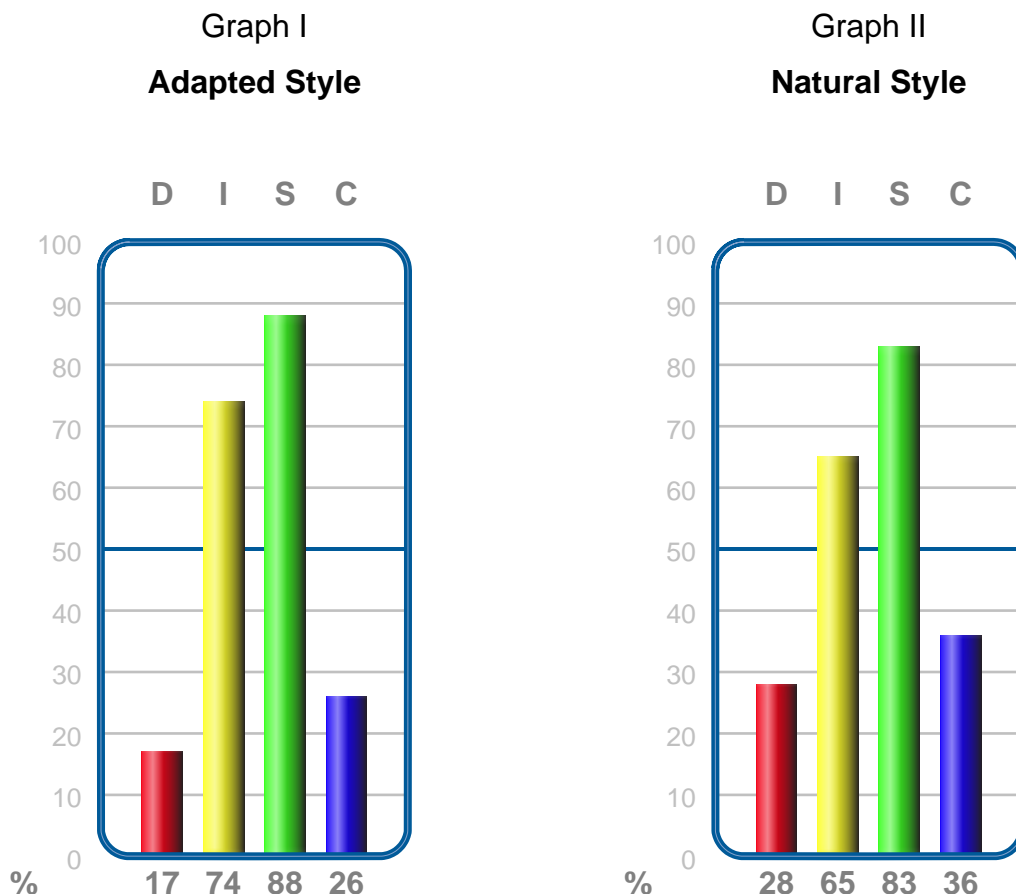
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- To be trusted.
- To be the promoter for programs that assist others, both on and off the job.
- To be a part of the team that contributes to causes and helping others.
- To create new ideas for others through the spreading of the organizational message.
- Appreciation for his patient and steady following of the system and organization.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

