

kevin martinez
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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.

kevin may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He embraces visions not always seen by others. kevin's creative mind allows him to see the "big picture." He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. His sensitivity to errors and mistakes sometimes tempers his aggressiveness. He may be accused of being "work compulsive" because of these tendencies. kevin can be incisive, analytical and argumentative at times. He has little time for details unless he sees the importance of those details in achieving his goals. He is extremely results-oriented, with a sense of urgency to complete projects quickly. He can be blunt and critical of people who do not meet his standards. kevin has high ego strengths and may be viewed by some as egotistical. His drive for tangible accomplishments is counterbalanced by an equal drive for correctness.

kevin finds it easy to share his opinions on solving work-related problems. He likes setting the pace in developing systems to achieve results. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He likes the new and the unusual. He prefers to discover his own solutions to problems. kevin refrains from getting emotionally involved in decision making. This allows him to make objective decisions. He should realize that at times he needs to think a project through, beginning to end, before starting the project. He likes the freedom to explore and the authority to re-examine and retest his findings. He will work long hours until a tough problem is solved. After it is solved, kevin may become bored with any routine work that follows.

kevin challenges people who volunteer their opinions. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. 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. Sometimes he can become so involved with his work that he appears cool and aloof to others. He may display a lack of empathy for others who cannot achieve his standards. He tends to be intolerant of people who seem ambiguous or think too slowly. He is skilled at asking informed questions and extracting information, but for some people he may need to phrase his questions more tactfully.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Thinks big.
- Forward-looking and future-oriented.
- Usually makes decisions with the bottom line in mind.
- Self-starter.
- Ability to handle many activities.
- Initiates activity.
- Few dull moments.

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 impulsive and seek change for change's sake. May change priorities daily.
- Have no concept of the problems that slower-moving people may have with his style.
- Set standards for himself and others so high that impossibility of the situation is common place.
- Take on too much, too soon, too fast.
- Blame, deny and defend his position--even if it is not needed.
- Fail to complete what he starts because of adding more and more projects.
- Be explosive by nature and lack the patience to negotiate.
- Have trouble delegating--can't wait, so does it himself.

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.

- Stick to business--let him decide if he wants to talk socially.
- Be specific and leave nothing to chance.
- Motivate and persuade by referring to objectives and results.
- Read the body language--look for impatience or disapproval.
- Support and maintain an environment where he can be efficient.
- Put projects in writing, with deadlines.
- Be isolated from interruptions.
- Be clear, specific, brief and to the point.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Provide systems to follow.
- Use his jargon.

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.

- Talk too slowly, or dwell on details to excess.
- Let him change the topic until you are finished.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Be redundant.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Let disagreement reflect on him personally.
- Ramble on, or waste his time.
- Use paternalistic approach.
- Direct or order.
- Forget to follow-up.

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.

- Seeks the challenge and opportunity to win.
- Forward-looking to improve himself or a situation.
- Very creative in solving problems.
- Makes decisions based on saving time, resources and improving efficiency.
- Takes pride in finding flaws in policies and procedures.
- Gives clear instruction to what he needs to accomplish goals.
- Asks questions others overlook in regards to the bottom-line.
- Tends to make accurate decisions based on facts and return on investment, rather than emotions.

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.

- Takes on too much, too soon, too fast to maintain control.
- May always want to display his superiority through problems or challenges.
- May offend others with too much discussion of results.
- Can be a workaholic.
- May set unreachable standards for himself and others.
- Nothing is good enough, unless it's the best.
- May come off as someone who believes process is the only way to increase the bottom-line.
- Will have a desire to take risks, but will be fearful of failure.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where he can use his intuitive thinking skills.
- Forum to express ideas and viewpoints.
- An environment where direct, bottom-line efforts are appreciated.
- The ability to achieve goals in a logical and practical manner.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.

