

Bryan Arrieta
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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.

Bryan usually develops strong attachments for his work group and family. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. Relationships with others are warm, personal and lasting. Once Bryan has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He is often seen as practical and objective. He is a team player but can also exhibit a desire for independence. When people are involved, he may not always be precise about the use of his time. Bryan likes to set his own pace. When others try to rush him, he feels threatened and may balk. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work.

Bryan often thinks over major decisions before acting. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He 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. 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. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts."

Bryan likes a friendly, open style of communication. 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 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 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. Bryan will be open with those he trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Dependable team player.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dedicated to his own ideas.
- Patient and empathetic.
- Creative approach to problem solving.
- Self-reliant.
- Bottom line-oriented.

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.

- Take criticism of his work as a personal affront.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Hold a grudge if his personal beliefs are attacked.
- Need help in prioritizing new assignments.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.

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.

- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Look for his oversights.
- Understand his defiant nature.
- Expect him to return to fight another day when he has received a "no" answer.
- Provide solutions--not opinions.
- Clarify any parameters in writing.
- Define the problem in writing.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Appeal to the benefits he will receive.

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.

- Ramble.
- Take credit for his accomplishments.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Muffle or overcontrol.
- Be abrupt and rapid.
- Let him overpower you with verbiage.
- Give him your opinion unless asked.
- Be paternalistic.
- Offer assurance and guarantees you can't fulfill.
- 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.

- Wants to methodically solve people-related problems that benefit the greater good.
- Accommodating and pleasing others is one of his natural talents.
- Steady, consistent and balanced member of the team.
- Patient with and willing to listen to the feelings of others.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.
- Brings enthusiasm to the creative process.
- Will convey optimism for new ideas.

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.

- Sees change for change's sake as negative for himself and others.
- May have difficulty correcting others as he wants to help but not offend.
- Wants to enhance surroundings, but struggles with the need to change.
- Difficulty dealing with diverse situations involving objective views.
- 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.
- Can over share personal feelings or emotions.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Assignments with a high degree of people contacts.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- Time for personal reflection and an appreciation for staying balanced.
- Groups and committees are present in order to assist charities and social causes.
- Work on a team that has common interests and desires.

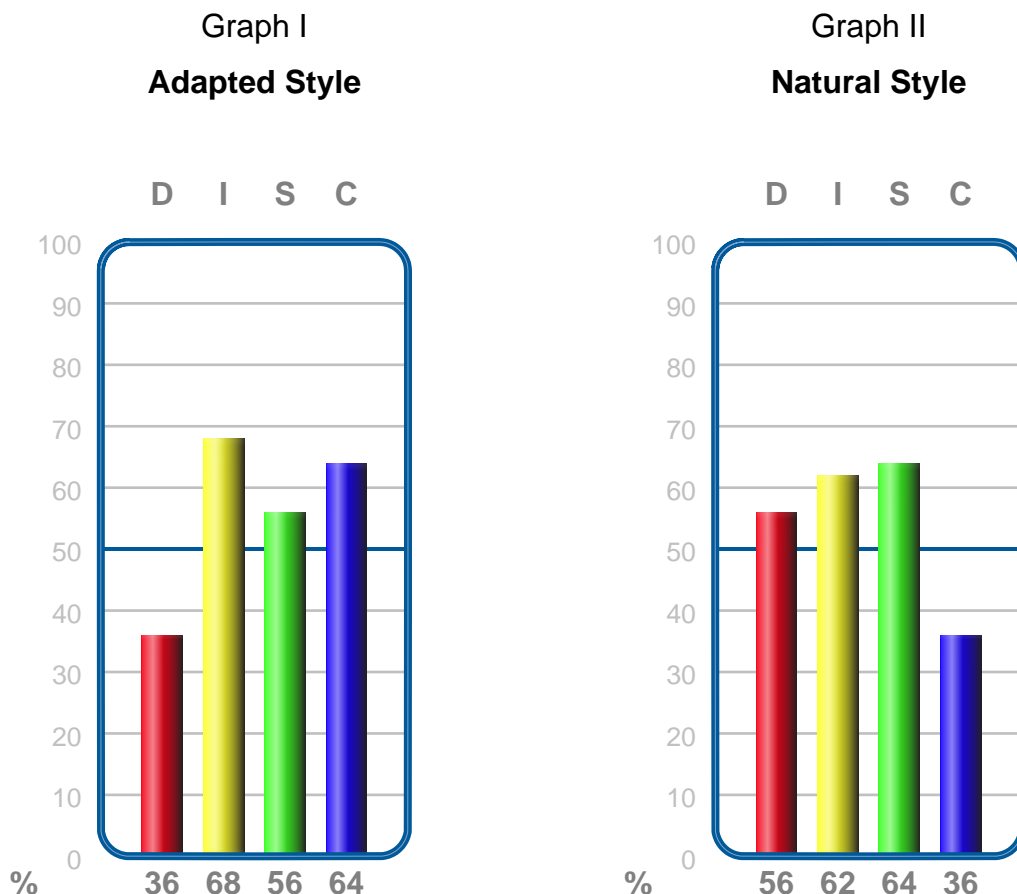
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Public recognition of his ideas and results.
- Clearly defined start and finish points on each project or task.
- Time for the beautification of the workplace and areas around him.
- To be the promoter for programs that assist others, both on and off the job.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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:

