

DAMIAN LOPEZ
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.

DAMIAN likes feedback from his manager on how he is doing. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He may tend to agree to avoid confrontation. 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. DAMIAN, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He tends to trust people and may be taken advantage of because of his high trust level. 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 prefers working for a participative manager. He does his best work in this kind of environment. DAMIAN is good at creating enthusiasm in others. He likes to develop people and build organizations.

DAMIAN is good at solving problems that deal with people. 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. He likes to participate in decision making. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. 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 prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

DAMIAN has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He usually uses many gestures when talking. It is important for DAMIAN 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 is both a good talker and a good listener. DAMIAN tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He will optimistically interact with people in an assured, diplomatic and poised manner. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, DAMIAN will attempt to put them at ease. He is good at negotiating conflict between others. DAMIAN feels that "if everyone would just talk it out, everything would be okay!"

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Big thinker.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-reliant.
- Builds confidence in others.
- Dedicated to his own ideas.
- Optimistic and enthusiastic.
- 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.

- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Be so enthusiastic that he can be seen as superficial.
- Overuse praise in motivating others.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Take information at face value without validation or substantial investigation.
- Trust people indiscriminately if positively reinforced by those people.

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.

- Offer special, immediate and continuing incentives for his willingness to take risks.
- Read the body language for approval or disapproval.
- Provide testimonials from people he sees as important.
- Talk about him, his goals and the opinions he finds stimulating.
- Look for his oversights.
- Use a motivating approach, when appropriate.
- Leave time for relating, socializing.
- Provide "yes" or "no" answers--not maybe.
- Clarify any parameters in writing.
- Provide ideas for implementing action.
- Appeal to the benefits he will receive.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Let him overpower you with verbiage.
- Be dictatorial.
- Ramble.
- Talk down to him.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- "Dream" with him or you'll lose time.
- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.

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.

- Capable of addressing conflict for a win-win scenario.
- Utilizes people to win and accomplish goals.
- Will bring high energy and enthusiasm to the researching process.
- Volunteers his knowledge on many subjects.
- Will take a firm stance when his position or status is questioned.
- Methodically follows a strategy to achieve.
- Great at retrieving information for decision makers he trusts.
- Methodical and reliable researcher.

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.

- Can disclose their agenda to the wrong people.
- As a leader may over focus on self and his own needs.
- Ability to learn is diminished due to his lack of focus on one thing.
- May present facts and figures with too much emotion.
- Can come across as stubborn and unwilling to change.
- A fear of change prevents him from advancing.
- Struggles in adapting to new situations without preparation.
- Will have difficulty in establishing priorities in learning new matters.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- Democratic supervisor with whom he can associate.
- Continuous learning in a team atmosphere where people share openly.
- A forum to be curious about the discovery of new information.
- An environment where he can "lead the parade".
- An environment to express ideas to influence people.

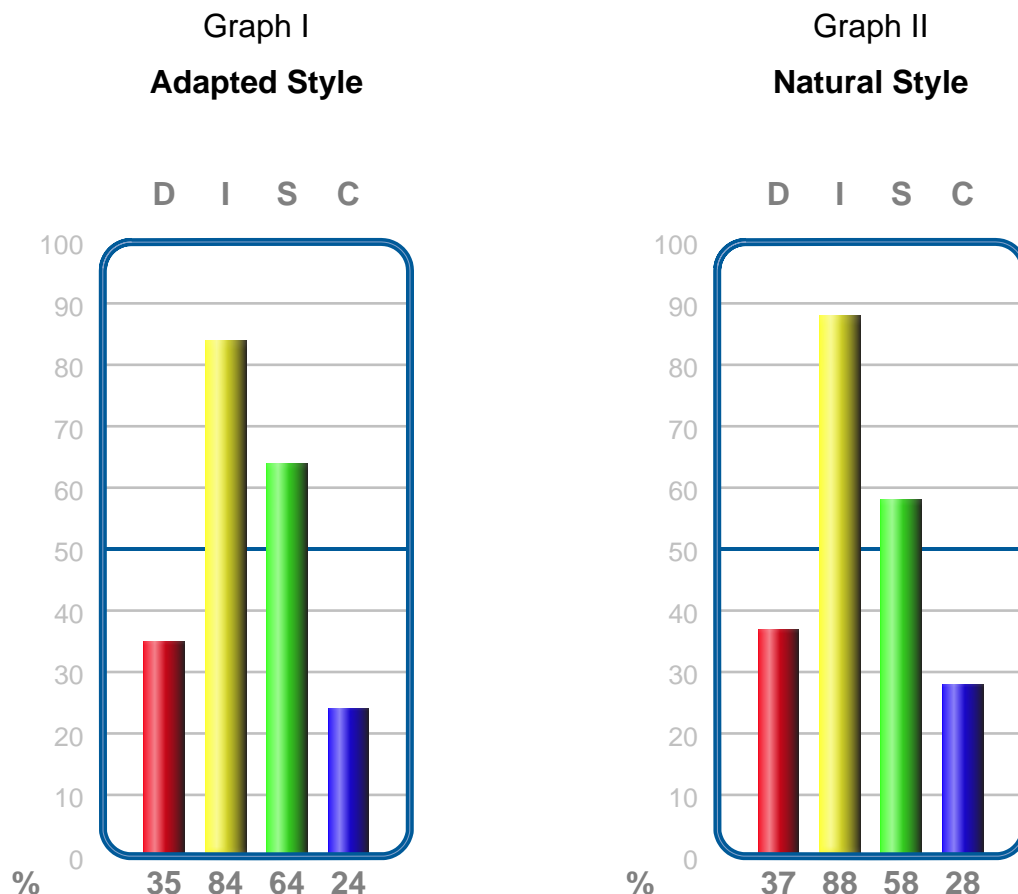
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- Participation in meetings on future planning.
- To research new information in a team environment requiring people interaction.
- To be able to seek out new information that will be valuable to share with others.
- A podium to express ideas, vision and experiences.
- 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:

