

**josue arias**  
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.*

josue wins through hard work and persistence. He likes to stay with one task until it is completed. He can be motivated through teamwork. He likes to know he is a valued team member. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. He may have difficulty sharing his feelings if it may disturb the relationship. He can be discreet and sociable as called for by the situation. josue has great abilities to concentrate on details. This concentration may be intense. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment.

josue uses logic to assist him in decision making. This tendency is helpful to others in his group. 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 may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. josue tries to use balanced judgment. He is the person who brings stability to the entire team. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." Making plans and following those plans is important to him. When faced with a tough decision, he will seek information and analyze it thoroughly.

josue may guard some information unless he is asked specific questions. He will not willingly share unless he is comfortable with the knowledge he possesses about the topic. He is more motivated by logic than emotion. To him, logic represents tangible research. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. 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. josue is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. Sometimes he will withdraw from a verbal battle. If he feels strongly about an issue, he may retreat to gather his resources and then return to take a stand!

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- People-oriented.
- Works for a leader and a cause.
- Good at reconciling factions--is calming and adds stability.
- Suspicious of people with shallow ideas.
- Consistent and steady.
- Always looking for the logical solutions.

## 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.*

- Dislike change if he feels the change is unwarranted.
- Underestimate his abilities.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Hold a grudge if his personal beliefs are attacked.
- Take criticism of his work as a personal affront.
- 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.*

- 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.
- Be patient and persistent.
- Keep at least three feet away from him.
- Give pros and cons on ideas.
- Listen to him.
- Use the proper buzz words that are appropriate to his expertise.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.
- Use an unemotional approach.
- Be prepared with the facts and figures.

## 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.*

- Use inappropriate buzz words.
- Leave things open to interpretation.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Debate about facts and figures.
- Be vague; don't offer opinions and probabilities.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Pretend to be an expert, if you are not.
- Overuse emotion.
- Use high speed, intense inputs.
- Be redundant.
- Be superficial.

## 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.*

- Leads by example and in a quiet and methodical way.
- Methodically follows a strategy to achieve.
- The "glue" that ties multiple visions together.
- Accommodating team member that brings balance to the organization.
- Gives clear instruction to what he needs to accomplish goals.
- Holds others to high standards.
- He brings extreme detail and precision to the project in order to enhance the outcome.
- Gives clear specific instructions to maintain balance.

## 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.*

- Forgives but has a hard time forgetting.
- A fear of change prevents him from advancing.
- Not willing to share opinions until comfortable about how others will receive it.
- If environment is shaken, he struggles to speak up to realign it.
- Nothing is good enough, unless it's the best.
- May set unreachable standards for himself and others.
- Feels a better job could be done if more focus was on the experience of the project.
- Has trouble starting a new project that conflicts with the harmony of the organization.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- An environment where he can use his intuitive thinking skills.
- Time for personal reflection and an appreciation for staying balanced.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Forum to challenge change for the sake of change.

