

donovan portillo
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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.

donovan can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He is often frustrated when working with others who do not share the same sense of urgency. donovan is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He is extremely results-oriented, with a sense of urgency to complete projects quickly. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He embraces visions not always seen by others. donovan's creative mind allows him to see the "big picture." donovan is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works.

donovan has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes he becomes emotionally involved in the decision-making process. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He will work long hours until a tough problem is solved. After it is solved, donovan may become bored with any routine work that follows. donovan should realize that at times he needs to think a project through, beginning to end, before starting the project. When faced with a tough decision, he will try to sell you on his ideas. He finds it easy to share his opinions on solving work-related problems. He has the ability to make high-risk decisions, but sometimes should seek counsel before acting.

donovan may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He may sometimes mask his feelings in friendly terms. If pressured, donovan's true feelings may emerge. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! donovan tends to be intolerant of people who seem ambiguous or think too slowly. He tends to influence people by being direct, friendly and results-oriented. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He challenges people who volunteer their opinions.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good mixer.
- Ability to handle many activities.
- Initiates activity.
- Thinks big.
- Sense of urgency.
- Forward-looking and future-oriented.
- Competitive.
- Challenge-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.

- Be disruptive because of his innate restlessness and disdain for sameness.
- Resist participation as part of the team, unless seen as a leader.
- Make "off the cuff" remarks that are often seen as personal prods.
- Have trouble delegating--can't wait, so does it himself.

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 systems to follow.
- Put projects in writing, with deadlines.
- Verify that the message was heard.
- Be isolated from interruptions.
- Provide time for fun and relaxing.
- Be clear, specific, brief and to the point.
- Support and maintain an environment where he can be efficient.
- Be specific and leave nothing to chance.
- Be open, honest and informal.
- Motivate and persuade by referring to objectives and results.
- Support the results, not the person, if you agree.

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 paternalistic approach.
- Come with a ready-made decision, or make it for him.
- Try to build personal relationships.
- Ramble on, or waste his time.
- Direct or order.
- Be redundant.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Let disagreement reflect on him personally.
- Reinforce agreement with "I'm with you."
- Let him change the topic until you are finished.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Try to convince by "personal" means.

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.

- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.
- May take a leadership position with ideas on protecting or preserving.
- Seen as a leader in his hobbies and interests.
- Motivates others to continue education.
- Volunteers his knowledge on many subjects.
- Brings balance to the organization in a positive and friendly way.
- Expresses and strives for a balanced team.

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.

- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- A focus on quick results may hinder quality of information.
- Enjoyment of an experience does not always translate to winning.
- May communicate bluntly and not fully express what he thinks and feels.
- A desire to share information can impede his ability to listen and learn.
- May present facts and figures with too much emotion.
- Spends too much time self-reflecting and not enough time following through.
- Has difficulty looking at situations objectively.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Democratic supervisor with whom he can associate.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- Ability to be an independent thinker.
- A fun and creative working environment.
- The ability to be creative when facing challenges and in achieving results.