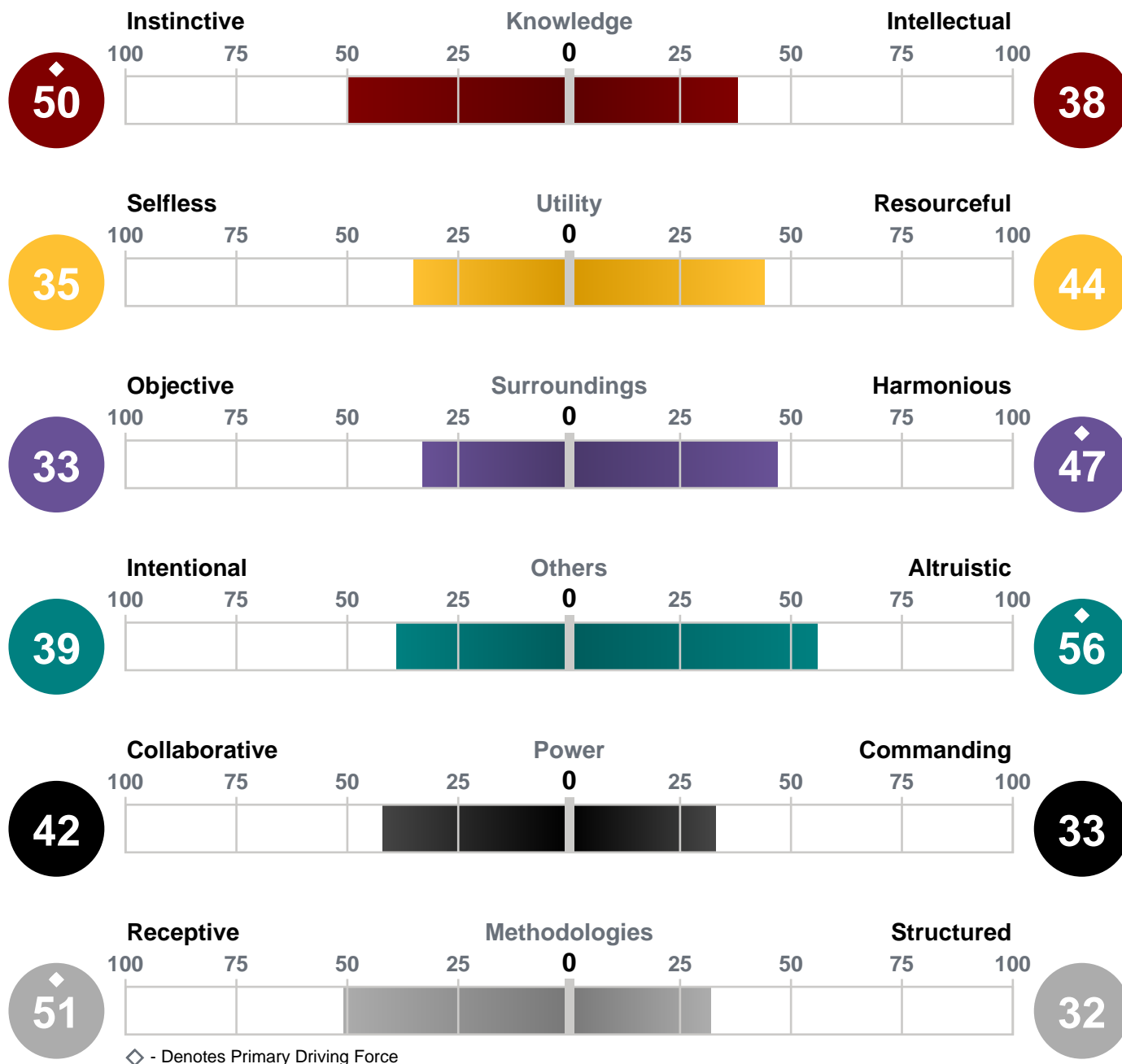
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Form and harmony provide him with an experience to remember.
- Decorating his surroundings so they are visually pleasing is enjoyable for Bryan.
- Bryan will evaluate things based on artistic beauty and usefulness.
- Bryan uses his aesthetic talent to impress others.
- Dressing for success comes naturally to Bryan. He enjoys the latest designer clothes when he has the funds to purchase them.
- Bryan looks for and appreciates the beauty in 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.

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- 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 Bryan can be very competitive.
- Bryan can be assertive in meeting his needs.

