

**Johnny Capriel**  
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.*

Johnny likes to develop people and build organizations. He can be seen as a person of good will. He influences most people with his warmth. He believes in getting results through other people. He prefers the "team approach." Johnny is optimistic and usually has a positive sense of humor. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." Johnny tries to influence others through a personal relationship and many times will perform services to develop this relationship. He can combine and balance enthusiasm and patience.

Johnny prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. 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 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. Johnny likes working for managers who make quick decisions. He is good at solving problems that deal with people. He likes to participate in decision making.

Johnny has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He may use his time imprecisely because he likes to talk to people. Johnny will optimistically interact with people in an assured, diplomatic and poised manner. He is people-oriented and verbally fluent. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Optimistic and enthusiastic.
- Verbalizes his feelings.
- Respect for authority and organizational structure.
- Accomplishes goals through people.
- Builds confidence in others.
- Positive sense of humor.

## 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.*

- Overuse praise in motivating others.
- Trust people indiscriminately if positively reinforced by those people.
- Make decisions based on surface analysis.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Overestimate his ability to motivate people or change others' behavior.
- Be so enthusiastic that he can be seen as superficial.
- Be unrealistic in appraising people--especially if the person is a "friend."

## 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.*

- Provide testimonials from people he sees as important.
- Give him time to ask questions.
- Take time to be sure that he is in agreement and understands what you said.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Be sincere and use a tone of voice that shows sincerity.
- Support your communications with correct facts and data.
- Take your time and be persistent.
- Be prepared.
- Talk about him, his goals and the opinions he finds stimulating.
- Leave time for relating, socializing.
- Provide a warm and friendly environment.

## 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.
- Be dictatorial.
- Drive on to facts, figures, alternatives or abstractions.
- Push too hard, or be unrealistic with deadlines.
- "Dream" with him or you'll lose time.
- Leave decisions hanging in the air.
- Make promises you cannot deliver.
- Be haphazard.
- Take credit for his ideas.
- Be curt, cold or tight-lipped.
- Talk to him when you're extremely angry.

## 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.*

- Good at promoting causes that improve society.
- Demonstrates a will and desire to help others in the organization.
- Being an optimistic leader.
- Motivates others to be the best they can be.
- Will be persistent about moving toward the greater cause.
- Accommodating and pleasing others is one of his natural talents.
- Wants to control his destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.

## 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.*

- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Does not always listen to those he is helping.
- May be viewed as someone who over promises and under delivers.
- He may overestimate his authority.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- May have difficulty correcting others as he wants to help but not offend.
- Forgives but has a hard time forgetting.
- May let other's criticism of his work continually frustrate him.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Freedom from control and detail.
- An environment where interacting with others in an effort to help each person is rewarded.
- Groups and committees are present in order to assist charities and social causes.
- Recognition and rewards for consistency, steadiness and being methodical.
- An environment where he can "lead the parade".

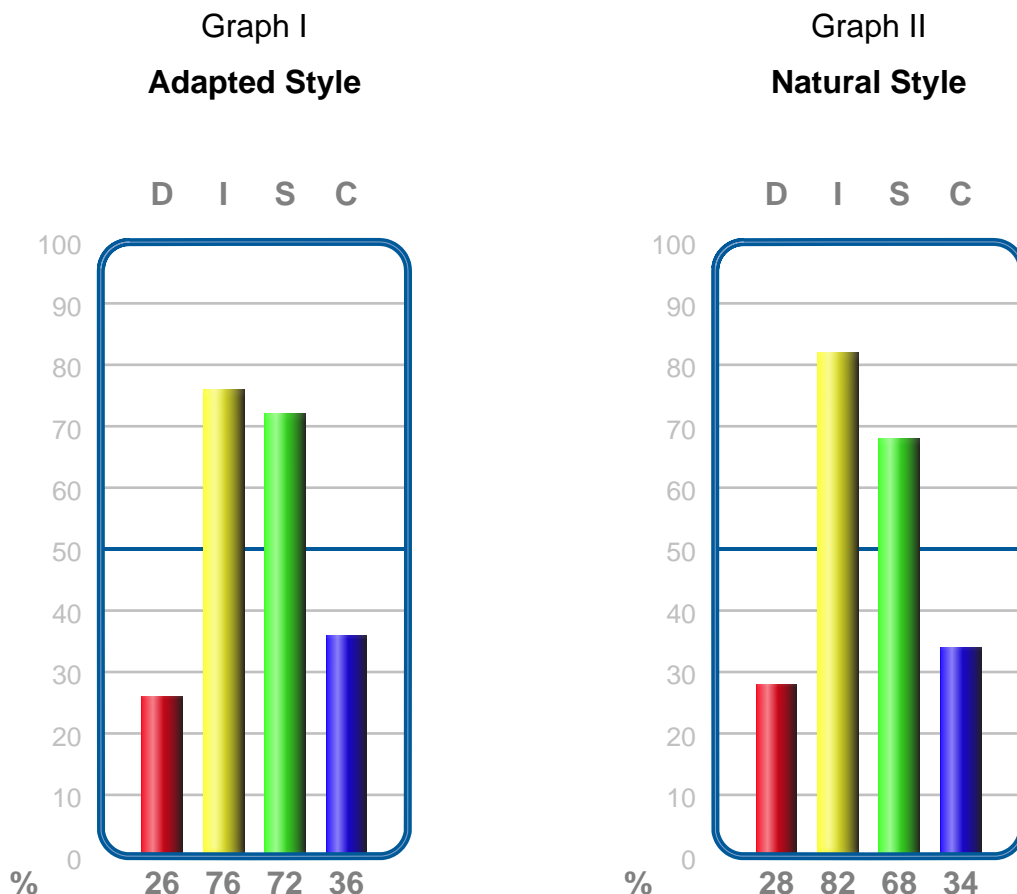
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- A support system to do the detail work.
- To be a part of the team that contributes to causes and helping others.
- To be the promoter for programs that assist others, both on and off the job.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- A podium to express ideas, vision and experiences.

