

**wilson cardenas**  
10-11-2016



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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.*

wilson prefers working for a participative manager. He does his best work in this kind of environment. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He is optimistic and usually has a positive sense of humor. He likes feedback from his manager on how he is doing. wilson can combine and balance enthusiasm and patience. 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." He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He places his focus on people. To him, strangers are just friends he hasn't met! wilson likes quality social relationships. He often will become friends with his customers or clients. He tries to influence others through a personal relationship and many times will perform services to develop this relationship.

wilson 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. He is good at solving problems that deal with people. Decisions are made after gathering facts and supportive data. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. 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. He likes to participate in decision making. 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.

wilson often makes suggestions to others, but rarely attempts to force his ideas on them. He is good at calming conflict situations. Others can sense that he is truly interested in helping people in a conciliatory role. He 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 judges others by their verbal skills and warmth. wilson is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, wilson will attempt to put them at ease. It is important for wilson to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He usually uses many gestures when talking. He has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Turns confrontation into positives.
- Flexible.
- Team player.
- Will gather data for decision making.
- Adaptable.
- People-oriented.
- Negotiates conflicts.

## 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.
- Be so enthusiastic that he can be seen as superficial.
- 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 optimistic regarding possible results of his projects or the potential of his people.
- 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.*

- Provide testimonials from people he sees as important.
- Provide ideas for implementing action.
- Provide solid, tangible, practical evidence.
- Take your time and be persistent.
- Use scheduled timetable when implementing new action.
- Take time to be sure that he is in agreement and understands what you said.
- Be sincere and use a tone of voice that shows sincerity.
- Give him time to ask questions.
- Leave time for relating, socializing.
- Be prepared.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Read the body language for approval or disapproval.
- Talk about him, his goals and the opinions he finds stimulating.

## 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.*

- Leave decisions hanging in the air.
- Kid around too much, or "stick to the agenda" too much.
- Be haphazard.
- Push too hard, or be unrealistic with deadlines.
- Be curt, cold or tight-lipped.
- Take credit for his ideas.
- Be dictatorial.
- Use testimonies from unreliable sources.
- Rush him in the decision-making process.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to him.

## 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.*

- Wants to be seen as a leader in humanitarian issues.
- Sings the praises of peers and the contributions others make.
- Motivates others to continue education.
- Willing to share knowledge to benefit the team or organization.
- Anticipates challenges within the process in order to help people succeed.
- Will care for others while holding people accountable.
- His desire to learn more allows processes to become more effective.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.

## 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 helping others, may talk too much about himself.
- May overestimate the impact he can have on others.
- A desire to share information can impede his ability to listen and learn.
- May be too trusting of people as resources.
- A desire to help is preceded with a tendency to over correct.
- Sets unwanted rules for others, but does so for their own good.
- Never enough facts to prove the new theory.
- May appear overly data- or theory-focused.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- Prefers technical work, specializing in one area.
- An environment where being prepared for meetings is rewarded.
- A forum to demonstrate the ability to gather facts and information.
- Provide functional and useful ways to help others achieve and win.
- Ability to achieve results through the interaction with and helping of others.

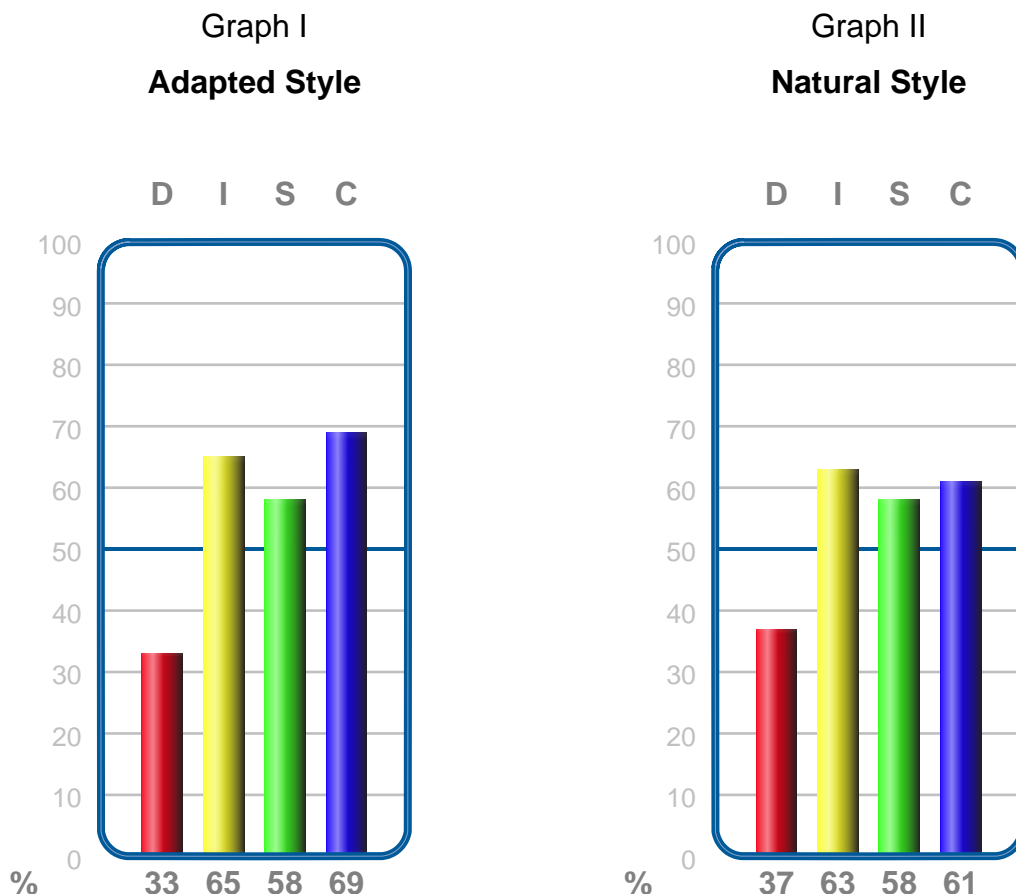
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Reassurance he is doing the job right.
- Rewards to support his dreams.
- Background and detailed information on process and procedures in order to ensure they are correct.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Accountability for the desired humanitarian outcomes.
- An opportunity to express how he can improve society.

