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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.

julian likes feedback from his manager on how he is doing. He projects a self-assured and self-confident image. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. julian is approachable, affectionate and understanding. He influences most people with his warmth. He can be obliging and accommodating; that is, he likes to work with people and help them. He tends to trust people and may be taken advantage of because of his high trust level. julian believes in getting results through other people. He prefers the "team approach." He wants to be seen as his own person, but usually projects it in friendly terms.

julian likes to participate in decision making. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes working for managers who make quick decisions. 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. julian is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He is good at solving problems that deal with people.

julian has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. It is important for julian 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 will optimistically interact with people in an assured, diplomatic and poised manner. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. julian 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 is both a good talker and a good listener. He usually uses many gestures when talking. He judges others by their verbal skills and warmth.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Optimistic and enthusiastic.
- Works for a leader and a cause.
- Patient and empathetic.
- Builds confidence in others.
- People-oriented.
- Creative problem solving.
- Dependable team player.

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 optimistic regarding possible results of his projects or the potential of his people.
- Be too verbal in expressing criticism.
- Trust people indiscriminately if positively reinforced by those people.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Make decisions based on surface analysis.
- Overestimate his ability to motivate people or change others' behavior.

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.

- Leave time for relating, socializing.
- Provide a friendly environment.
- Move casually, informally.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide ideas for implementing action.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Talk about him, his goals and the opinions he finds stimulating.
- Read the body language for approval or disapproval.
- Provide testimonials from people he sees as important.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Define clearly (preferably in writing) individual contributions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Ask "how?" questions to draw his opinions.

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.

- Be abrupt and rapid.
- Patronize or demean him by using subtlety or incentive.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Take credit for his ideas.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with him or you'll lose time.
- Be dictatorial.
- Leave decisions hanging in the air.
- Offer assurance and guarantees you can't fulfill.
- Legislate or muffle--don't overcontrol the conversation.
- Be domineering or demanding; don't threaten with position power.

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.

- Brings enthusiasm to practical situations.
- Sees the positive in all resources and will want to use resources accordingly.
- Great at recruiting membership in organizations to which he belongs.
- Expresses all that is great about a system of living.
- Loyal and consistent in using the resources he has been allocated.
- Good at selling reliable products and service to people he knows.
- Acts as the eyes and ears for a leader.
- Will maintain consistency for the team that supports the legacy.

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.

- May not recognize increased risk associated with bigger rewards.
- May overlook details when weighing results.
- May interpret his beliefs as flawless.
- May over look contradictions in his own way of living.
- May never get a good plan off the ground if he feels rushed.
- Sees unwarranted change as a waste of resources.
- Diverse situations can be highly stressful when trying to stay in line with his system of living.
- May struggle with change even when it complements his way of living.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Little conflict between people.
- The experience is seen as a part of the desired return on investment.
- Optimism about expected results is not frowned upon.
- A manager that values and extracts his opinion on business issues.
- Opportunity to be a spokesperson for the "system" of the organization.

