

paul espinal
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.

paul is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. paul seeks his own solutions to problems. In this way, his independent nature comes into play. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He is extremely results-oriented, with a sense of urgency to complete projects quickly. paul needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project.

paul will work long hours until a tough problem is solved. After it is solved, paul may become bored with any routine work that follows. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He prefers authority equal to his responsibility. Sometimes he becomes emotionally involved in the decision-making process. When faced with a tough decision, he will try to sell you on his ideas. He likes to make decisions quickly. He finds it easy to share his opinions on solving work-related problems.

paul may lack the patience to listen and communicate with slower acting people. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He challenges people who volunteer their opinions. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. paul likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He tends to influence people by being direct, friendly and results-oriented. He tends to be intolerant of people who seem ambiguous or think too slowly.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Competitive.
- Ability to change gears fast and often.
- Spontaneity.
- Initiates activity.
- Accomplishes goals through people.
- Good mixer.
- Usually makes decisions with the bottom line in mind.

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.

- Overstep authority and prerogatives--will override others.
- Set standards for himself and others so high that impossibility of the situation is common place.
- Be explosive by nature and lack the patience to negotiate.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Dislike routine work or routine people--unless he sees the need to further his goals.
- Resist participation as part of the team, unless seen as a leader.

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 systems to follow.
- Use his jargon.
- Read the body language--look for impatience or disapproval.
- Motivate and persuade by referring to objectives and results.
- Provide questions, alternatives and choices for making his own decisions.
- Stick to business--let him decide if he wants to talk socially.
- Be open, honest and informal.
- Be clear, specific, brief and to the point.
- Be isolated from interruptions.
- Provide time for fun and relaxing.
- Give strokes for his involvement.
- Come prepared with all requirements, objectives and support material in a well-organized "package."

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.

- Forget to follow-up.
- Come with a ready-made decision, or make it for him.
- Try to convince by "personal" means.
- Be redundant.
- Use paternalistic approach.
- Assume he heard what you said.
- Dictate to him.
- Ask rhetorical questions, or useless ones.
- Let him change the topic until you are finished.
- Direct or order.
- Ramble on, or waste his time.
- Be put off by his "cockiness."
- Reinforce agreement with "I'm with you."

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.

- Innovative with strategies for success.
- Not easily deterred by setbacks.
- Will initiate appreciation of all experiences.
- An independent self-starter who will refine and enhance his surroundings.
- Being an optimistic leader.
- Positively promotes the image of the organization.
- Always willing to share his ideas on how to enhance the surroundings.
- Expresses and strives for a balanced team.

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.

- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Takes on too much, too soon, too fast to maintain control.
- May over focus on standards of beauty.
- May struggle with keeping his distance while trying to enjoy the experience.
- May be viewed as someone who over promises and under delivers.
- May only interact with those he feels complement his goals.
- Over emphasizes the experience compared to the results.
- Has difficulty looking at situations objectively.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Work tasks that change from time to time.
- Freedom from controls, supervision and details.
- Ability to develop new and out-of-the box ideas with others.
- The need to be liked and to feel a part of a harmonious team.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.
- Opportunity to display excitement and fun while getting others to act.

