

**adam colon**  
10-13-2016



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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.*

adam places his focus on people. To him, strangers are just friends he hasn't met! He likes quality social relationships. He often will become friends with his customers or clients. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He tries to influence others through a personal relationship and many times will perform services to develop this relationship. adam can be obliging and accommodating; that is, he likes to work with people and help them. He wants to know what others think of him. He wants and tries to please. He can be seen as a person of good will. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. adam influences most people with his warmth. He likes to develop people and build organizations.

adam is good at solving problems that deal with people. 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. He likes working for managers who make quick decisions. He 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. Decisions are made after gathering facts and supportive data. He likes to participate in decision making. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

adam 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. He has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He is both a good talker and a good listener. adam is always concerned with other people's feelings and thoughts. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He usually uses many gestures when talking.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Team player.
- Flexible.
- Negotiates conflicts.
- Concerned about quality.
- Adaptable.
- Optimistic and enthusiastic.
- People-oriented.
- Positive sense of humor.

## 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 so enthusiastic that he can be seen as superficial.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be too verbal in expressing criticism.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Overuse praise in motivating others.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.

## 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.
- Support your communications with correct facts and data.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide a warm and friendly environment.
- Take time to be sure that he is in agreement and understands what you said.
- Keep conversation at discussion level.
- Give him time to ask questions.
- Use scheduled timetable when implementing new action.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.

## 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.*

- Take credit for his ideas.
- Be haphazard.
- Give your presentation in random order.
- Talk to him when you're extremely angry.
- Drive on to facts, figures, alternatives or abstractions.
- Leave decisions hanging in the air.
- Kid around too much, or "stick to the agenda" too much.
- Talk in a loud voice or use confrontation.
- Make promises you cannot deliver.
- Use testimonies from unreliable sources.
- Be dictatorial.
- Talk down to him.
- Be curt, cold or tight-lipped.

## 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.*

- Willing to be the spokesperson for the team.
- Motivates others to be the best they can be.
- Always willing to offer his time and perspective.
- Sings the praises of peers and the contributions others make.
- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.
- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of his natural talents.

## 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 struggle with hearing and applying constructive criticism.
- He may overestimate his authority.
- High trust and a desire to help could lead to being taken advantage of.
- May overestimate the impact he can have on others.
- A fear of change prevents him from advancing.
- Listens to others but wants to act to his own interest.
- Can take a long time in addressing sensitive issues that could help others.
- Struggles with delivering a tough message, even if it's to the person's benefit.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs personal attention from his manager and compliments for each assignment well done.
- Little conflict between people.
- Ability to give of time, talent and resources in order to help the organization.
- An environment where understanding and appreciating others is rewarded.
- Recognition and rewards for consistency, steadiness and being methodical.
- An environment to express ideas to influence people.