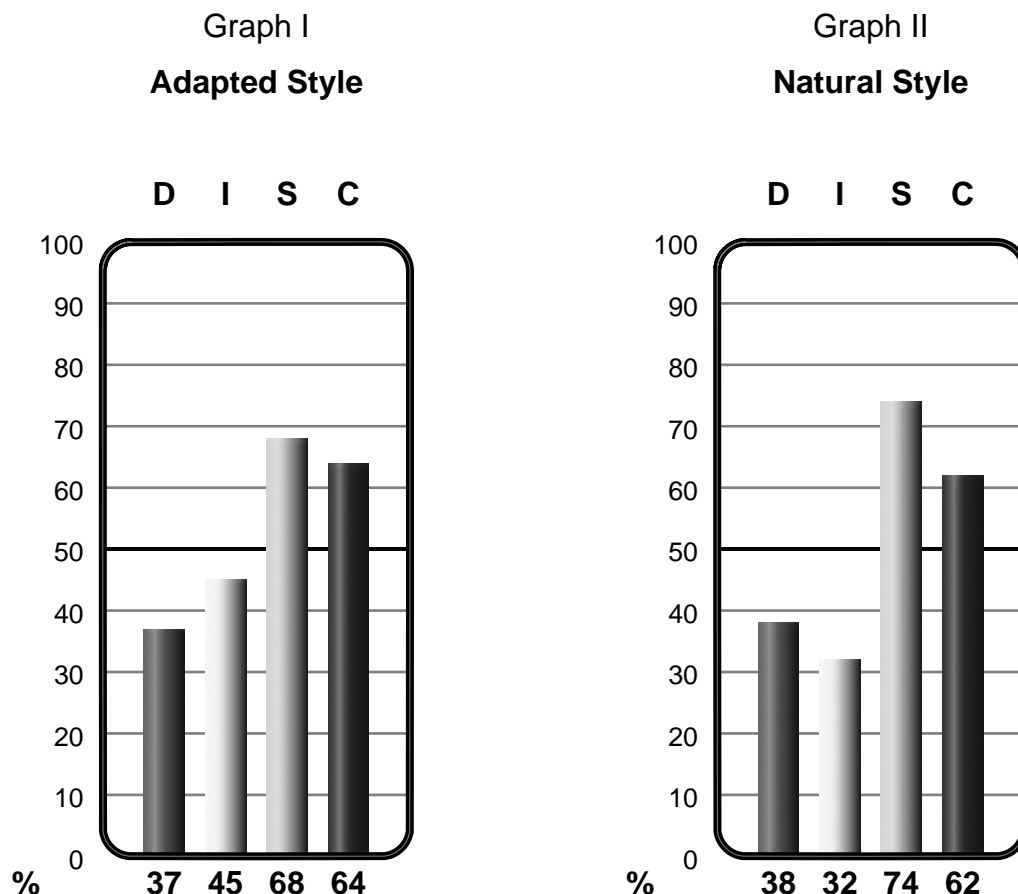
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Safety and security of the situation.
- To be a member of a small team.
- Time for the beautification of the workplace and areas around him.
- Management to understand that he will focus on keeping up morale and the balance of the organization.
- The power to protect those he trusts or is loyal to.
- Private recognition for loyalty and service.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

*Famous high S's are Michelle Obama and Gandhi.*

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

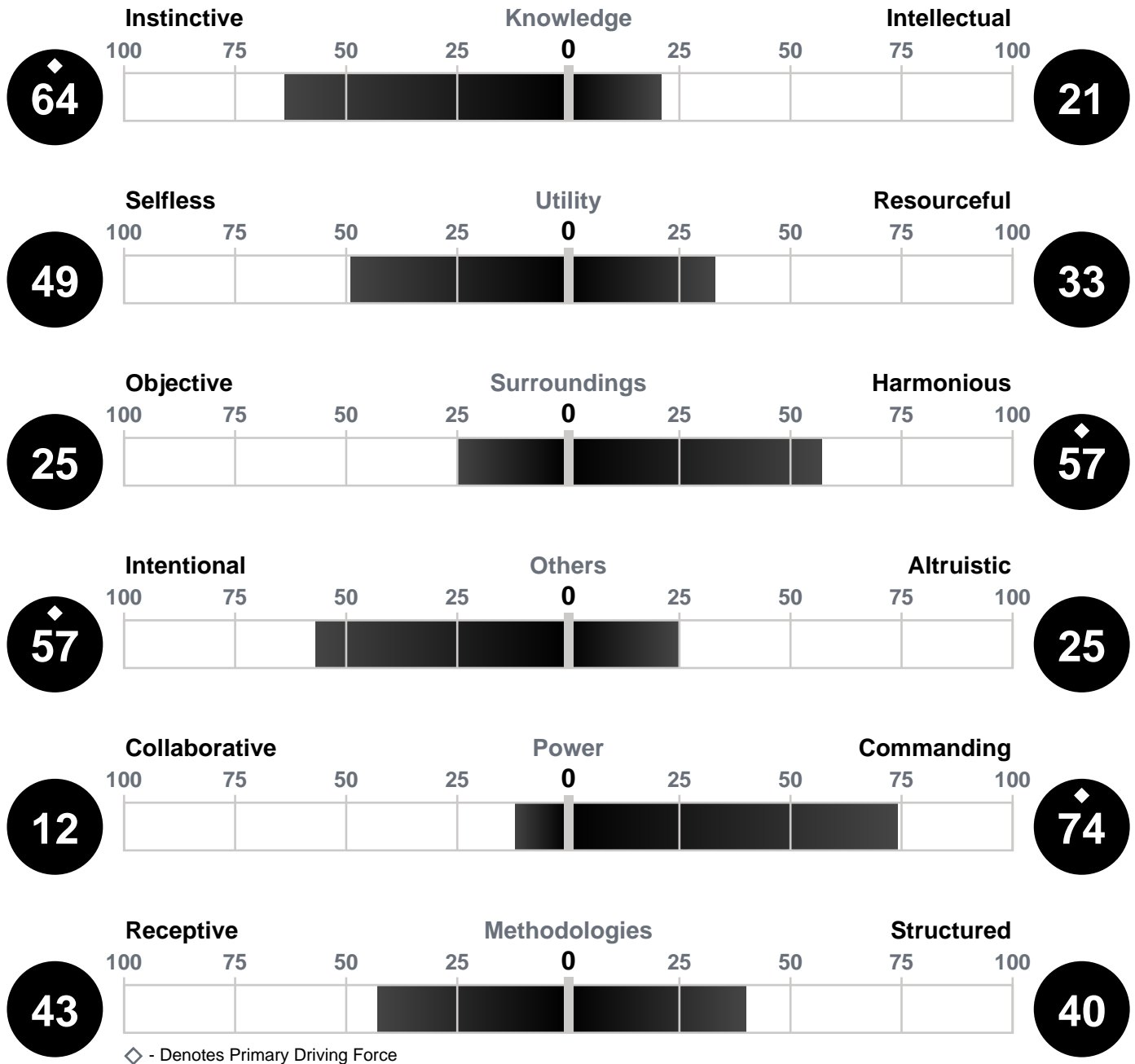
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

