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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.

Jonathan is good at creating enthusiasm in others. He likes freedom from many controls. He is driven by status and power. He likes to develop people and build organizations. Jonathan likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He likes feedback from his manager on how he is doing. He projects a self-assured and self-confident image. He prefers working for a participative manager. He does his best work in this kind of environment. Jonathan wants to be seen not only as a team player, but also as a leader of the team. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group.

Jonathan 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. 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. Jonathan may leap to a favorable conclusion without considering all the facts. He is good at solving problems that deal with people.

Jonathan is both a good talker and a good listener. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Jonathan will attempt to put them at ease. He is good at negotiating conflict between others. Jonathan feels that "if everyone would just talk it out, everything would be okay!" Communication can extend from friendly to argumentative discourse. It is important for Jonathan 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 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. 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

- Creative problem solving.
- Self-reliant.
- Accomplishes goals through people.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Verbalizes his feelings.
- Has the confidence to do the difficult assignments.
- Dedicated to his own ideas.
- 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 overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Overuse praise in motivating others.
- 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."
- Make decisions based on surface analysis.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Provide "yes" or "no" answers--not maybe.
- Read the body language for approval or disapproval.
- Define the problem in writing.
- Ask for his opinions/ideas regarding people.
- Provide testimonials from people he sees as important.
- Flatter his ego.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Provide solutions--not opinions.
- Talk about him, his goals and the opinions he finds stimulating.
- Use enough time to be stimulating, fun-loving, fast-moving.

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.

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

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.
- Being an optimistic leader.
- Always looking to say or do the "right" thing.
- Tends to promote traditional ideas and beliefs of the organization.
- Will take a firm stance when his position or status is questioned.
- A "winner" who is consistent but does not brag about accomplishments.
- Maintains long-term relationships with a strong sense of loyalty.
- 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.

- Can disclose their agenda to the wrong people.
- May be viewed as someone who over promises and under delivers.
- Will be frustrated when new and exciting opportunities conflict with the system.
- May be ineffective in sharing his system of living with others.
- Can come across as stubborn and unwilling to change.
- Will hide emotions until others push his buttons or take advantage of him.
- Can come off passive/aggressive especially when beliefs are challenged.
- 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.

- An environment in which he may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- Forum to challenge change for the sake of change.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Opportunity to be a spokesperson for the "system" of the organization.
- Ability to celebrate the success of a project being completed within the ideal paradigm.

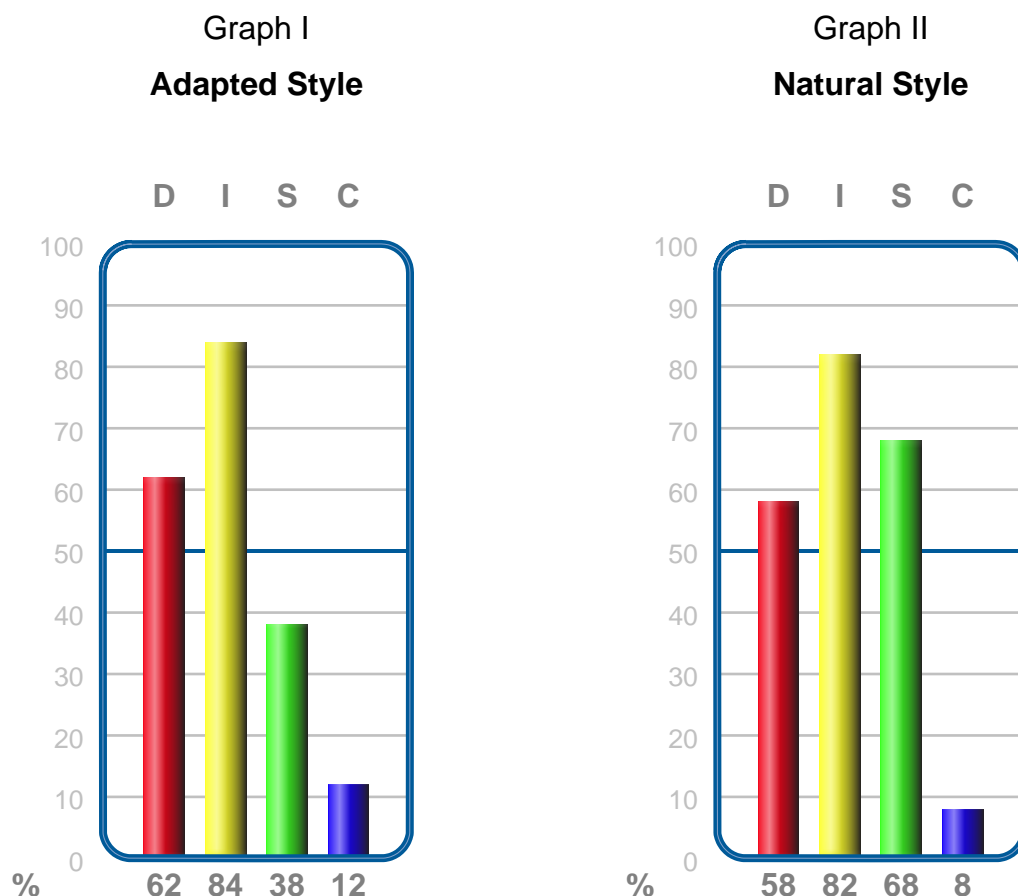
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Rewards to support his dreams.
- Private recognition for loyalty and service.
- The power to protect those he trusts or is loyal to.
- To influence anyone and everyone to his way of thinking, but in friendly terms.
- Recognition for his ability to recruit others to the new idea, structure or belief.