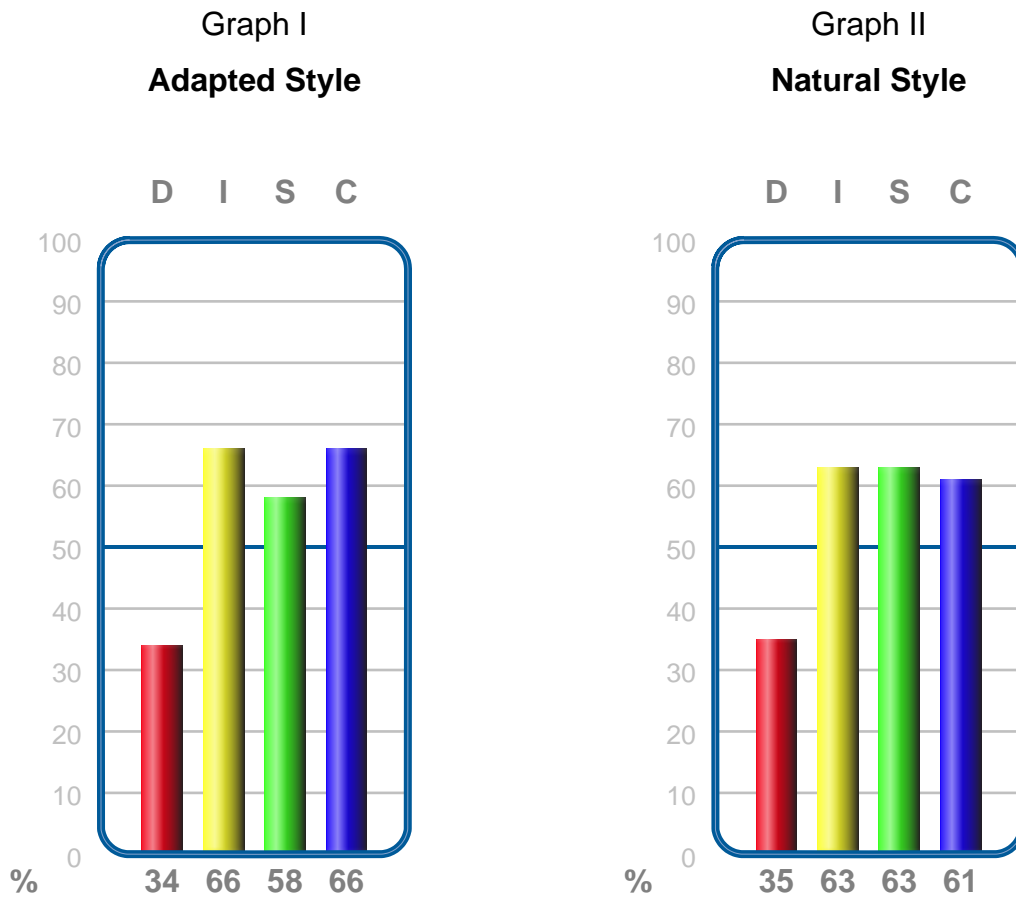
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- A manager who practices participative management.
- Time to give back both internally and externally in order to quietly change things for the better.
- Support others in the organization's quest to make a difference.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- Public recognition of power and prestige.