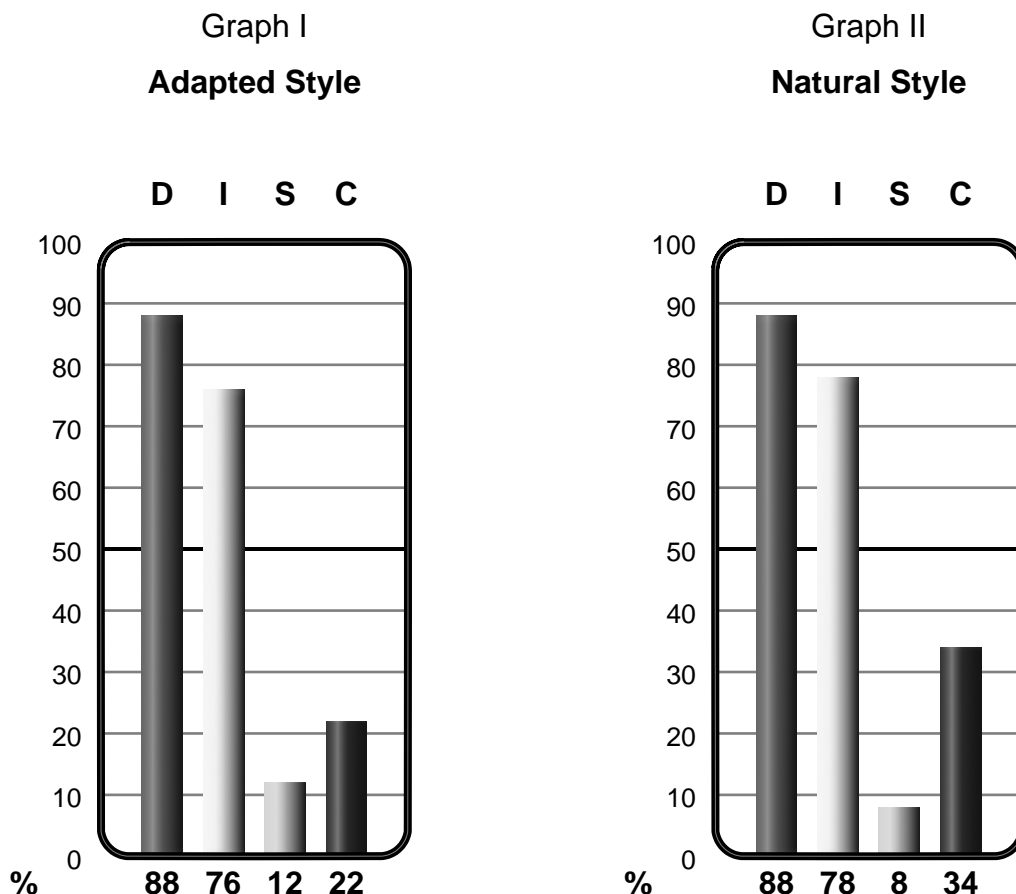
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- Control of his own destiny.
- Positive and open interactions between co-workers and management.
- To demonstrate the ways he has worked on the beautification of surroundings, either materialistically or environmentally.
- Space and latitude to do what it takes to get the job done.
- Recognition for leadership accomplishments and the results he receives.

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:

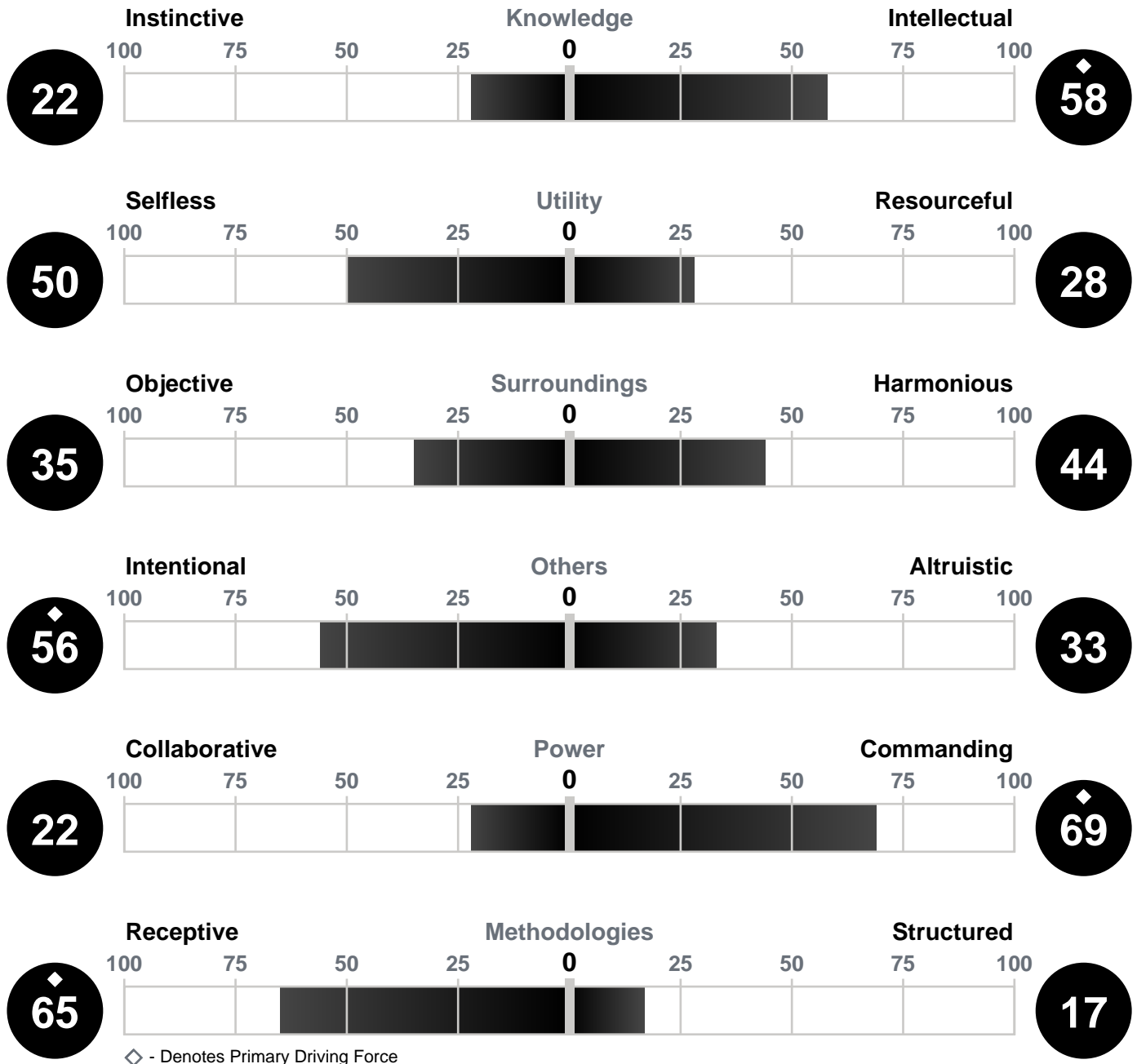
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 paul.
- paul has the desire to assert himself and to be recognized for his accomplishments.
- He wants to control his own destiny and display his independence.
- Maintaining individuality is strived for in relationships.
- If necessary, paul will be assertive in meeting his own needs.
- paul 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.
- paul believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- paul takes responsibility for 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.

- Form and harmony provide him with an experience to remember.
- Decorating his surroundings so they are visually pleasing is enjoyable for paul.
- Dressing for success comes naturally to paul. He enjoys the latest designer clothes when he has the funds to purchase them.
- paul uses his aesthetic talent to impress others.
- paul looks for and appreciates the beauty in things.
- paul will evaluate things based on artistic beauty and usefulness.

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.

- In those areas where paul has a special interest he will be good at integrating past knowledge to solve current problems.
- paul will usually have the data to support his convictions.
- If paul 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.
- A job that challenges the knowledge will increase his job satisfaction.
- paul has the potential to become an expert in his chosen field.
- paul 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, paul will have a tendency to rely on his intuition or practical information in this area.

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.

- paul can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- paul will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will use wealth as a yardstick to measure his work effort with certain activities.
- paul 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.
- Money itself is not as important as what it will buy.

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.

- paul is willing to help others if they are working as hard as possible to achieve their goals.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- paul's passion in life will be found in one or two of the other dimensions discussed in this report.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- paul will be torn if helping others proves to be detrimental to him.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

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 paul.
- In many cases, paul will want to set his own rules which will allow his own intuition to guide and direct his actions.
- paul's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- He will work within a broadly defined set of beliefs.
- paul can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate paul because he has not defined a philosophy or system that can provide immediate answers to every situation.

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
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications

Business

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

Career and Technical

Chef, Food Preparation
Entrepreneurism

Engineering

Bio Engineering

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Desktop Publishing
Entrepreneurial Studies
Multimedia, Digital Communications

NEXT STEPS: POSSIBLE DEGREE MATCHES

Outdoor Studies, Outdoor Leadership
Social Entrepreneurism
Videography

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Apparel Fashion
Business Sales
Event Planning
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
27-1011	4+	Art Director
17-2081	4+	Environmental Engineer
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
27-1026	2	Merchandise Displayer & Window Trimmer
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

- Work on your listening skills.
- Write detailed instructions for each class assignment.
- Do only one class assignment at a time.
- Organize your study area and keep it organized.
- Set aside time to plan.
- Underline or highlight when you read; make study notes.
- Plan ahead - don't put off completing assignments until the last minute.
- Set up an area for studying only.
- Determine the grade you want in each class before the term begins and study accordingly.
- Use a quiet place for studying when possible.
- Think visually - convert words into pictures.
- Cut down on some of your activities and devote this time to studying.