## 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:

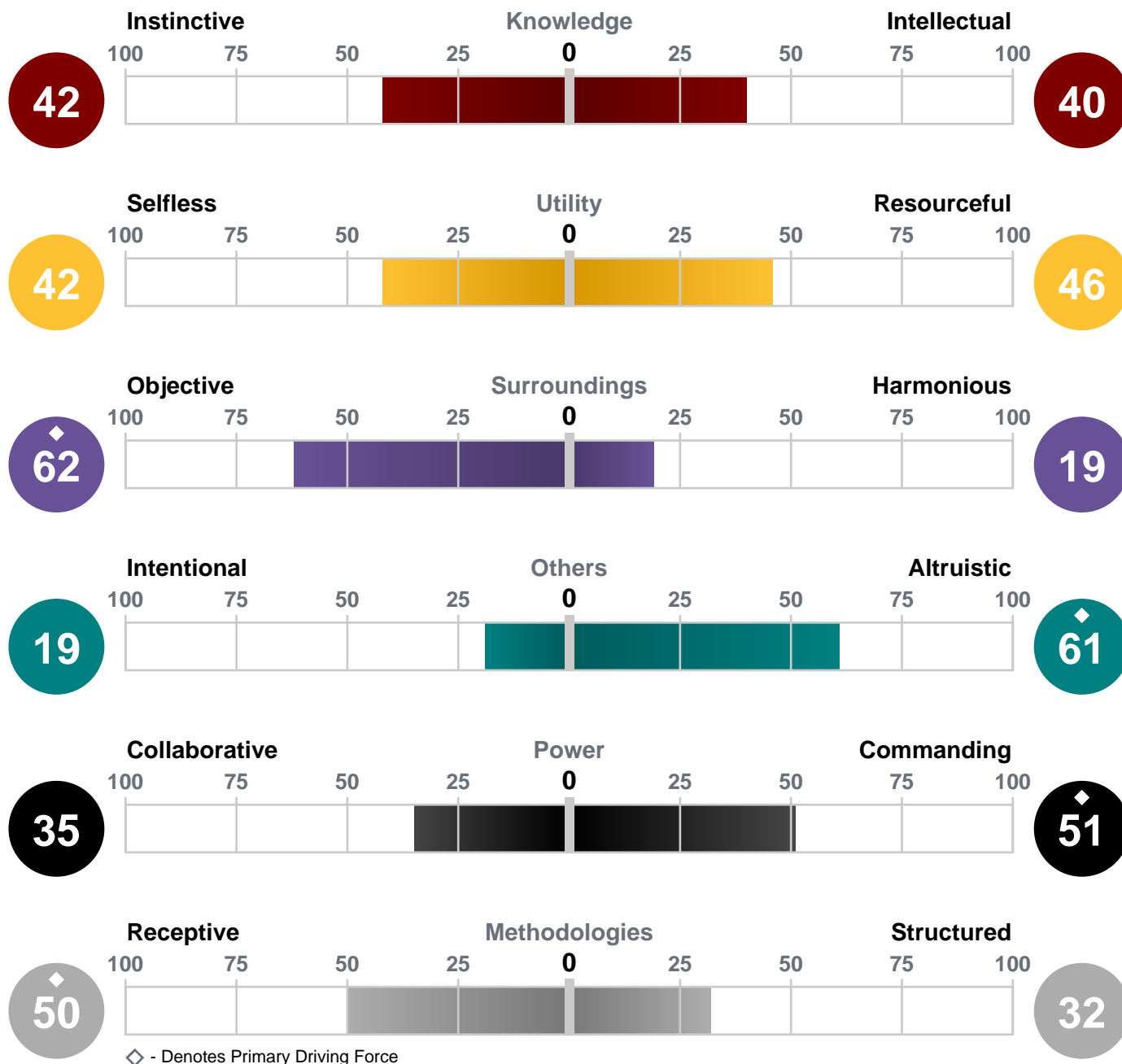
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Helping the homeless may be one of his concerns.
- Johnny will be generous with time, research and information on social problems.
- He is generous with his time, talent and resources for those in need.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- Johnny is patient and sensitive to others.