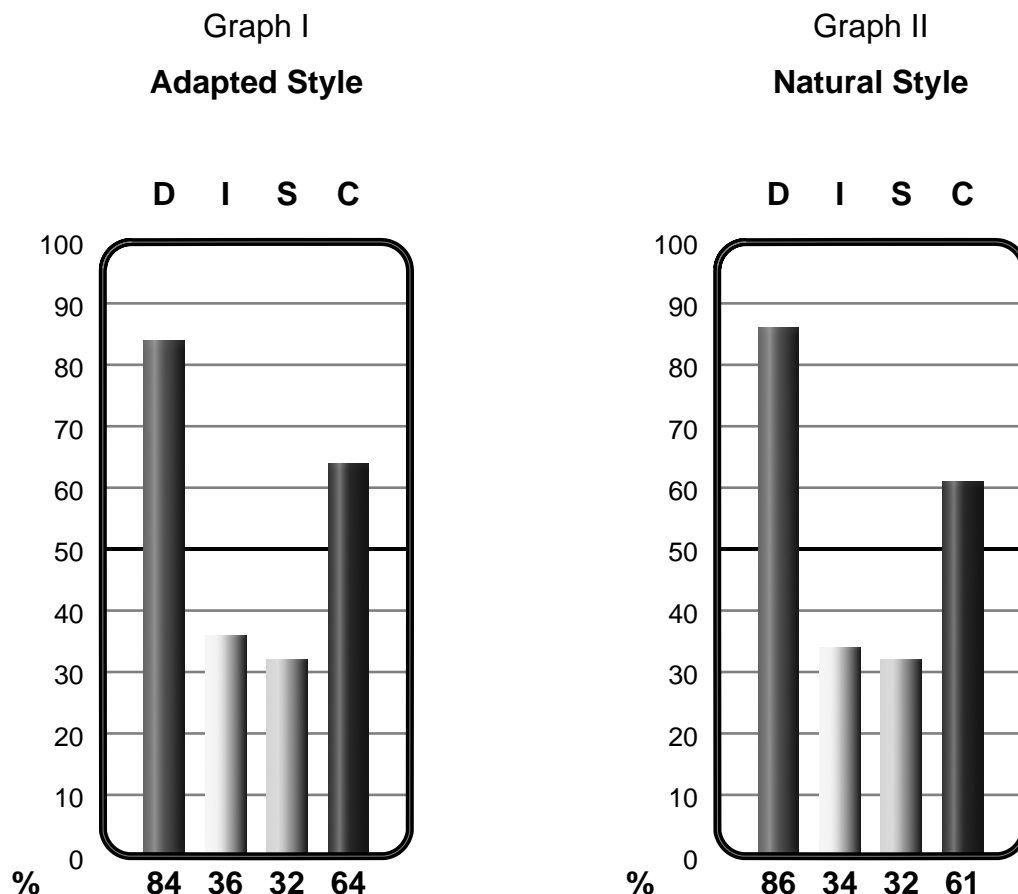
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Sincere appreciation for achievements--may interpret as manipulation if overdone.
- Prestige, position and titles so he can control the destiny of others.
- Opportunities for achieving things faster and of more value.
- All facts and details necessary to achieve desired results.
- Power and control over outcomes and goals.
- Space and latitude to do what it takes to get the job done.

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:

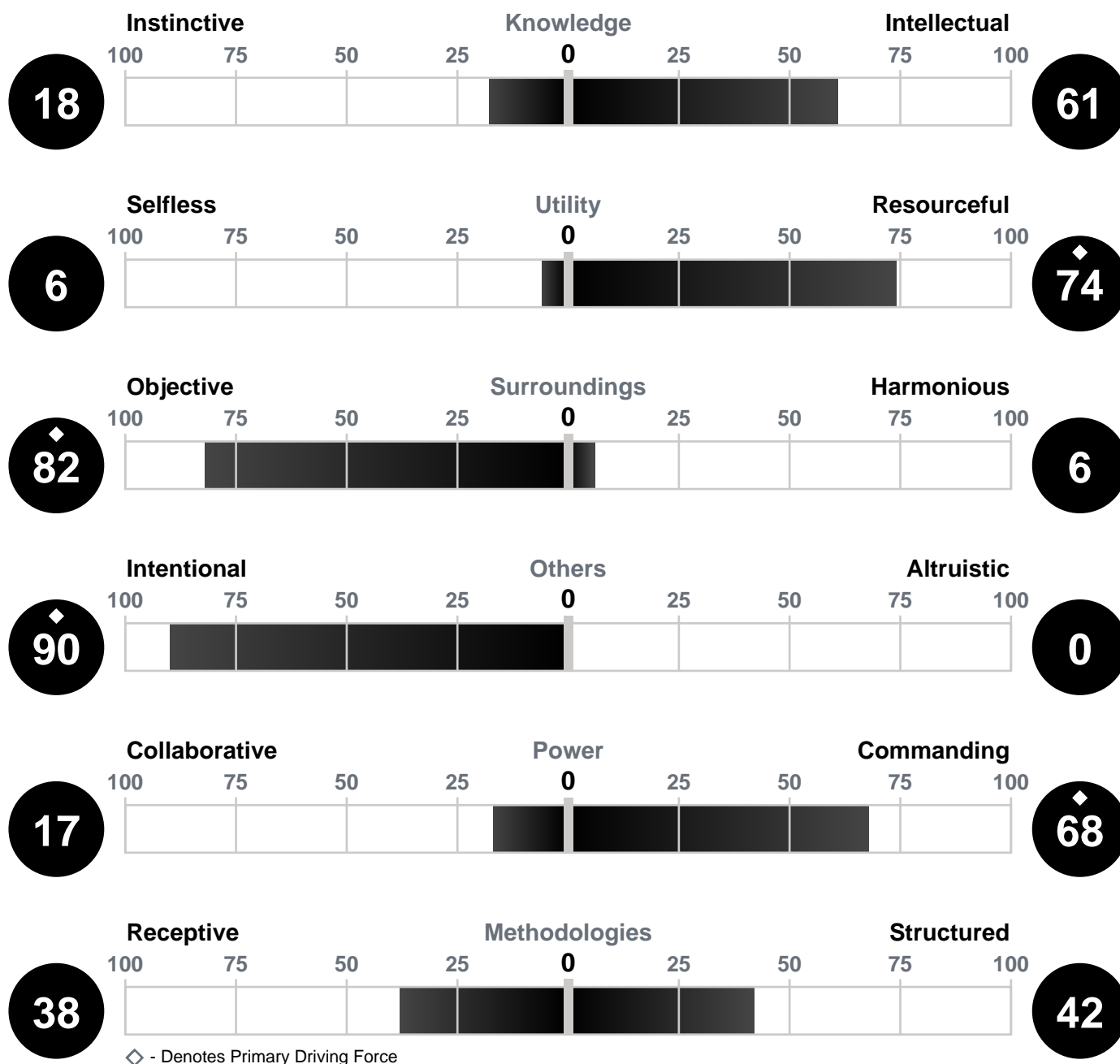
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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