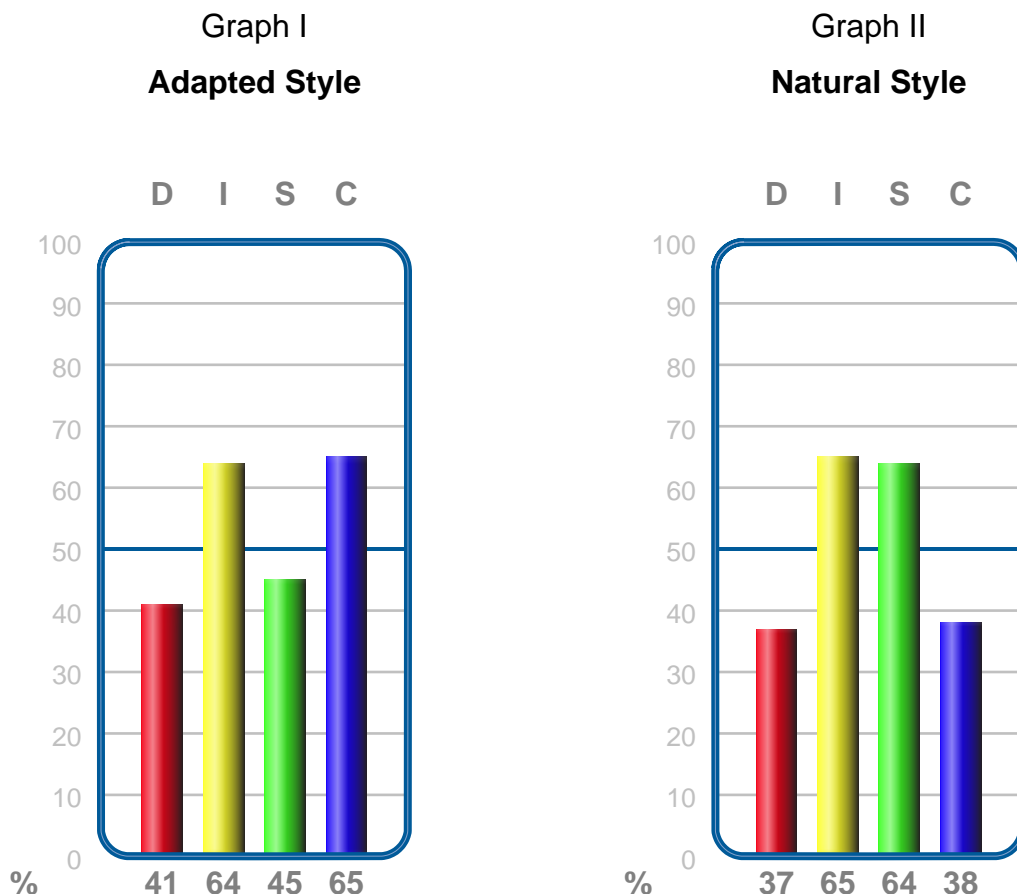
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- To be trusted.
- Public recognition of financial rewards for returns and efficiency.
- Recognition for solid use of resources and investments.
- Private recognition for his persistence and consistency.
- To influence anyone and everyone to his way of thinking, but in friendly terms.

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:

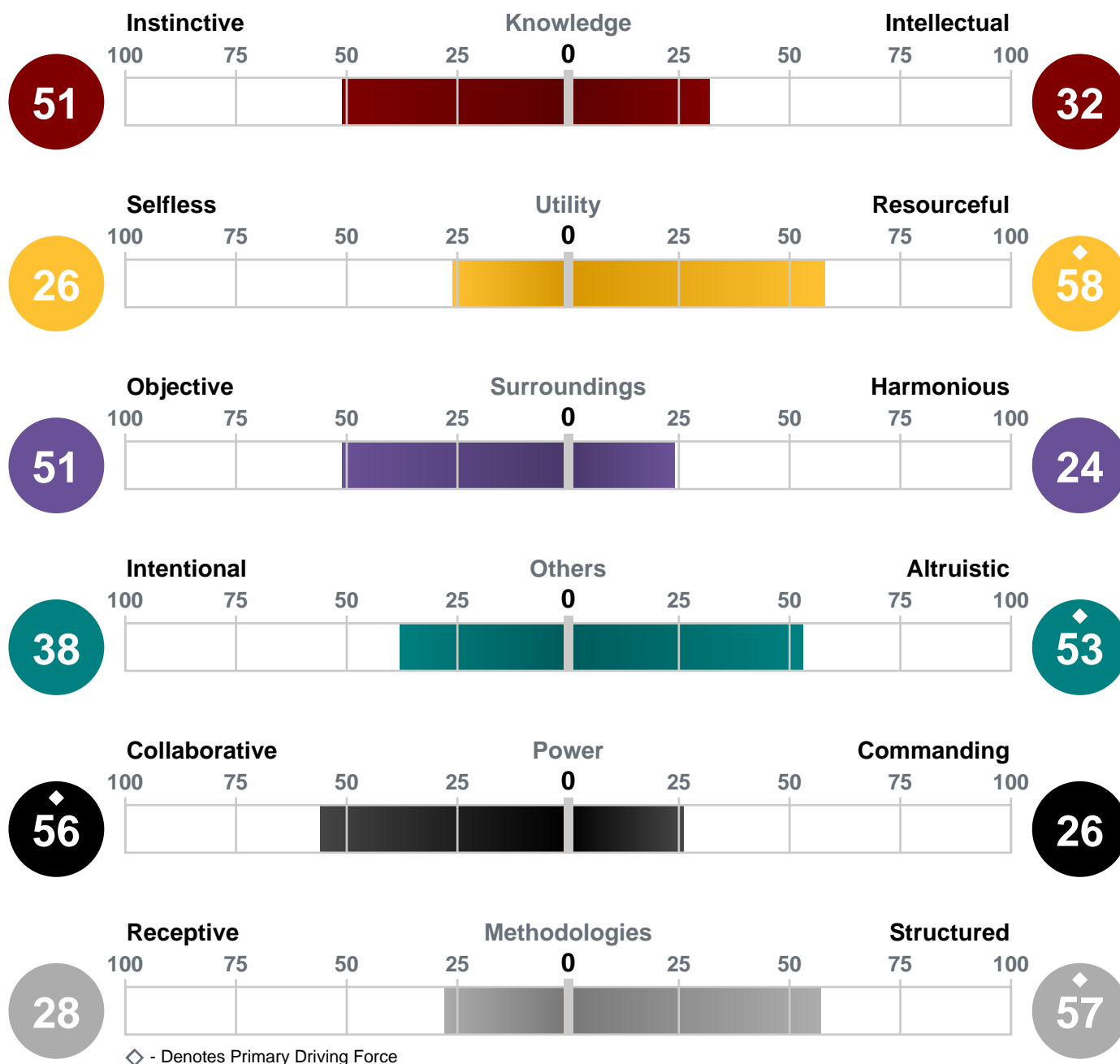
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- julian tends to give freely of time and resources, but will want and expect a return on his investment.
- julian is good at achieving goals.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his needs.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.