Strengths

Innovative with strategies for success.

Not easily deterred by setbacks.

Will initiate appreciation of all experiences.

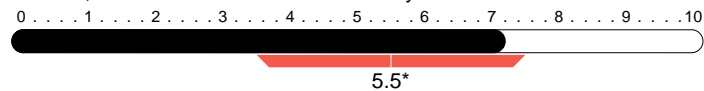
An independent self-starter who will refine and enhance his surroundings.

Being an optimistic leader.

Always willing to share his ideas on how to enhance the surroundings.

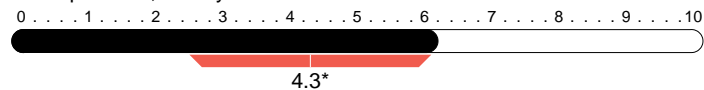
Motivators

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



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



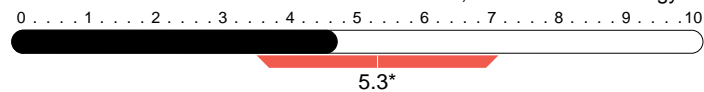
6.2

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



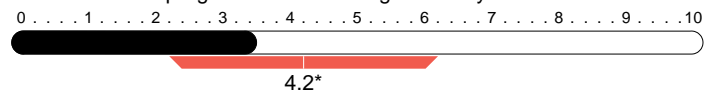
5.8

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



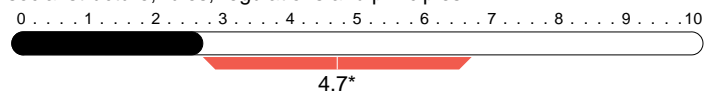
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5. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

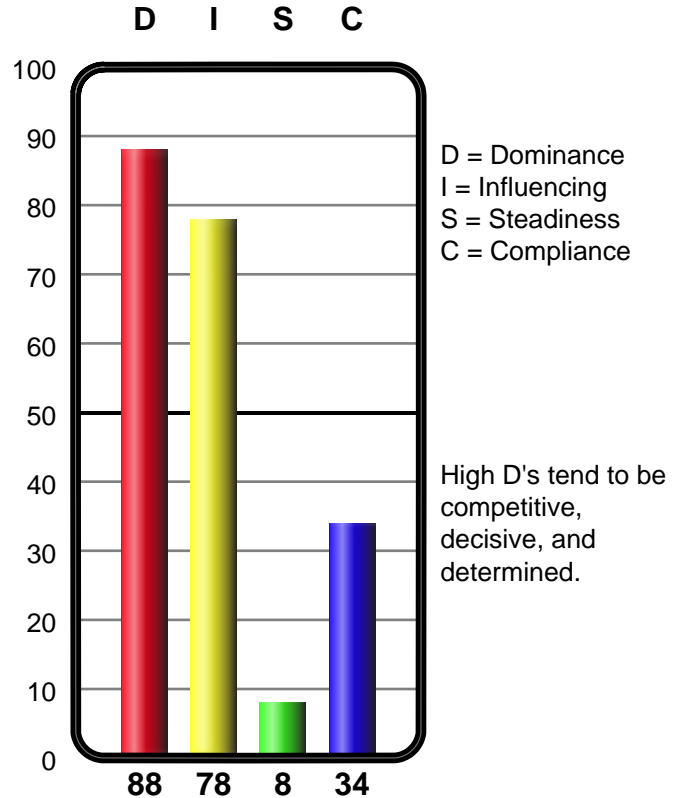


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



2.7



Value to a Team

Deadline conscious.

Self-starter.

Sense of urgency.

Tenacious.

Forward-looking and future-oriented.

Innovative.