## 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:

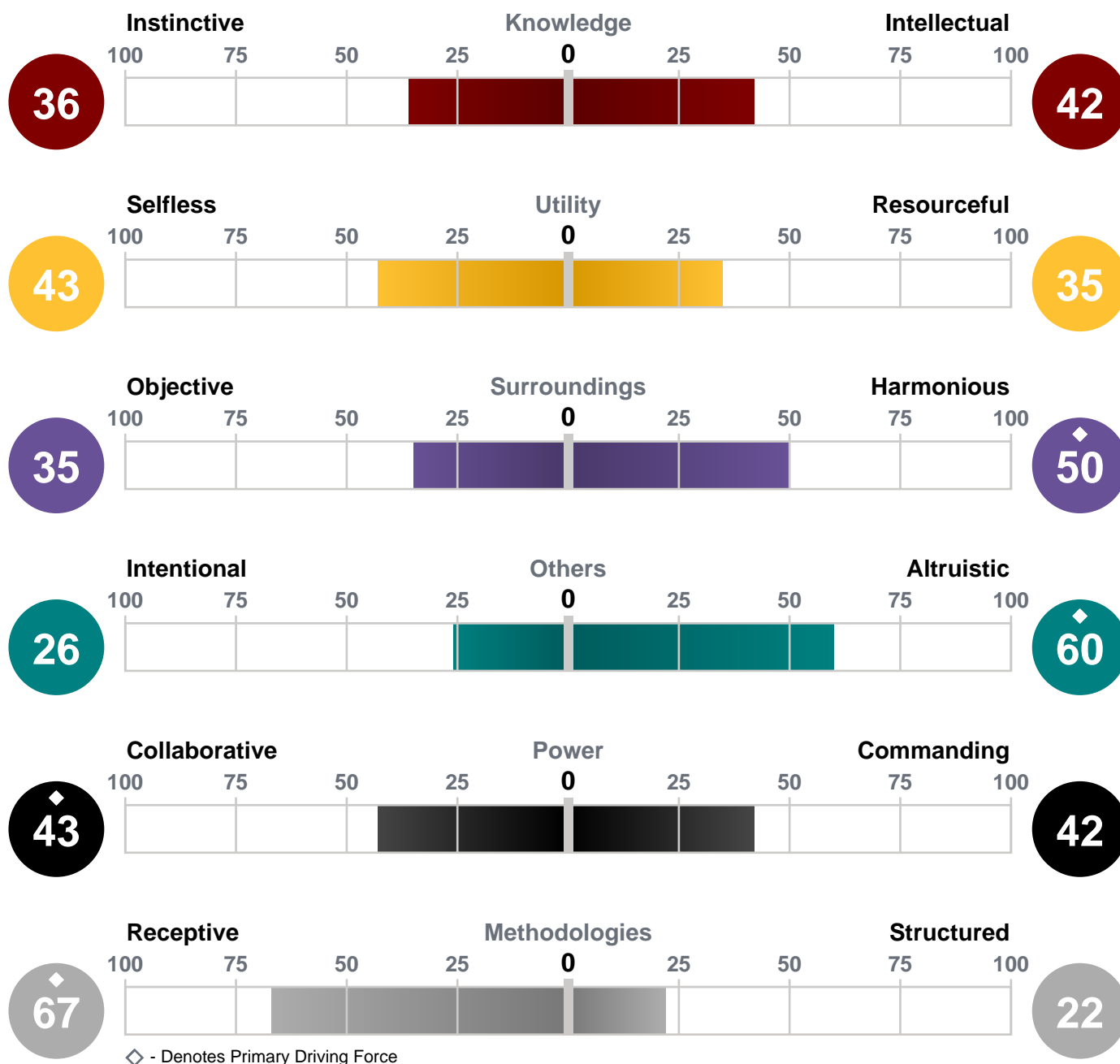
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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 wilson is one that challenges his knowledge.
- wilson is very good at integrating past knowledge to solve present problems.
- wilson is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- wilson has the potential to become an expert in his chosen field.