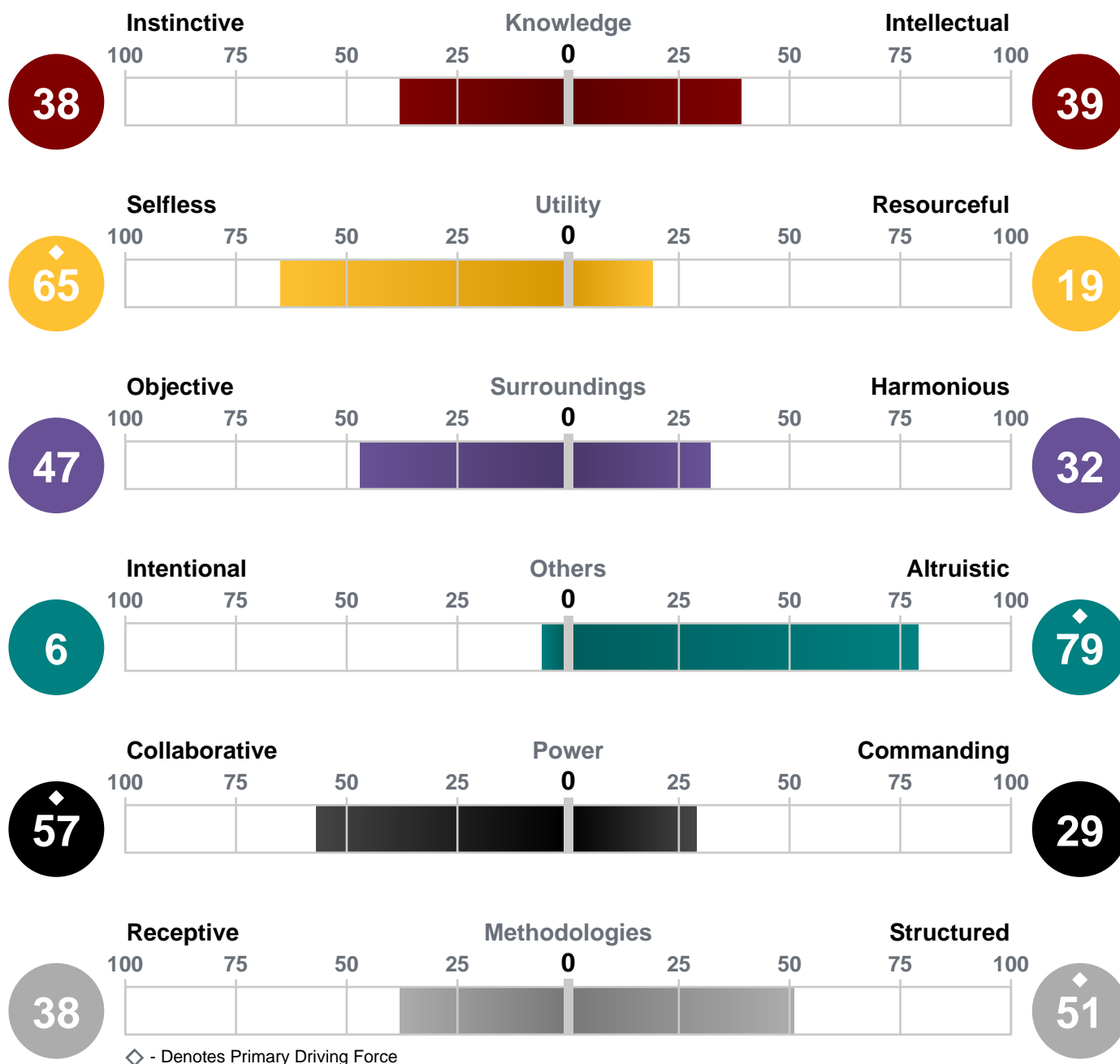
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- jose will have causes that cannot be won, satisfying his inner need for peace. Even if the cause cannot be won, he will still be compelled to try.
- Eliminating hate and conflict in the world is one of jose's passions.
- In business, he wants everyone to receive the most value money can buy.
- If he thinks it will harm the relationship, jose will avoid confrontation.
- jose will blame the system more than the individual and will work diligently to change the system.
- He wants to promote a doctrine of fairness with regard to rules that regulate people.
- Wanting others to enjoy the classics and helping to preserve them for future generations is of interest to him.
- jose has the ability to be empathetic toward those who are hurting.
- Looking for the positive in a situation energizes him to solve problems that people are experiencing.

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.

- He believes strongly in his opinions.
- He will evaluate others based on his rules for living.
- jose likes unity and order in his life.
- jose lets his conscience be his guide.
- Following proven procedures is more important than quick fixes.

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.

- jose has the potential to become an expert in his chosen field.
- jose will seek knowledge based on his needs in individual situations.
- If knowledge of a specific subject is not of interest, or is not required for success, jose will have a tendency to rely on his intuition or practical information in this area.
- A job that challenges the knowledge will increase his job satisfaction.
- If jose is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- jose will usually have the data to support his convictions.
- In those areas where jose has a special interest he will be good at integrating past knowledge to solve current problems.

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

MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

- jose will be less concerned about his ego than others may be.
- jose's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not attempt to overpower others' points of view or change their thinking.
- jose feels that struggles should be the burden of the team, not just the individuals.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- As long as jose's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Being in total control of a situation is not a primary motivating factor.

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.