## 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:

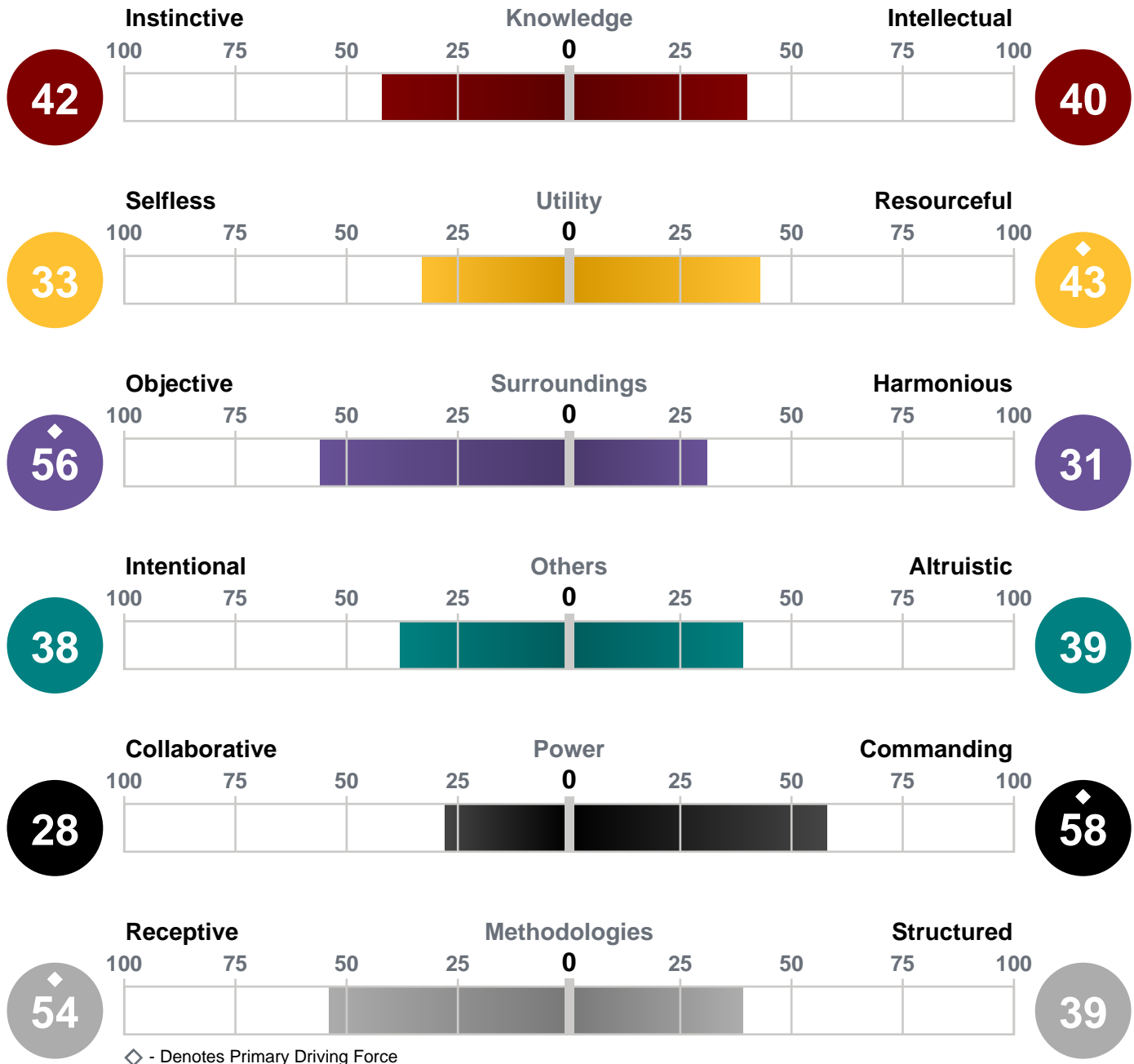
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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 is generous with his time, talent and resources for those in need.
- He believes charities should be supported.
- Saying "no" is difficult when others need his time or talent.
- adam will be generous with time, research and information on social problems.
- adam is patient and sensitive to others.

## 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.*

- adam is good at achieving goals.
- adam tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.
- He evaluates things for their utility and economic return.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- He will work long and hard to satisfy his needs.

## 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.*

- A job that challenges the knowledge will increase his job satisfaction.
- adam will usually have the data to support his convictions.
- If adam is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- adam has the potential to become an expert in his chosen field.
- In those areas where adam has a special interest he will be good at integrating past knowledge to solve current problems.
- adam will seek knowledge based on his needs in individual situations.
- If knowledge of a specific subject is not of interest, or is not required for success, adam will have a tendency to rely on his intuition or practical information in this area.

## 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.*

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

## 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.*

- He wants to take a practical approach to events.
- Intellectually, adam can see the need for beauty, but has difficulty buying the finer things in life.
- adam's passion in life will be found in one or two of the other motivators discussed in this report.
- The utility of "something" is more important than its beauty, form and harmony.
- Unpleasant surroundings will not stifle his creativity.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- adam is not necessarily worried about form and beauty in his environment.

## 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

Criminology, Forensics  
Information Technology  
Interior Design  
Library Science  
Music Composition  
Photography and Studio Art  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Carpentry  
Chef, Food Preparation  
Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Civil Engineering

### 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 Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Environment, Conservation and Sustainability  
Nonprofit Management

## NEXT STEPS: POSSIBLE DEGREE MATCHES

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

### Health Sciences

Counseling  
Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing

### Other Career Paths

Apparel Fashion  
Military Service



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
49-3011	2-4	Aircraft Mechanic

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

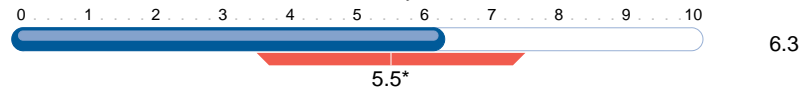
- Take meaningful notes.
- Review your notes after class.
- Ask questions about things for which you are unsure.
- Review notes from previous lessons to prepare yourself for the next.
- Don't let others intrude upon your study time.
- Listen for ideas and facts to support the main idea.
- Set goals which challenge your abilities.
- Don't doodle.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.
- Identify the time of day you feel best and try to fit studying into these hours.
- Study or review notes before each class starts.
- Use short sentences when taking notes - leave out unnecessary words.