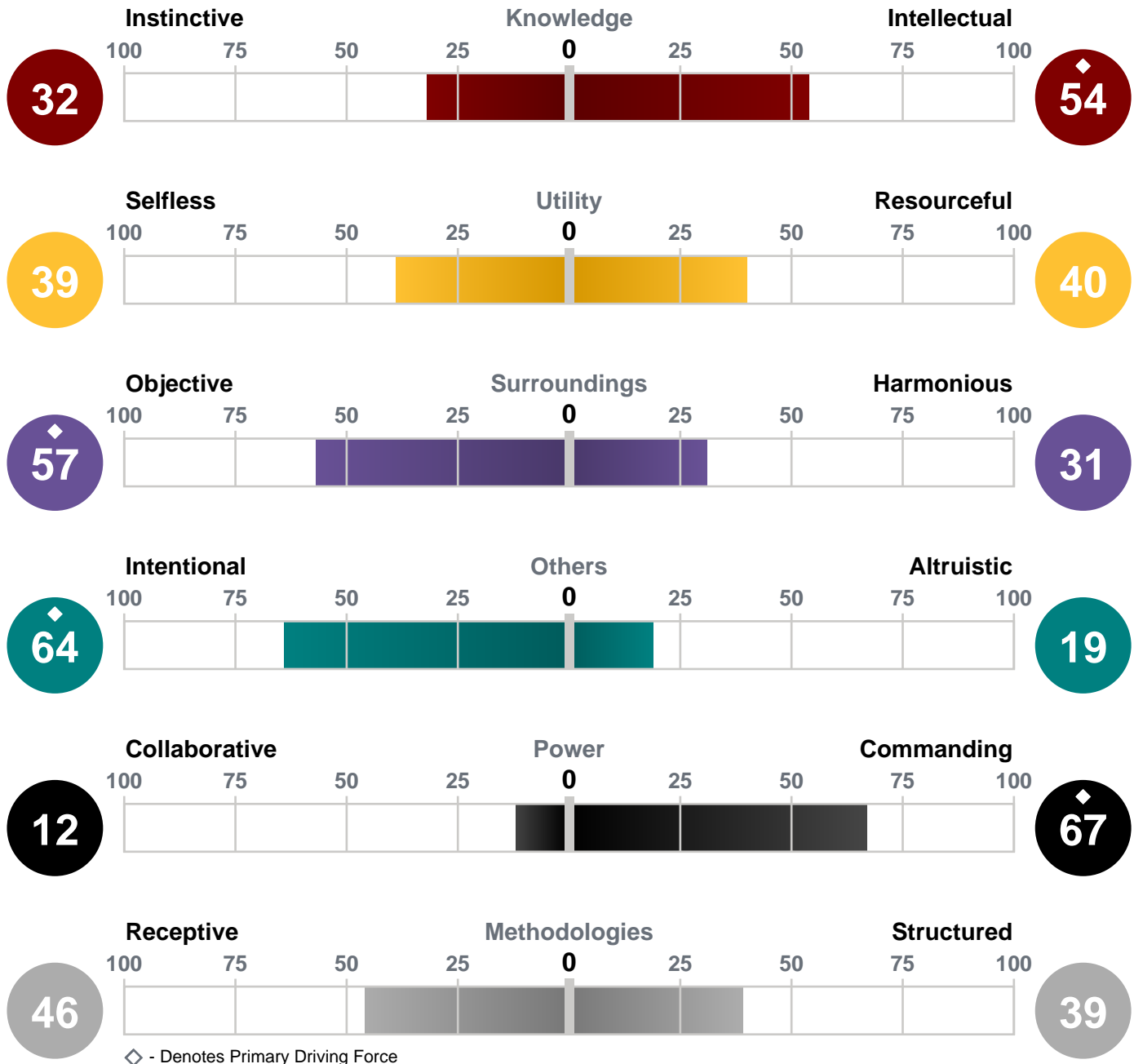
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

- He may have difficulty putting down a good book.
- DAMIAN is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- DAMIAN is very good at integrating past knowledge to solve present problems.
- A comfortable job for DAMIAN is one that challenges his knowledge.
- DAMIAN has the potential to become an expert in his chosen field.
- He will usually have the data to support his convictions.