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 "traditionalists" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

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

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.

- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- kevin is willing to help others if they are working as hard as possible to achieve their goals.
- kevin'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.
- kevin will be torn if helping others proves to be detrimental to him.

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

Computer Science
Information Technology
Legal Assistance, Paralegal Studies
Mathematics, Applied Math
Physics, Applied Physics
Pre-Law
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Accounting
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
Finance and Investments
General Business
Labor and Industrial Relations
Logistics, Transport Management
Supply Chain Management

Career and Technical

Building Inspector

Engineering

Aerospace Engineering
Computer Engineering

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Entrepreneurial Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Hospital and Health Administration
Pre-Medicine
Pre-Ophthalmology
Pre-Veterinary Medicine

Other Career Paths

Business Sales

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 |
|------------|-----------|---|
| 53-2021 | 4+ | Air Traffic Controller |
| 29-1081 | 4+ | Podiatrist |
| 29-1069 | 4+ | Physician & Surgeon |
| 19-3011 | 4+ | Economist |
| 17-2041 | 4+ | Chemical Engineer |
| 13-1061 | 4+ | Emergency Management Specialist |
| 11-9021 | 4+ | Construction Manager |
| 11-3061 | 4+ | Purchasing Manager |
| 11-3031 | 4+ | Financial Manager |
| 11-2021 | 4+ | Marketing Manager |
| 55-1016 | 4 | Infantry Officer |
| 43-3061 | 4 | Procurement Clerk |
| 41-3031 | 4 | Securities, Commodities, Financial Services Sales Agent |
| 27-4099 | 4 | Director of Social Media |
| 27-3031 | 4 | Public Relations Specialist |
| 27-3022 | 4 | Reporter & Correspondent |
| 27-2032 | 4 | Choreographer |
| 13-1199.04 | 4 | Business Continuity Planner |
| 13-1071.02 | 4 | Personnel Recruiter |
| 13-1023 | 4 | Purchasing Agent |
| 11-9111 | 4 | Medical & Health Services Manager |
| 11-3021 | 4 | Computer & Information Systems Manager |
| 11-1021 | 4 | General & Operations Manager |
| 11-1011 | 4 | Chief Executive |
| 15-1061 | 2-4+ | Database Administrator |
| 15-1011 | 2-4+ | Computer & Information Scientist, Research |
| 35-1011 | 2-4 | Chef & Head Cook |
| 15-1099.13 | 2-4 | Video Game Designer |
| 15-1099.05 | 2-4 | Web Administrator |
| 15-1099.04 | 2-4 | Web Developer |

NEXT STEPS: POSSIBLE CAREER IDEAS

| | | |
|---------|----|------------------------------------|
| 51-9061 | 2 | Inspector and Tester |
| 47-4041 | HS | Hazardous Materials Removal Worker |

STUDY TIPS

- Write detailed instructions for each class assignment.
- Set up an area for studying only.
- Plan ahead - don't put off completing assignments until the last minute.
- Use a quiet place for studying when possible.
- Plan tomorrow today and put your plan in writing.
- Cut down on some of your activities and devote this time to studying.
- Determine the grade you want in each class before the term begins and study accordingly.
- Chunk big assignments into smaller pieces.
- Think visually - convert words into pictures.
- Set aside time to plan.
- Organize your study area and keep it organized.