## 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.*

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

## 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 evaluates things for their utility and economic return.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- Johnny is good at achieving goals.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his needs.
- Johnny tends to give freely of time and resources, but will want and expect a return on his investment.

## 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.*

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

## 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.*

- Johnny'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.
- It may be hard to manipulate Johnny because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Johnny can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on Johnny.
- He will work within a broadly defined set of beliefs.
- In many cases, Johnny will want to set his own rules which will allow his own intuition to guide and direct his actions.

## 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.*

- Intellectually, Johnny can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle his creativity.
- Johnny's passion in life will be found in one or two of the other motivators discussed in this report.
- Johnny is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- The utility of "something" is more important than its beauty, form and harmony.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.

## 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

Criminology, Forensics

### Business

General Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Health Aide, Medical Assistance  
Rehabilitation Therapy

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Ecommerce  
Medical Ethics  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Chiropractic Assistance  
Counseling  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Optometry  
Pre-Dental  
Pre-Ophthalmology  
Psychology

### Other Career Paths

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Child Care, Family Services  
Fitness and Exercise Science  
Personal Care Technician



## 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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
27-1023	HS	Floral Designer

## STUDY TIPS

- Socialize after studying - not before.
- Don't doodle.
- Take meaningful notes.
- Identify the time of day you feel best and try to fit studying into these hours.
- Ask questions about things for which you are unsure.
- Track your time and see how you are spending it and add more time for studying if needed.
- Review your notes after class.
- Don't let others intrude upon your study time.
- Set goals which challenge your abilities.
- Listen for ideas and facts to support the main idea.
- Review notes from previous lessons to prepare yourself for the next.

## Strengths

Good at promoting causes that improve society.

Demonstrates a will and desire to help others in the organization.

Being an optimistic leader.

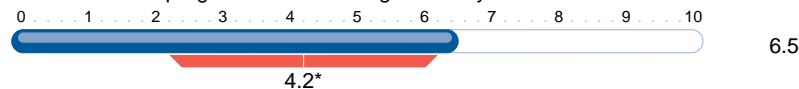
Motivates others to be the best they can be.

Will be persistent about moving toward the greater cause.

Wants to control his destiny, but does so in a soft way.

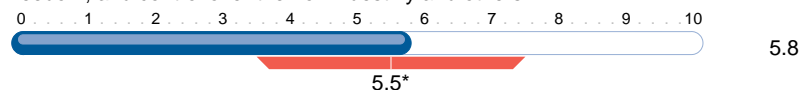
## Motivators

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



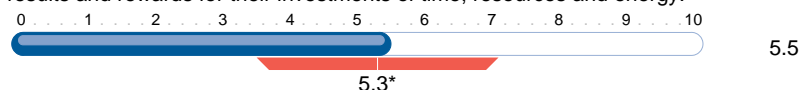
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



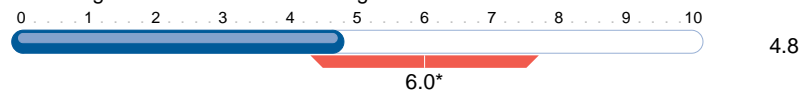
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



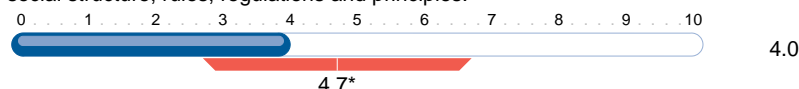
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**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



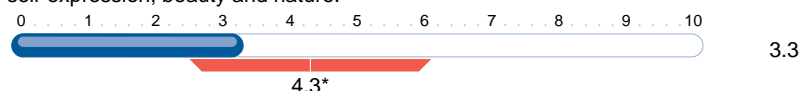
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**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



4.0

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



3.3



## Value to a Team

Creative problem solving.

Verbalizes his feelings.

Positive sense of humor.

Optimistic and enthusiastic.

Accomplishes goals through people.

Builds confidence in others.