

**Mauricio Fragoso**  
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.*

Mauricio is optimistic and usually has a positive sense of humor. He likes to develop people and build organizations. He is good at creating enthusiasm in others. He projects a self-assured and self-confident image. Mauricio tends to trust people and may be taken advantage of because of his high trust level. He is enthusiastic and usually slow to anger. He influences most people with his warmth. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Mauricio can be obliging and accommodating; that is, he likes to work with people and help them. He tries to influence others through a personal relationship and many times will perform services to develop this relationship.

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

Mauricio is people-oriented and verbally fluent. He is good at negotiating conflict between others. Mauricio feels that "if everyone would just talk it out, everything would be okay!" 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 judges others by their verbal skills and warmth. Mauricio may use his time imprecisely because he likes to talk to people. 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 usually uses many gestures when talking. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Verbalizes his feelings.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- People-oriented.
- Big thinker.
- Accomplishes goals through people.
- Self-reliant.
- Negotiates conflicts.
- Bottom line-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.*

- Make decisions based on surface analysis.
- Overestimate his ability to motivate people or change others' behavior.
- 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.
- Be optimistic regarding possible results of his projects or the potential of his people.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.

## 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.*

- Look for his oversights.
- Provide solutions--not opinions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Talk about him, his goals and the opinions he finds stimulating.
- Leave time for relating, socializing.
- Provide testimonials from people he sees as important.
- Read the body language for approval or disapproval.
- Define the problem in writing.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Use a motivating approach, when appropriate.
- Provide a warm and friendly environment.
- 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.*

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

## 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.*

- Good at promoting causes that improve society.
- Always willing to offer his time and perspective.
- Thinks outside of the box when gathering information.
- Will bring high energy and enthusiasm to the researching process.
- Wants to methodically solve people-related problems that benefit the greater good.
- Willing to be the support system behind the cause.
- Desire for continuous learning is one of his greatest strengths.
- Delivers his knowledge and wisdom objectively.

## 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.*

- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- High trust and a desire to help could lead to being taken advantage of.
- May overlook vital details in his pursuit of information.
- Ability to learn is diminished due to his lack of focus on one thing.
- Sees change for change's sake as negative for himself and others.
- May always place blame on himself.
- May have difficulty sharing subjective information.
- Resents change without logical facts and reasoning behind the change.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- A stable and predictable environment.
- A leadership team that is optimistic toward learning new concepts or theories.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Work on a team that has common interests and desires.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

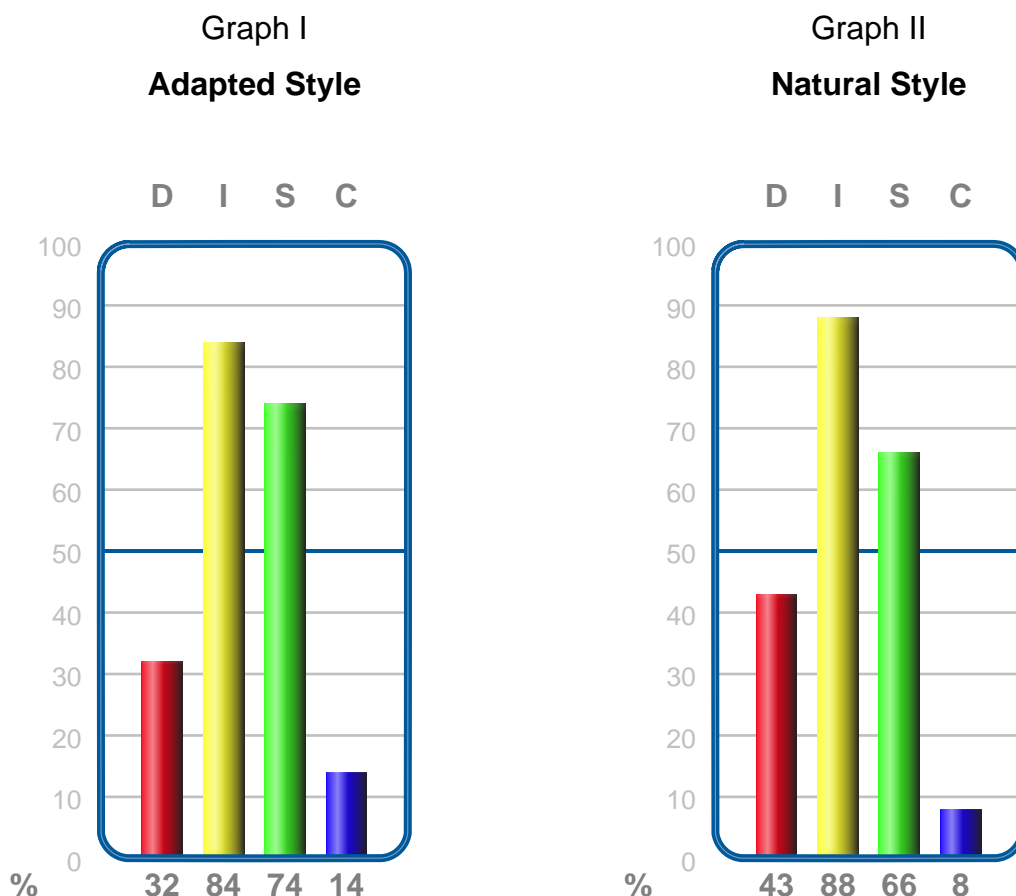
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Public recognition of his ideas and results.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Praise for his knowledge base and research capabilities.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Consistency in ways he can contribute to people, the organization and causes.