## Strengths

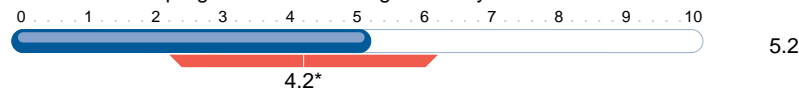
- Willing to be the spokesperson for the team.
- Motivates others to be the best they can be.
- Always willing to offer his time and perspective.
- Sings the praises of peers and the contributions others make.
- Methodically follows a strategy to achieve.
- Able to be a strong listener, who can become a lifelong friend.

## Motivators

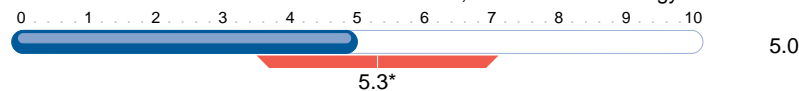
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



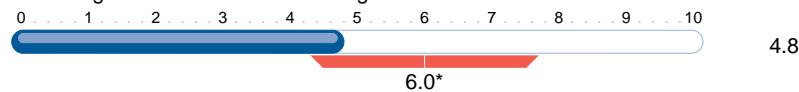
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



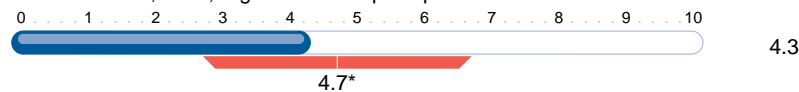
**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



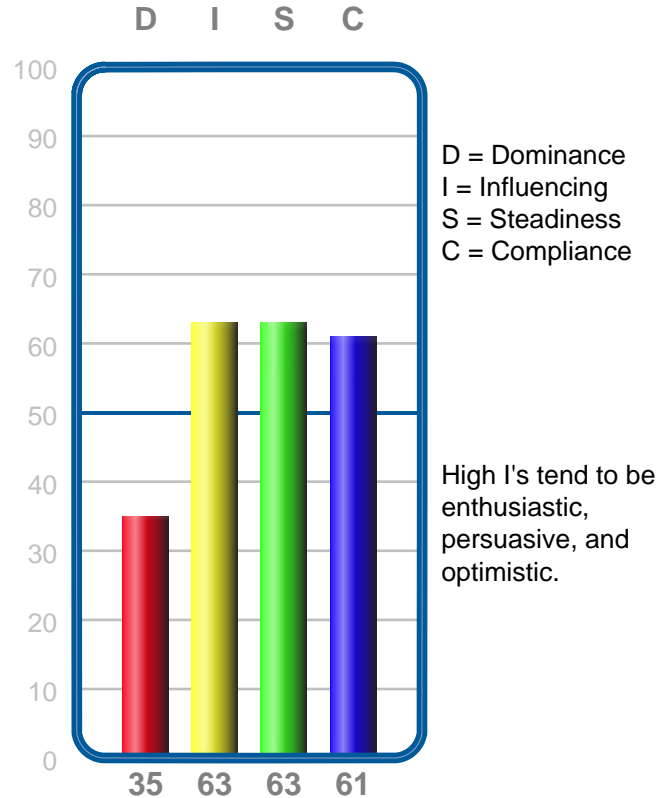
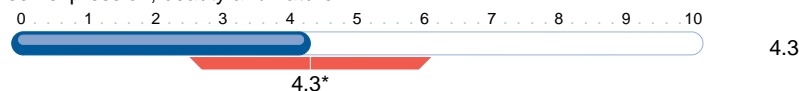
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Respect for authority and organizational structure.

Verbalizes his feelings.

Concerned about quality.

Positive sense of humor.

Turns confrontation into positives.

Adaptable.