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.

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

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.

- DAMIAN needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.
- 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.
- DAMIAN at times will evaluate others based on his rules for living.
- DAMIAN lets his conscience be his guide.

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.

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

- DAMIAN 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.
- DAMIAN's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- DAMIAN 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.

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

Broadcasting
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Business Communications, Public Relations
Business Management, Consulting
Finance and Investments
General Business
Marketing

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Computer Programming
Entrepreneurial Studies

Health Sciences

Exercise Science
Health and Fitness, Personal Training
Kinesiology
Occupational Therapy

Other Career Paths

NEXT STEPS: POSSIBLE DEGREE MATCHES

Apparel Fashion
Business Sales
Event Planning
Fitness and Exercise Science

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
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
11-9081	4	Lodging Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4151	HS	Order Clerk
39-6012	HS	Concierge

STUDY TIPS

- Read an article on listening and note taking.
- Don't put off studying until the last minute.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.
- Develop good study habits and follow them everyday.
- Don't doodle.
- Review your notes after class.
- Don't let your ego keep you from studying.
- Take meaningful notes.
- Socialize after studying - not before.
- Listen for ideas and facts to support the main idea.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

Capable of addressing conflict for a win-win scenario.

Utilizes people to win and accomplish goals.

Will bring high energy and enthusiasm to the researching process.

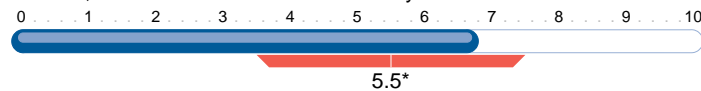
Volunteers his knowledge on many subjects.

Will take a firm stance when his position or status is questioned.

Great at retrieving information for decision makers he trusts.

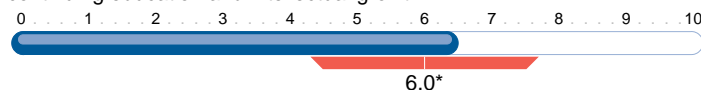
Motivators

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



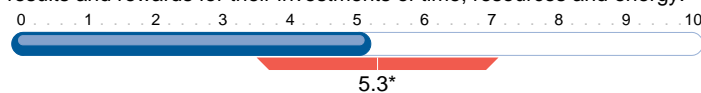
6.8

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



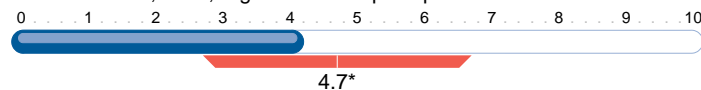
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



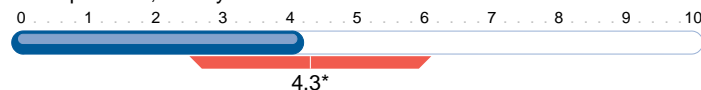
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



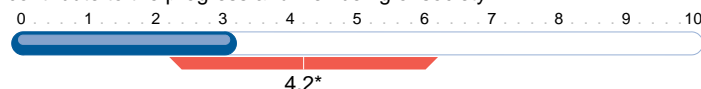
4.2

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

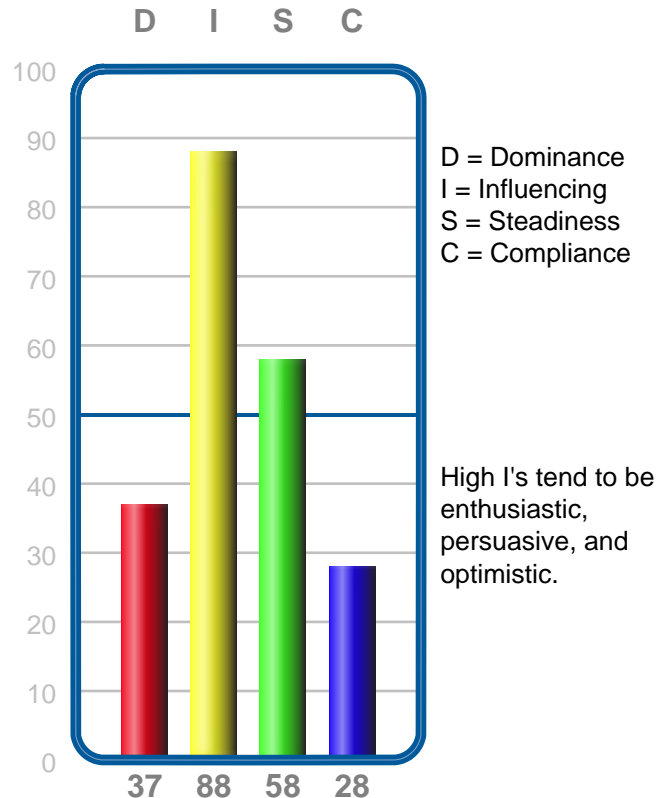


4.2

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



3.2



Value to a Team

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

Negotiates conflicts.

Bottom line-oriented.

Creative problem solving.

Self-reliant.

People-oriented.