## 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:

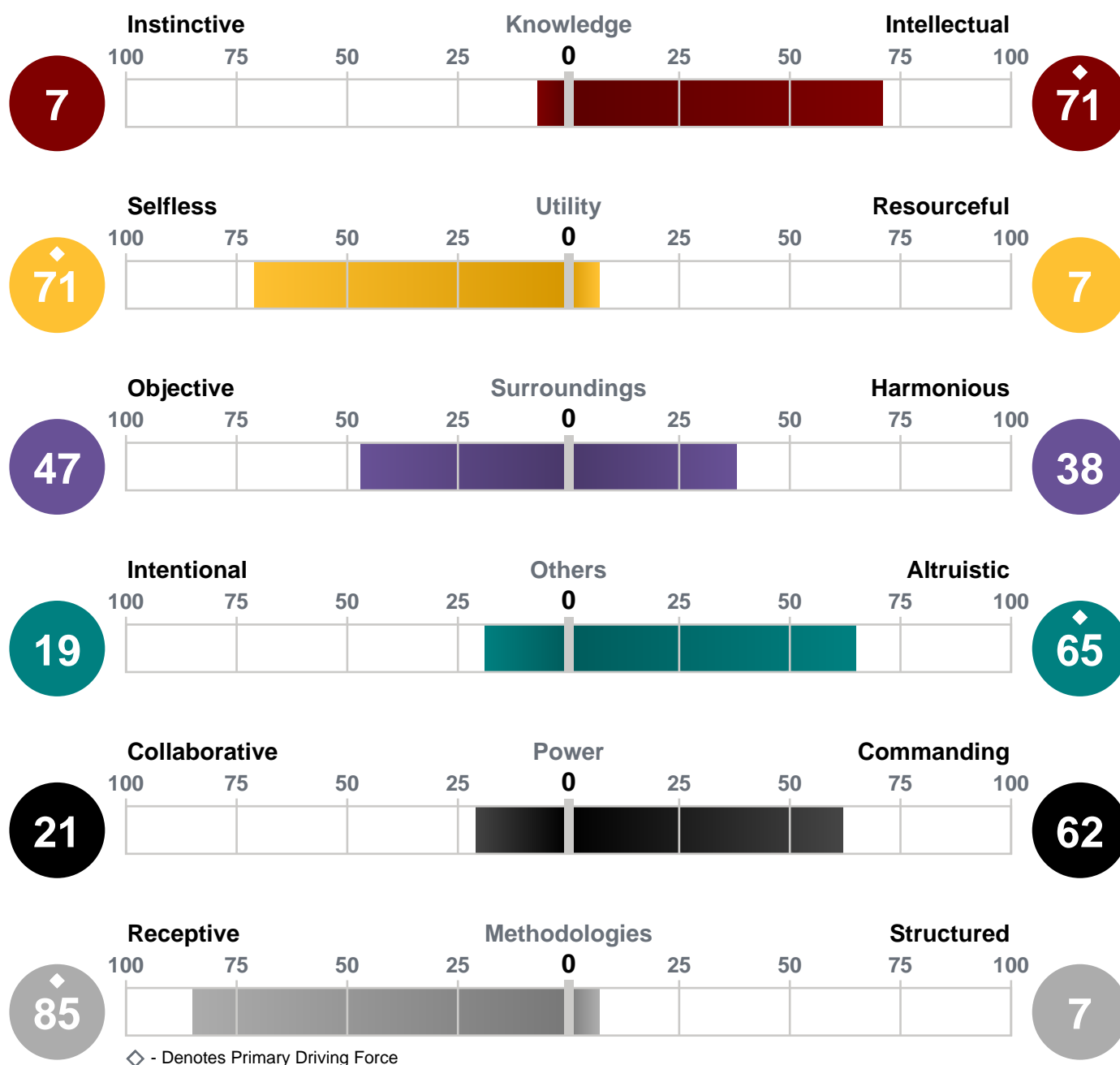
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Mauricio is patient and sensitive to others.
- Mauricio will be generous with time, research and information on social problems.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.
- He is generous with his time, talent and resources for those in need.