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:

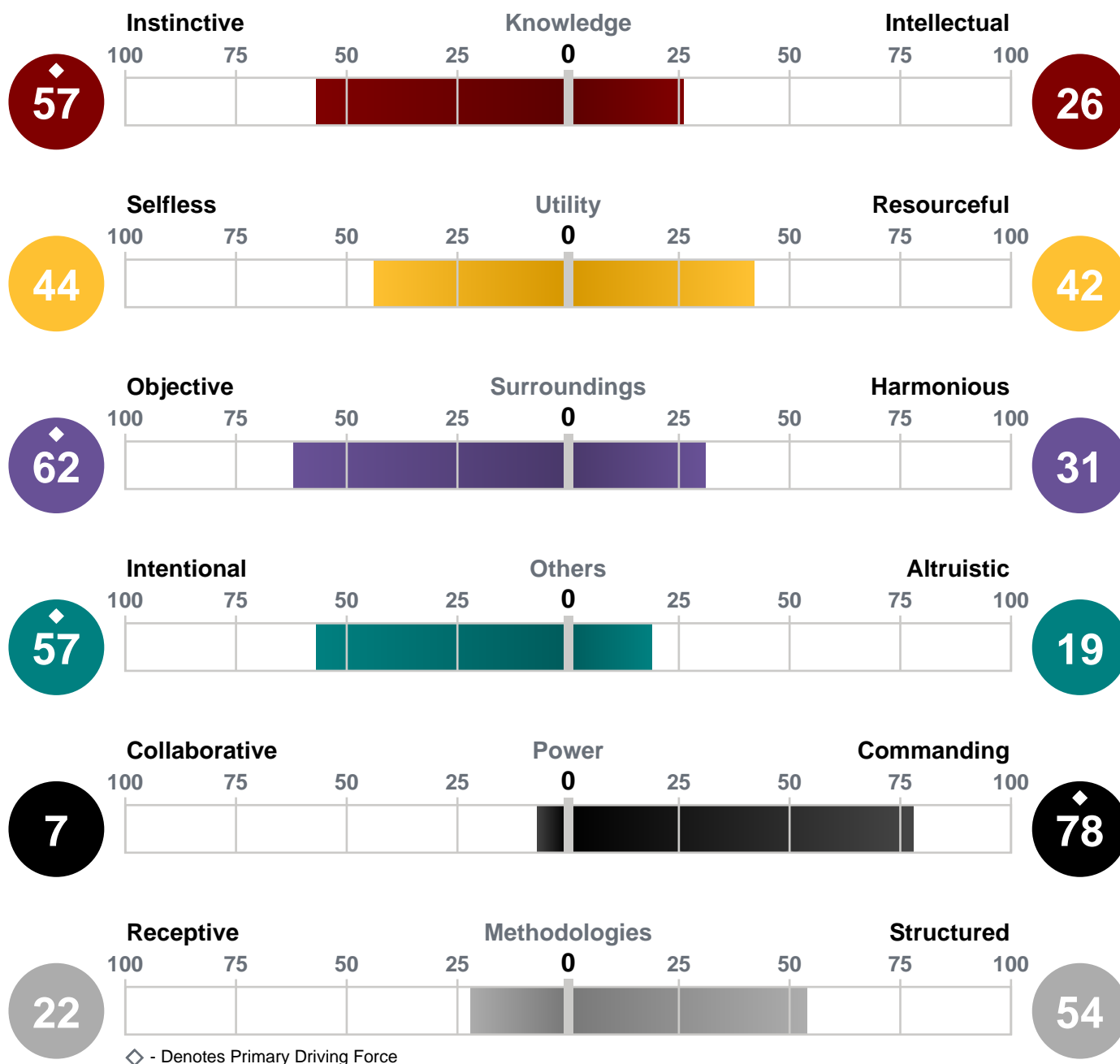
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- Jonathan will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Money itself is not as important as what it will buy.
- Jonathan will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- He will use wealth as a yardstick to measure his work effort with certain activities.
- Jonathan can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.