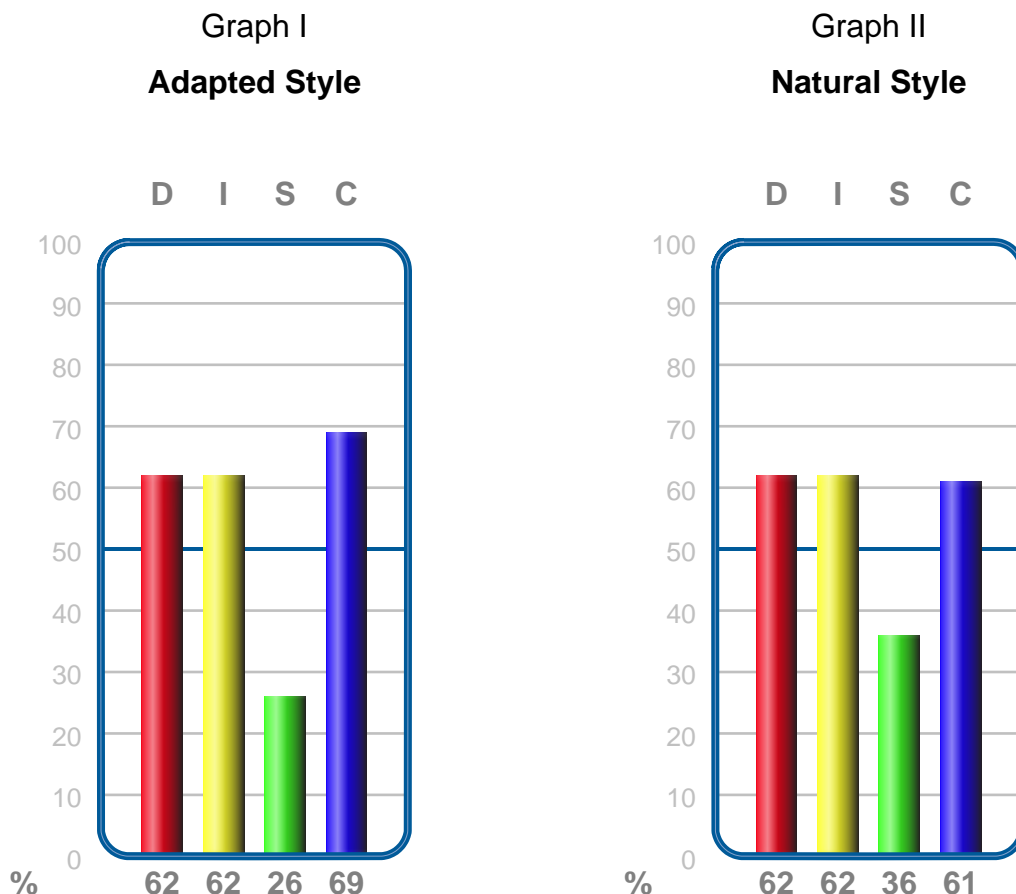
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- New challenges and problems to solve.
- A friendly work environment.
- Challenging problems where his knowledge and research capabilities can be maximized.
- The opportunity to share knowledge with others.
- The experience of the people and the surroundings to be happy and balanced.
- To be seen as someone who is passionate about results within the creation of a harmonious systems.

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:

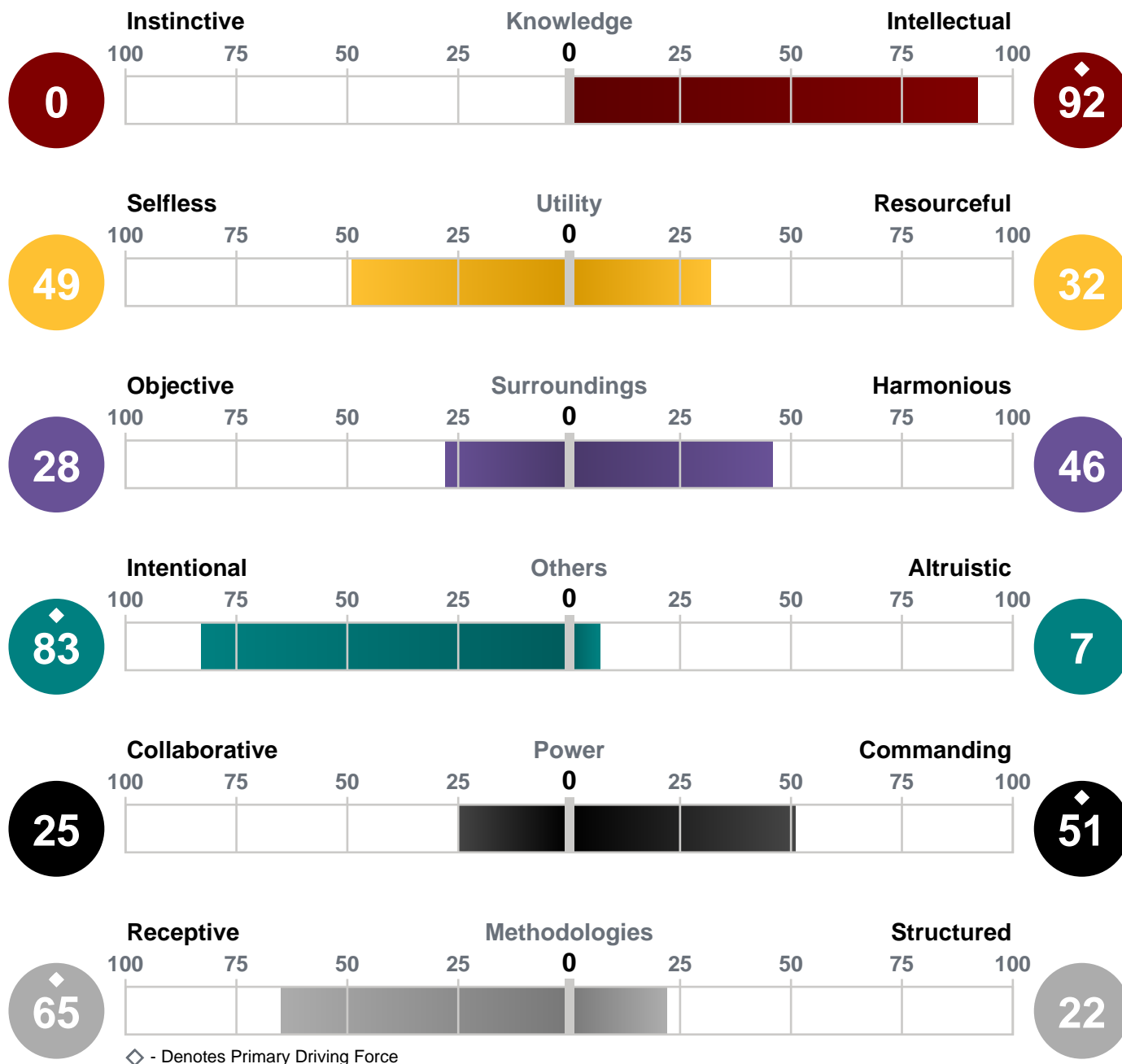
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Using knowledge and intuition, donovan creates harmony with his surroundings.
- donovan will use his knowledge to ensure economic security.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- He has a keen interest in formulating theories and asking questions to assist in problem solving.
- He may have difficulty putting down a good book.
- donovan never walked by a bookstore or library he didn't want to visit.
- Many may see him as an intellectual.
- The process is not as important to him as the results.
- donovan is good at integrating the past, present and future.

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.

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

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 donovan can be very competitive.
- donovan 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.

- donovan will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- donovan 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.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- donovan 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.

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 donovan because he has not defined a philosophy or system that can provide immediate answers to every situation.
- Traditions will not place limits or boundaries on donovan.
- donovan 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.
- He will work within a broadly defined set of beliefs.
- In many cases, donovan will want to set his own rules which will allow his own intuition to guide and direct his actions.
- donovan's passion in life will be found in one or two of the other dimensions discussed in this report.

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.

- donovan's passion in life will be found in one or two of the other dimensions discussed in this report.
- donovan is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- 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.
- donovan will be torn if helping others proves to be detrimental to him.

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

Architecture
Computer Science
Entertainment and Arts Management
Film and Television Production
Information Technology
Interior Design
Meteorology
Music Composition
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Marketing

Career and Technical

Chef, Food Preparation

Engineering

Aerospace Engineering
Computer Engineering

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Entrepreneurial Studies
Inside Sales
Online Marketing, Social Media
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Kinesiology

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
27-1011	4+	Art Director
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-4021	4	Photographer
27-3091	4	Interpreter & Translator
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
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Ar

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1061	2-4+	Database Administrator
15-1011	2-4+	Computer & Information Scientist, Research
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.13	2-4	Video Game Designer
27-1026	2	Merchandise Displayer & Window Trimmer
51-4121	HS	Welders, Cutters, Solderers, & Brazers
51-3011	HS	Baker
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Underline or highlight when you read; make study notes.
- Write detailed instructions for each class assignment.
- Organize your study area and keep it organized.
- Set aside time to plan.
- Do only one class assignment at a time.
- Set up an area for studying only.
- Work on your listening skills.
- Cut down on some of your activities and devote this time to studying.
- Plan tomorrow today and put your plan in writing.
- Chunk big assignments into smaller pieces.
- Plan ahead - don't put off completing assignments until the last minute.
- Determine the grade you want in each class before the term begins and study accordingly.