## 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.*

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

## 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 Mauricio can be very competitive.
- Mauricio can be assertive in meeting his needs.

## 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.*

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

## 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.*

- Financial security is not a necessity, but a long-term goal.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Mauricio will accept his financial situation and not strive to change it.
- There is not a tremendous need for Mauricio to have great sums of money.
- Mauricio will seek a comfort level in his standard of living and try to maintain that level.
- Money and material possessions are not a high priority for Mauricio.
- Mauricio will not use money as a scorecard to impress others.
- Overemphasizing the value of money will bore Mauricio and turn him off.
- Mauricio will use his money to satisfy his true motivation.
- Mauricio will not be swayed or motivated by what he feels are excessive material 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.*

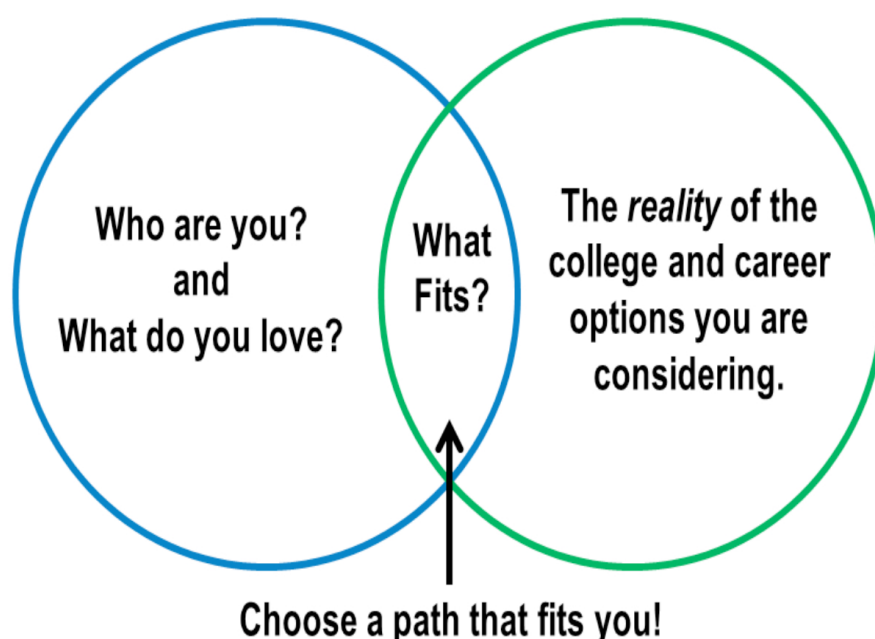
- Traditions will not place limits or boundaries on Mauricio.
- He will work within a broadly defined set of beliefs.
- It may be hard to manipulate Mauricio because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- In many cases, Mauricio will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Mauricio can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Mauricio'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](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

Anthropology  
Art History  
Botany  
Broadcasting  
Chemistry  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Geology, Earth Sciences  
Humanities  
Information Technology  
Literature Studies, Classics  
Meteorology  
Paleontology  
Philosophy, Religious Studies  
Sociology  
Teaching, Education  
Theology  
Urban Studies

### Business

Business Communications, Public Relations  
Marketing

### Career and Technical

Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

Bio Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Natural Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Educational Administrator  
Environment, Conservation and Sustainability  
Graphic Design  
Life Coaching  
Multimedia, Digital Communications  
Nonprofit Management  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Pre-Medicine  
Pre-Veterinary Medicine  
Psychology

### Other Career Paths

Fitness and Exercise Science  
Ministry



## 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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

## STUDY TIPS

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

## Strengths

Good at promoting causes that improve society.