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



## MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

## 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 josue.
- Dressing for success comes naturally to josue. He enjoys the latest designer clothes when he has the funds to purchase them.
- josue uses his aesthetic talent to impress others.
- josue looks for and appreciates the beauty in things.
- josue will evaluate things based on artistic beauty and usefulness.

## 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.*

- josue at times will evaluate others based on his rules for living.
- He will have strong beliefs within a system that he feels most comfortable with, and he will not be as strong in his beliefs or approach if he lacks that interest level.
- josue lets his conscience be his guide.
- josue needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.

## 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.*

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

## 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.*

- josue is willing to help others if they are working as hard as possible to achieve their goals.
- josue will be torn if helping others proves to be detrimental to him.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- josue's passion in life will be found in one or two of the other dimensions discussed in this report.

## 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.*

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

## 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  
Composition, Writing  
Dance  
Film and Television Production  
Information Technology  
Interior Design  
Library Science  
Music Composition  
Music Performance  
Performing Arts, Theatre  
Photography and Studio Art  
Web Design, Web Administration

### Business

Facilities Planning and Management  
Human Resources, Organizational Development

### Career and Technical

Carpentry  
Chef, Food Preparation  
Dental Assistance  
Drafting  
Electrician  
Home Maintenance and Repair  
Massage Therapy  
Welding

### Environmental, Agriculture and Food

Agriculture and Farming  
Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Computer Graphics, Animation  
Computer Programming

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Desktop Publishing  
Graphic Design  
Multimedia, Digital Communications  
Online Marketing, Social Media  
Videography  
Web Development

### Health Sciences

Chiropractic Assistance

### Other Career Paths

Apparel Fashion  
Publishing



## 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
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
27-1021	4+	Commercial & Industrial Designer
25-4012	4+	Curator
19-3094	4+	Political Scientist
19-2042	4+	Geoscientist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2021	4+	Atmospheric & Space Scientist
19-1042	4+	Medical Scientist, except Epidemiologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
33-3012	4	Correctional Officer

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-9011	4	Occupational, Health & Safety Specialist
29-2033	4	Nuclear Medicine Technician
29-2021	4	Dental Hygienist
29-1031	4	Dietician & Nutritionist
27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3021	4	News Analyst
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
21-1092	4	Probation Officer & Correctional Treatment Specialist
17-3031	4	Surveying & Mapping Technician
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1022	4	Surveyor
13-2081	4	Tax Examiner, Collector & Revenue Agent
13-2072	4	Loan Officer
47-2031	3-4	Carpenter
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
47-2141	2-4	Painter, Construction & Maintenance
17-3025	2-4	Environmental Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
27-4012	2	Broadcast Technician
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer

## NEXT STEPS: POSSIBLE CAREER IDEAS

47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-5061	HS	Production and Planning Clerk
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
33-9032	HS	Security Guard
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Try new ways of learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Don't listen so critically that you miss the intended ideas.
- Study in groups of two or more.
- Think positively about each class.
- Listen for ideas and think how they may apply to your future.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set realistic goals.
- Break your habit of studying alone and study or share new insights with friends.