## 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.*

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

## 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.*

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- wilson can be assertive in meeting his needs.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times wilson can be very competitive.

## 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.*

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

## 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.*

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

## 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

Architecture  
Information Technology  
Interior Design  
Library Science

### Business

Human Resources, Organizational Development

### Career and Technical

Biomedical Equipment Technician  
Chef, Food Preparation  
Dental Assistance  
Speech and Language Pathology

### Engineering

Bio Engineering  
Civil Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Desktop Publishing  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Nonprofit Management  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography

### Health Sciences

Counseling  
Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine



## 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
29-1121	4+	Audiologist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1021	4+	Dentist
25-4012	4+	Curator
21-1029	4+	Social Worker
19-3093	4+	Historian
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Study or review notes before each class starts.
- Identify the time of day you feel best and try to fit studying into these hours.
- Listen for ideas and facts to support the main idea.
- Don't let others intrude upon your study time.
- Set goals which challenge your abilities.
- 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.
- Ask questions about things for which you are unsure.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Take meaningful notes.

## Strengths

Wants to be seen as a leader in humanitarian issues.

Sings the praises of peers and the contributions others make.

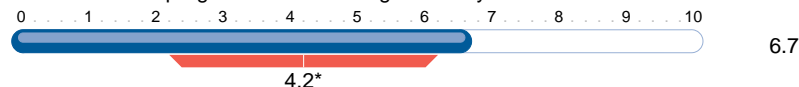
Motivates others to continue education.

Willing to share knowledge to benefit the team or organization.

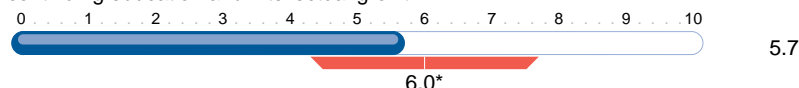
Anticipates challenges within the process in order to help people succeed.

## Motivators

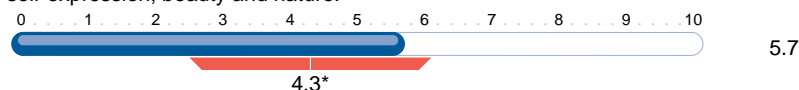
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



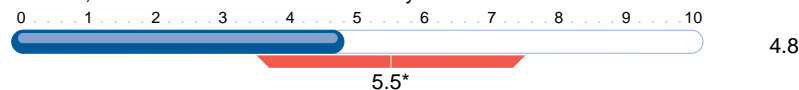
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



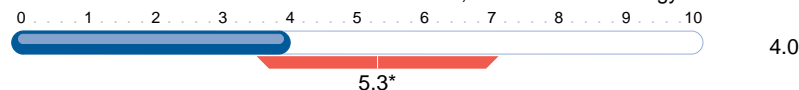
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



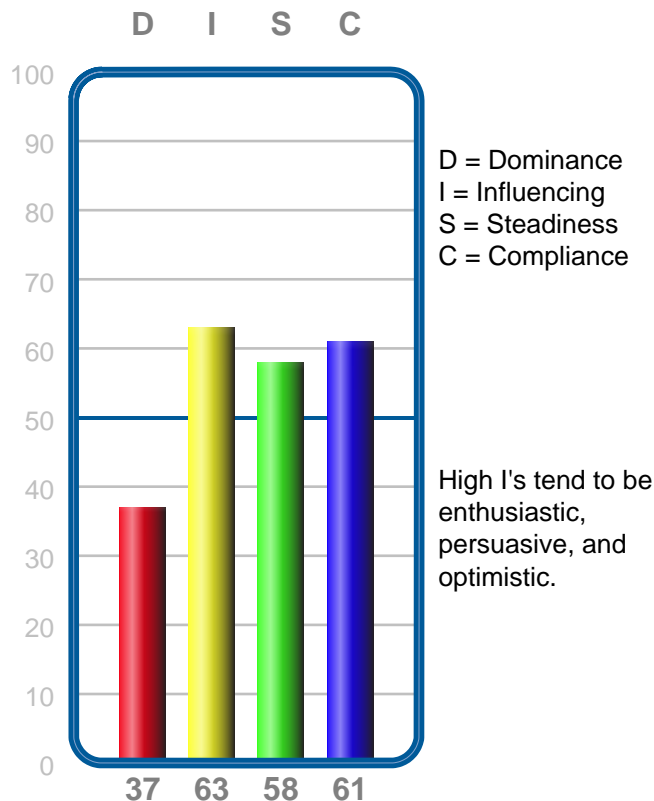
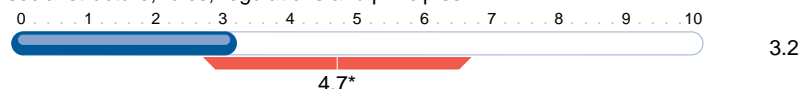
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

Respect for authority and organizational structure.

Optimistic and enthusiastic.

Will gather data for decision making.

Accomplishes goals through people.

Flexible.

Adaptable.