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

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

Anthropology
Archaeology
Art History
Botany
Economics
Education Counselor
Ethnic, Cultural and Gender Studies
Geology, Earth Sciences
Humanities
Journalism
Library Science
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Sociology
Teaching, Education
Theology
Urban Studies
Web Design, Web Administration

Business

Marketing

Career and Technical

Health Aide, Medical Assistance
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Occupational Therapy
Pre-Veterinary Medicine
Psychology

Other Career Paths

Child Care, Family Services

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
15-1041	4	Computer Support Specialist
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
25-2011	2+	Teacher, Preschool
53-6051	2	Transportation Inspector
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
29-2071	2	Medical Records Technician
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
55-3016	HS	Infantry
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4011	HS	Brokerage Clerk
43-3071	HS	Teller
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-3011	HS	Gaming Dealer
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

STUDY TIPS

- Try new ways of learning.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Don't let others intrude upon your study time.
- Put words you have trouble spelling on your mirror so you see them daily.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set realistic goals.
- Quiz yourself and others about ideas you are learning.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.

Strengths

Strong supporter, therefore, always willing to help.

Wants to methodically solve people-related problems that benefit the greater good.

Maintains long-term relationships with a strong sense of loyalty.

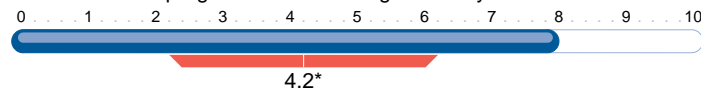
Steady communicator of structure and process and the way it "should" be.

Good at promoting causes that improve society.

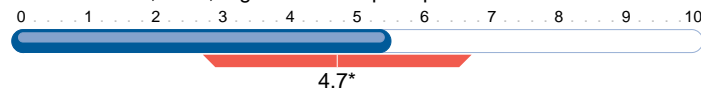
Great at recruiting membership in organizations to which he belongs.

Motivators

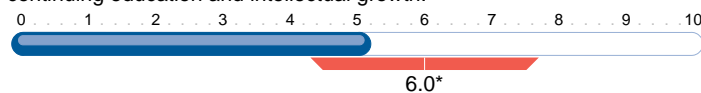
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



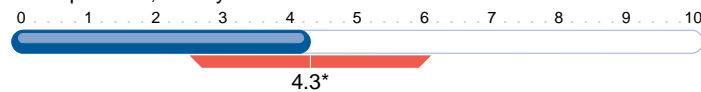
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



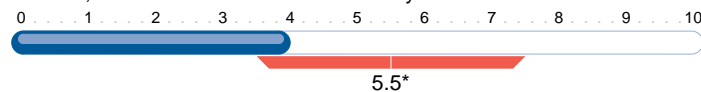
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



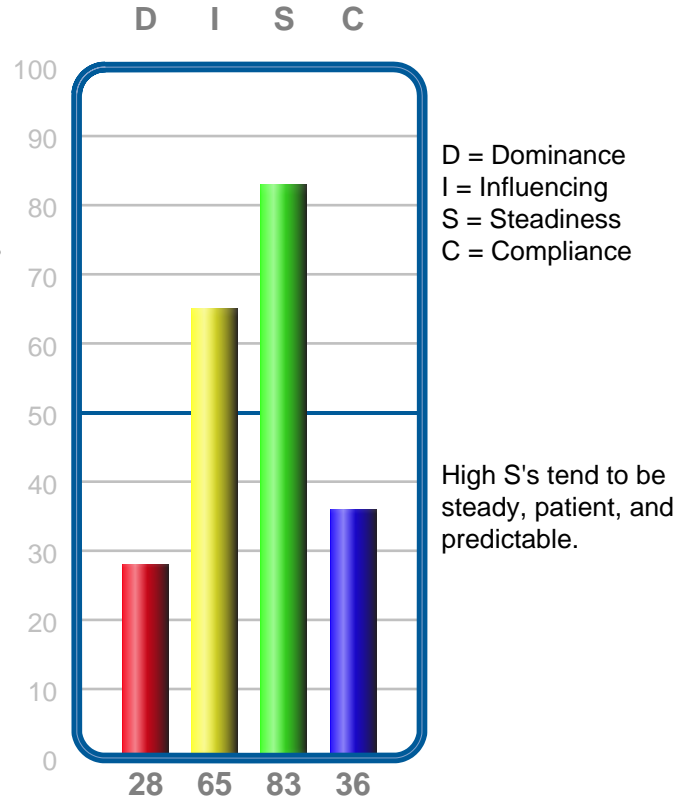
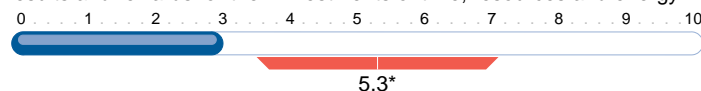
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Patient and empathetic.

Service-oriented.

People-oriented.

Turns confrontation into positives.

Builds good relationships.

Respect for authority and organizational structure.