Strengths

Seeks the challenge and opportunity to win.

Forward-looking to improve himself or a situation.

Very creative in solving problems.

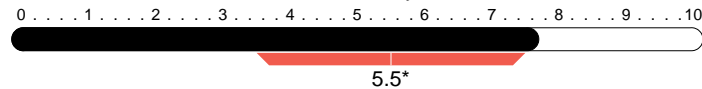
Makes decisions based on saving time, resources and improving efficiency.

Takes pride in finding flaws in policies and procedures.

Asks questions others overlook in regards to the bottom-line.

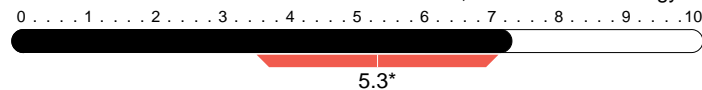
Motivators

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



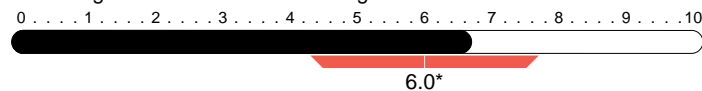
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2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



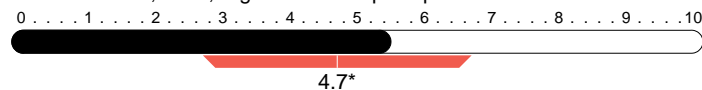
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



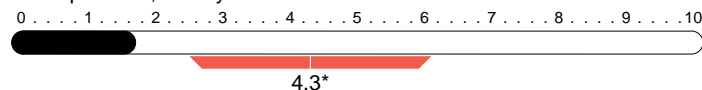
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



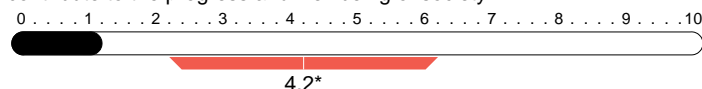
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

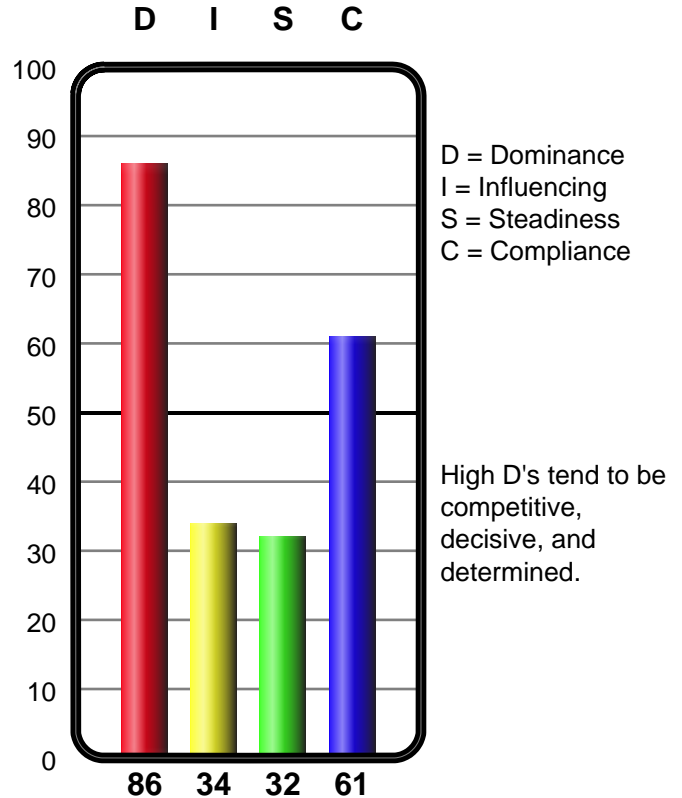


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6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



1.2



Value to a Team

Thinks big.

Usually makes decisions with the bottom line in mind.

Creative in his approach to solving problems.

Challenge-oriented.

Challenges the status quo.

Initiates activity.