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.

- Jonathan's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- Jonathan 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 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.

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

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.

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

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
Communications
Entertainment and Arts Management
Information Technology
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Facilities Planning and Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Entrepreneurism
Home Maintenance and Repair
Maintenance Supervisor
Rehabilitation Therapy

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Entrepreneurial Studies
Inside Sales
Life Coaching
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Kinesiology
Occupational Therapy

Other Career Paths

Apparel Fashion
Event Planning
Fitness and Exercise Science
Recreation and Tourism

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
21-1019	4+	Counselor
19-3041	4+	Sociologist
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
41-9022	2	Real Estate Sales Agent

STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Don't let your ego keep you from studying.
- Socialize after studying - not before.
- Use recitation to embed fact and ideas.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Think positively about subjects that give you difficulty.
- Review your notes after class.
- Don't put off studying until the last minute.
- Listen for ideas and facts to support the main idea.
- Take meaningful notes.
- Don't doodle.

Strengths

Capable of addressing conflict for a win-win scenario.

Being an optimistic leader.

Always looking to say or do the "right" thing.

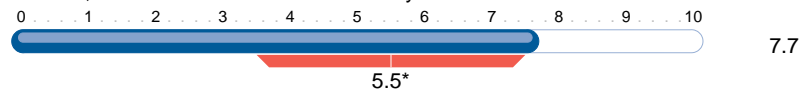
Tends to promote traditional ideas and beliefs of the organization.

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

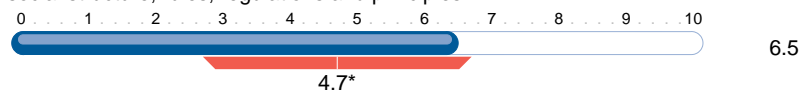
Maintains long-term relationships with a strong sense of loyalty.

Motivators

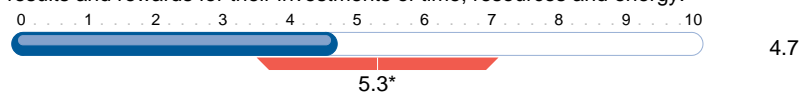
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



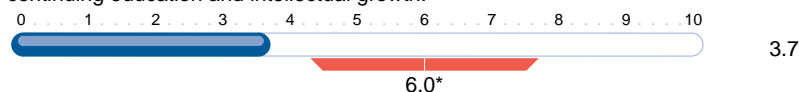
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



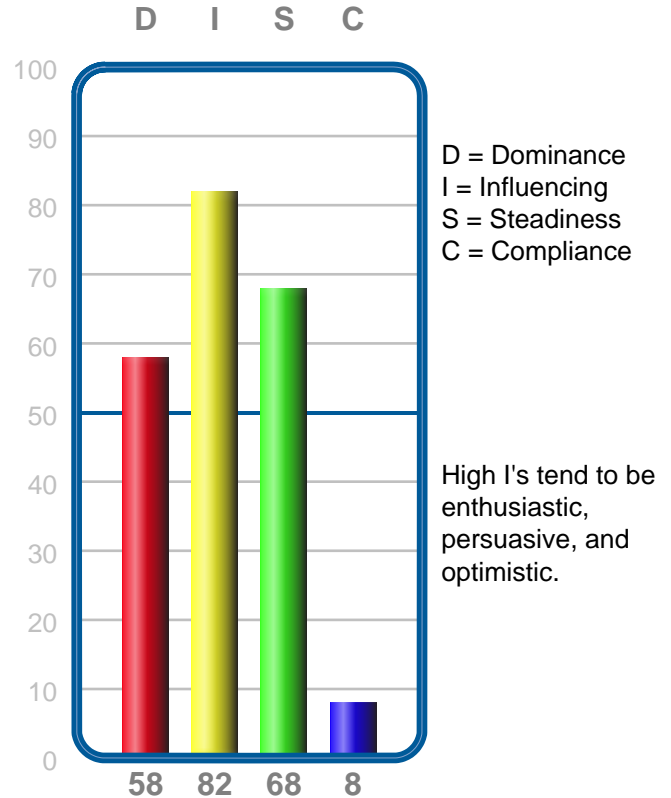
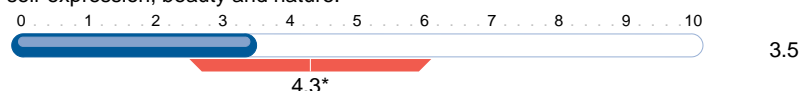
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

Big thinker.

Positive sense of humor.

People-oriented.

Self-reliant.

Can support or oppose strongly.

Dedicated to his own ideas.