Always willing to offer his time and perspective.

Thinks outside of the box when gathering information.

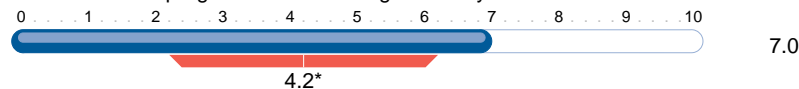
Will bring high energy and enthusiasm to the researching process.

Wants to methodically solve people-related problems that benefit the greater good.

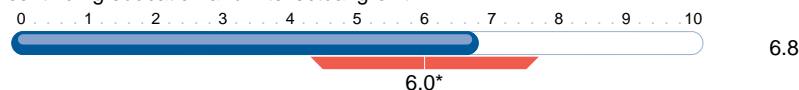
Desire for continuous learning is one of his greatest strengths.

## Motivators

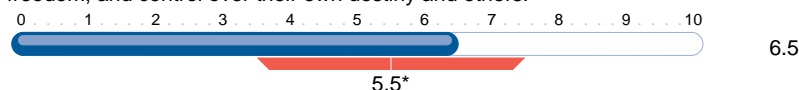
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



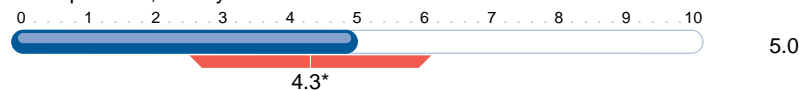
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



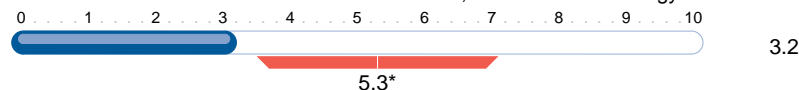
**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



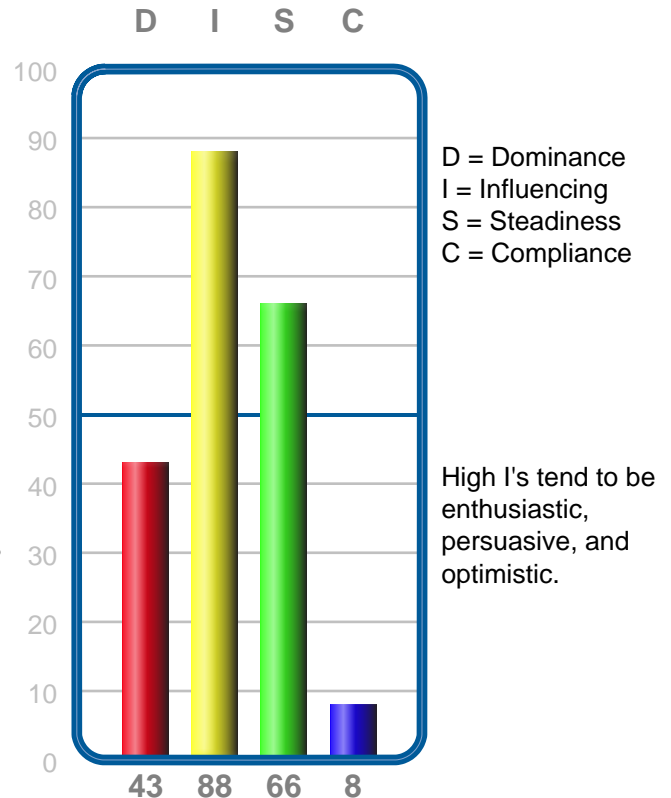
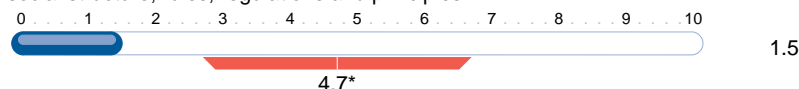
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



## Value to a Team

Optimistic and enthusiastic.

Positive sense of humor.

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

Bottom line-oriented.

Builds confidence in others.

Team player.