## Strengths

Leads by example and in a quiet and methodical way.

Methodically follows a strategy to achieve.

The "glue" that ties multiple visions together.

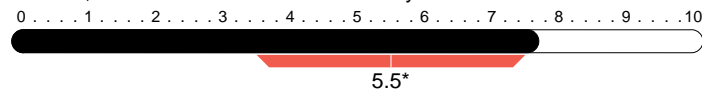
Accommodating team member that brings balance to the organization.

Gives clear instruction to what he needs to accomplish goals.

He brings extreme detail and precision to the project in order to enhance the outcome.

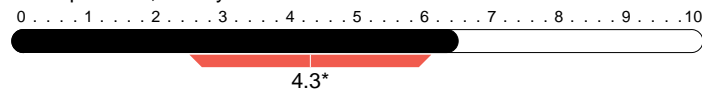
## Motivators

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



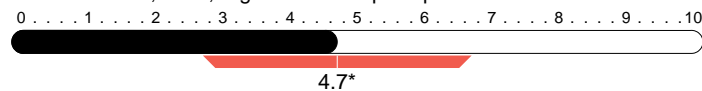
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**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



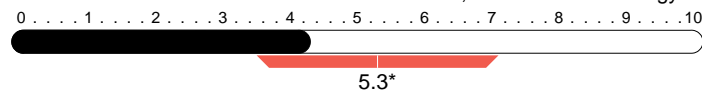
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**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



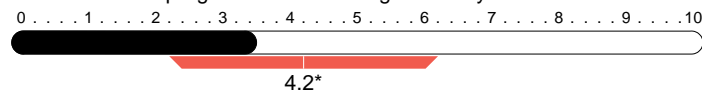
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



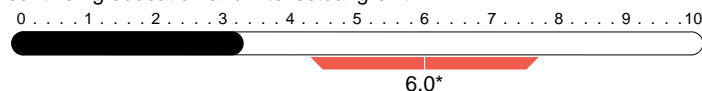
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

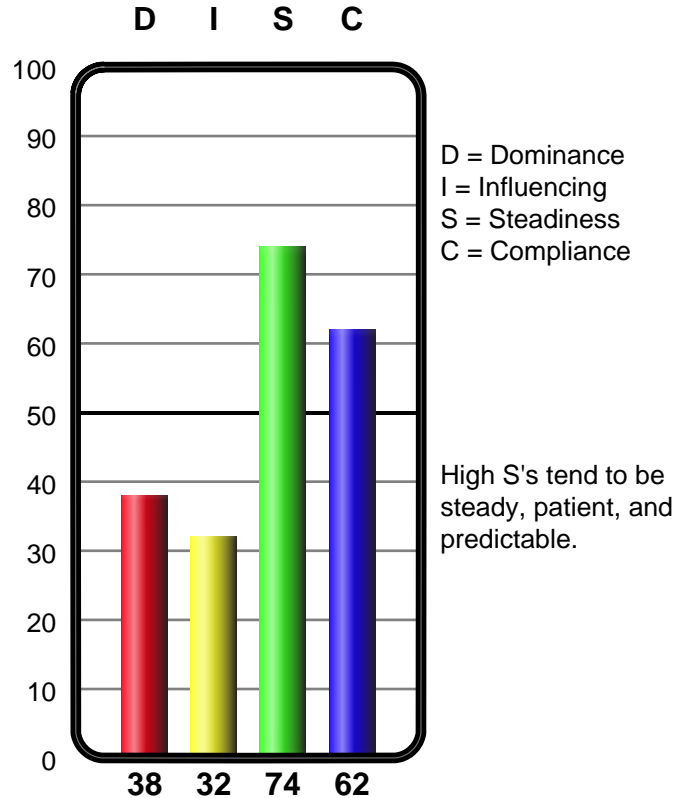


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**6. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



3.3



## Value to a Team

Dependable team player.

Consistent and steady.

Presents the facts without emotion.

Works for a leader and a cause.

Builds good relationships.

Always looking for the logical solutions.