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.

- julian likes unity and order in his life.
- He will evaluate others based on his rules for living.
- Following proven procedures is more important than quick fixes.
- julian lets his conscience be his guide.
- He believes strongly in his opinions.

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.

- julian's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- julian will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

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.

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

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.

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

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.

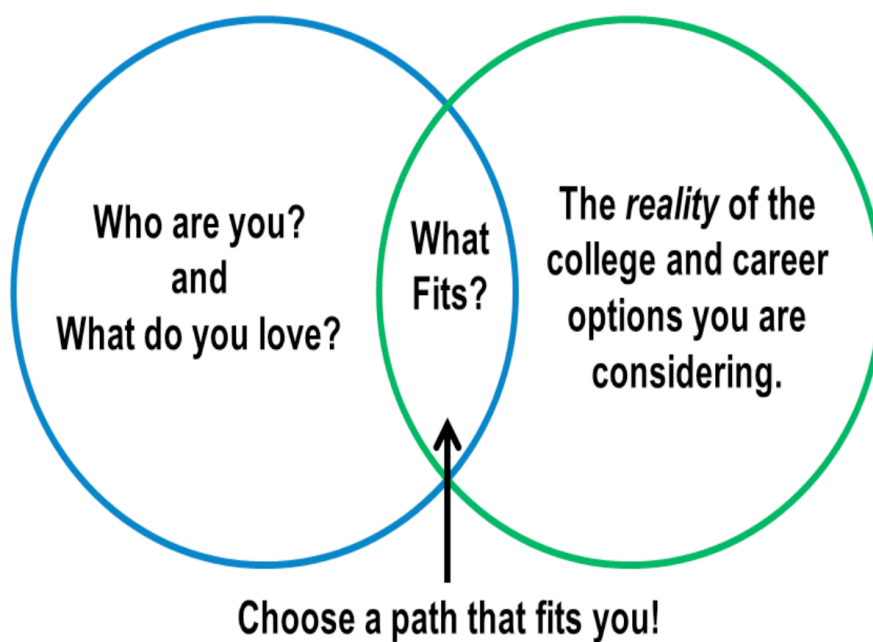
- julian feels that struggles should be the burden of the team, not just the individuals.
- As long as julian's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- julian will be less concerned about his ego than others may be.
- He will not attempt to overpower others' points of view or change their thinking.
- Being in total control of a situation is not a primary motivating factor.
- julian'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

Composition, Writing
Film and Television Production
Library Science
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Auto Mechanics
Building Inspector
Dental Assistance
Electronics, Appliance Installation and Repair
Emergency Medical Technician
General Mechanic, Technician
Health Aide, Medical Assistance
Massage Therapy
Rehabilitation Therapy
Vehicle Maintenance and Repair

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Ecommerce

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environment, Conservation and Sustainability
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Human Development and Family Services
Nursing
Occupational Therapy

Other Career Paths

Apparel Fashion
Computer Support
Customer Account Management and Service
Event Planning
Fitness and Exercise Science
Ministry
Office Technology
Personal Care Technician

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2012	4+	Physicist
11-9141	4+	Property, Real Estate & Community Association Manager
11-9039	4+	Distance Learning Coordinator
11-2022	4+	Sales Manager
41-3021	4	Insurance Sales Agent
27-2012	4	Producer & Director
19-3021	4	Market Research Analyst
13-1121	4	Meeting & Convention Planner
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-5111	HS	Weights and Measure Checker
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
39-3011	HS	Gaming Dealer

STUDY TIPS

- Study in groups of two or more.
- Don't doodle.
- Quiz yourself and others about ideas you are learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Track your time and see how you are spending it and add more time for studying if needed.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Try new ways of learning.
- Take meaningful notes.
- Listen for ideas and facts to support the main idea.