Strengths

Will be decisive and make fact-based decisions.

Thrives on the challenge of solving problems.

May take a leadership position with ideas on protecting or preserving.

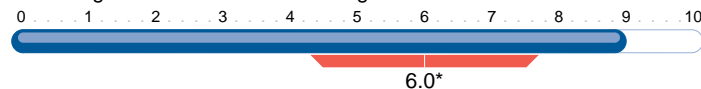
Seen as a leader in his hobbies and interests.

Motivates others to continue education.

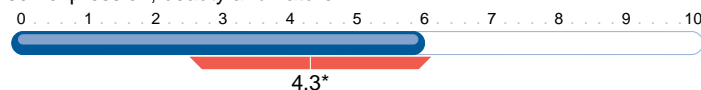
Brings balance to the organization in a positive and friendly way.

Motivators

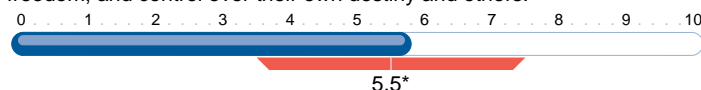
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



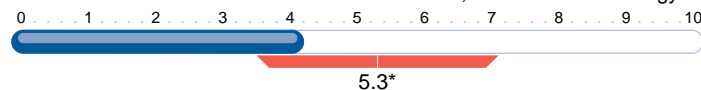
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



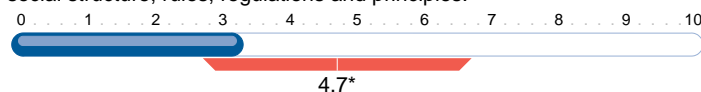
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



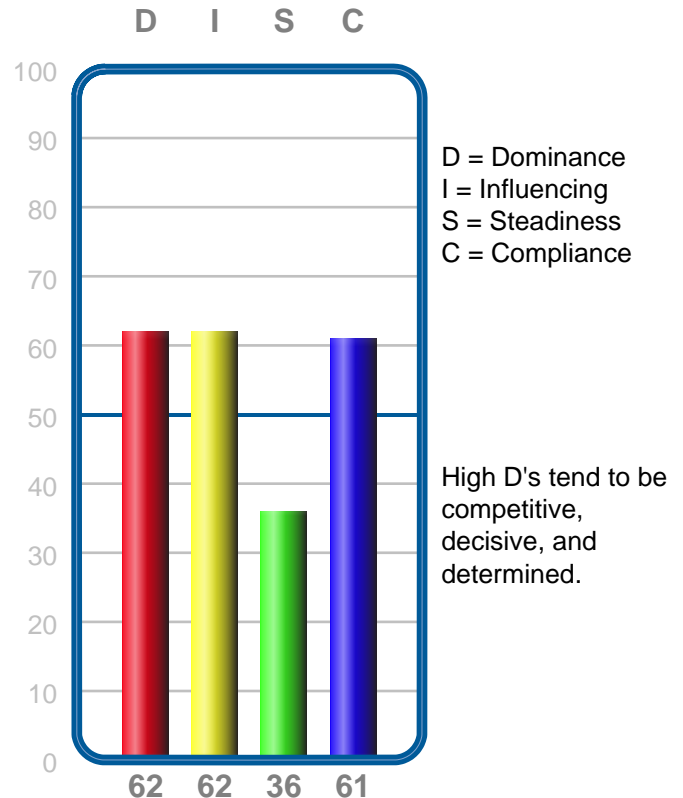
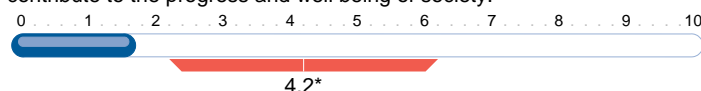
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Forward-looking and future-oriented.

Sense of urgency.

Thinks big.

Initiates activity.

Few dull moments.

Challenges the status quo.