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.

- Bryan will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will use wealth as a yardstick to measure his work effort with certain activities.
- Bryan will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Money itself is not as important as what it will buy.
- Bryan can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.

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

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.

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

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

Entertainment and Arts Management
Web Design, Web Administration

Business

Business Communications, Public Relations
Construction Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Speech and Language Pathology

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning
Videography

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

Apparel Fashion

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
27-1011	4+	Art Director
21-1029	4+	Social Worker
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2032	4	Choreographer
27-1025	4	Interior Designer
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager
17-3027	2-4	Mechanical Engineering Technician
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
21-1093	HS-4	Social & Human Services Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

- Put words you have trouble spelling on your mirror so you see them daily.
- Try new ways of learning.
- Don't let your ego keep you from studying.
- Use recitation to embed fact and ideas.
- Meditate and think positive thoughts before taking an exam.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Develop good study habits and follow them everyday.
- Think positively about subjects that give you difficulty.
- Quiz yourself and others about ideas you are learning.

Strengths

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

Accommodating and pleasing others is one of his natural talents.

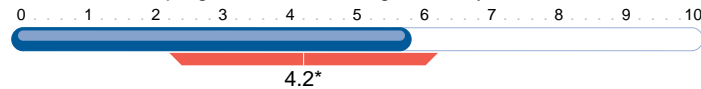
Steady, consistent and balanced member of the team.

Patient with and willing to listen to the feelings of others.

Good at promoting causes that improve society.

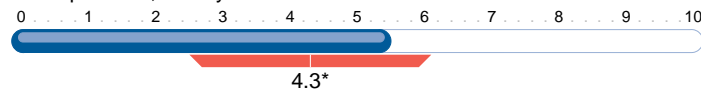
Motivators

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



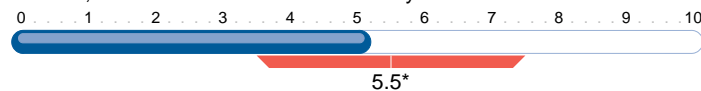
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



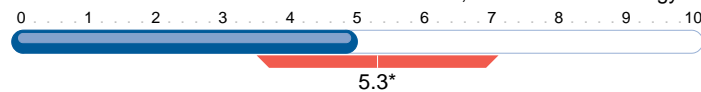
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



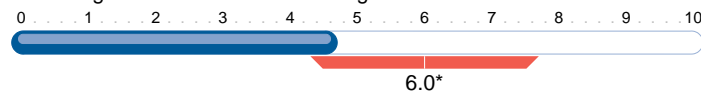
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



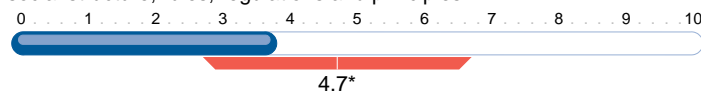
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

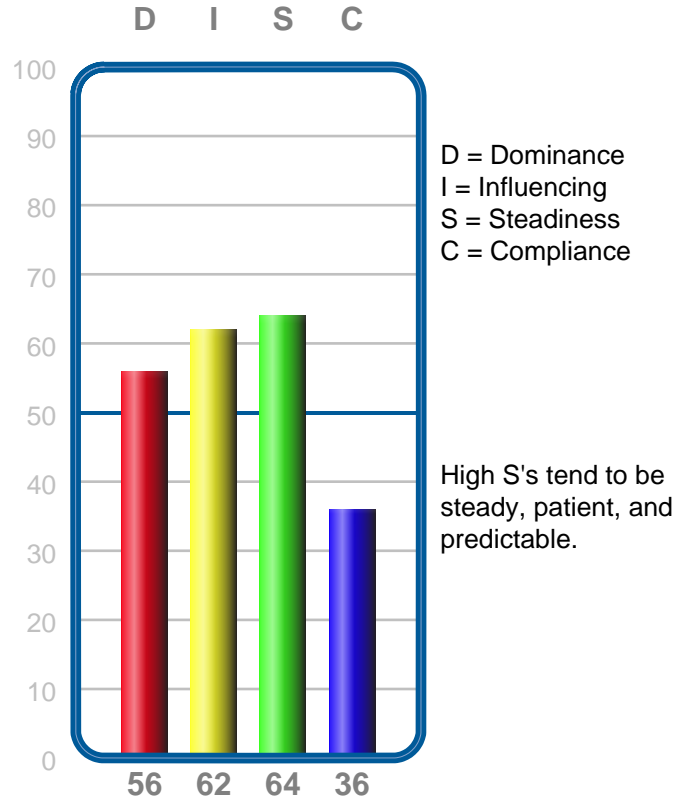


4.7

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



3.8



Value to a Team

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

Patient and empathetic.

Service-oriented.

Can support or oppose strongly.

Creative approach to problem solving.

Big thinker.