Strengths

Brings enthusiasm to practical situations.

Sees the positive in all resources and will want to use resources accordingly.

Great at recruiting membership in organizations to which he belongs.

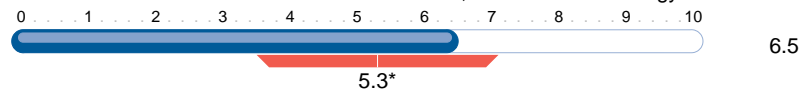
Expresses all that is great about a system of living.

Loyal and consistent in using the resources he has been allocated.

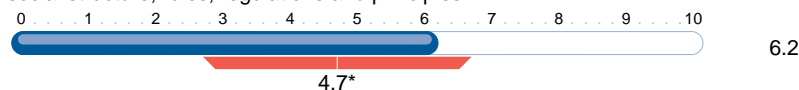
Acts as the eyes and ears for a leader.

Motivators

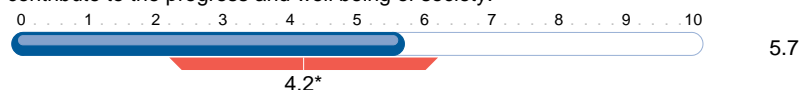
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



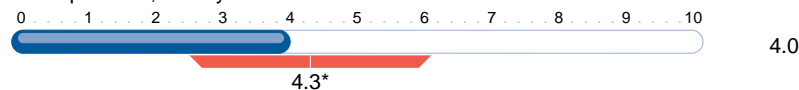
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



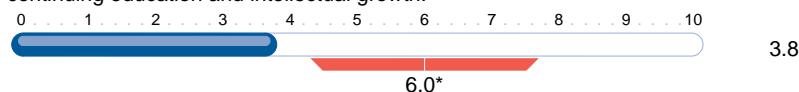
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



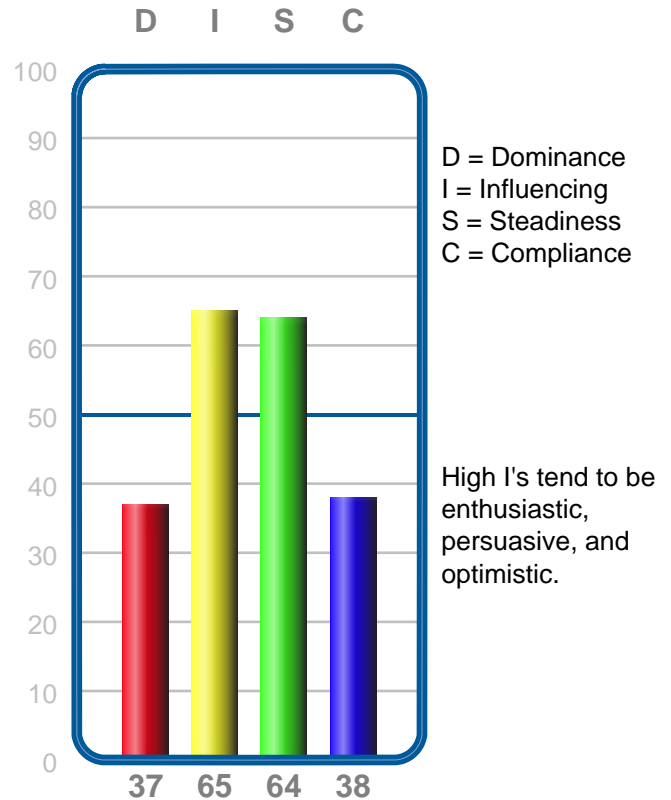
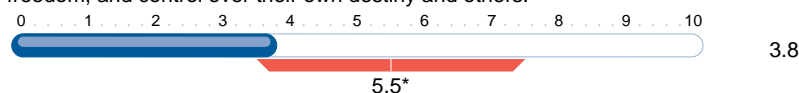
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Builds confidence in others.

Dependable team player.

Patient and empathetic.

Verbalizes his feelings.

Builds good relationships.

Works for a leader and a cause.