

Jonathan Maya
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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 eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. Patience, control and deliberateness characterize his usual behavior. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. He likes to develop a routine in both his personal and professional life and will function best when this routine is maintained. Once Jonathan has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He wins through hard work and persistence. He likes to stay with one task until it is completed. He can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. Jonathan likes to set his own pace. When others try to rush him, he feels threatened and may balk. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work.

Jonathan finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is persistent and persevering in his approach to achieving goals. He tries to use balanced judgment. He is the person who brings stability to the entire team. Jonathan may tend to fight for his beliefs or those things he feels passionate about. Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process.

Jonathan is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He will be open with those he trusts; however, reaching the required trust level may take time. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. Jonathan usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He likes a friendly, open style of communication. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Turns confrontation into positives.
- People-oriented.
- Adaptable.
- Service-oriented.
- Works for a leader and a cause.
- Good at reconciling factions--is calming and adds stability.
- Patient and empathetic.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not take action against those who challenge or break the rules or guidelines.
- Not let others know where he stands on an issue.
- Be too conservative--bides time and avoids much that is new.
- Be dependent on others for decisions, even if he knows he is right.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Hold a grudge if his personal beliefs are attacked.

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.

- Keep conversation at discussion level.
- Look for hurt feelings or personal reasons if you disagree.
- Use scheduled timetable when implementing new action.
- Provide a friendly environment.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Define clearly (preferably in writing) individual contributions.
- Support your communications with correct facts and data.
- Be prepared.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Take your time and be persistent.
- Give him time to ask questions.

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 to him when you're extremely angry.
- Be abrupt and rapid.
- Patronize or demean him by using subtlety or incentive.
- Manipulate or push him into agreeing because he probably won't fight back.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Use testimonies from unreliable sources.
- Be domineering or demanding; don't threaten with position power.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Debate about facts and figures.
- Give your presentation in random order.
- Make promises you cannot deliver.
- Talk in a loud voice or use confrontation.
- Offer assurance and guarantees you can't fulfill.

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.

- Delivers his knowledge and wisdom objectively.
- Will keep sensitive information under lock and key.
- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.
- Motivates others to continue education.
- Volunteers his knowledge on many subjects.
- Motivates others to be the best they can be.
- Positively promotes the image of the organization.

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.

- Resents change without logical facts and reasoning behind the change.
- May not pursue knowledge if it jeopardizes his security.
- May let other's criticism of his work continually frustrate him.
- Has strong opinions but may not always share them.
- A desire to share information can impede his ability to listen and learn.
- May present facts and figures with too much emotion.
- He may overestimate his authority.
- May only interact with those he feels complement his goals.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Needs personal attention from his manager and compliments for each assignment well done.
- A leadership team that is optimistic toward learning new concepts or theories.
- Information and time to make decisions.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- An environment to express ideas to influence people.

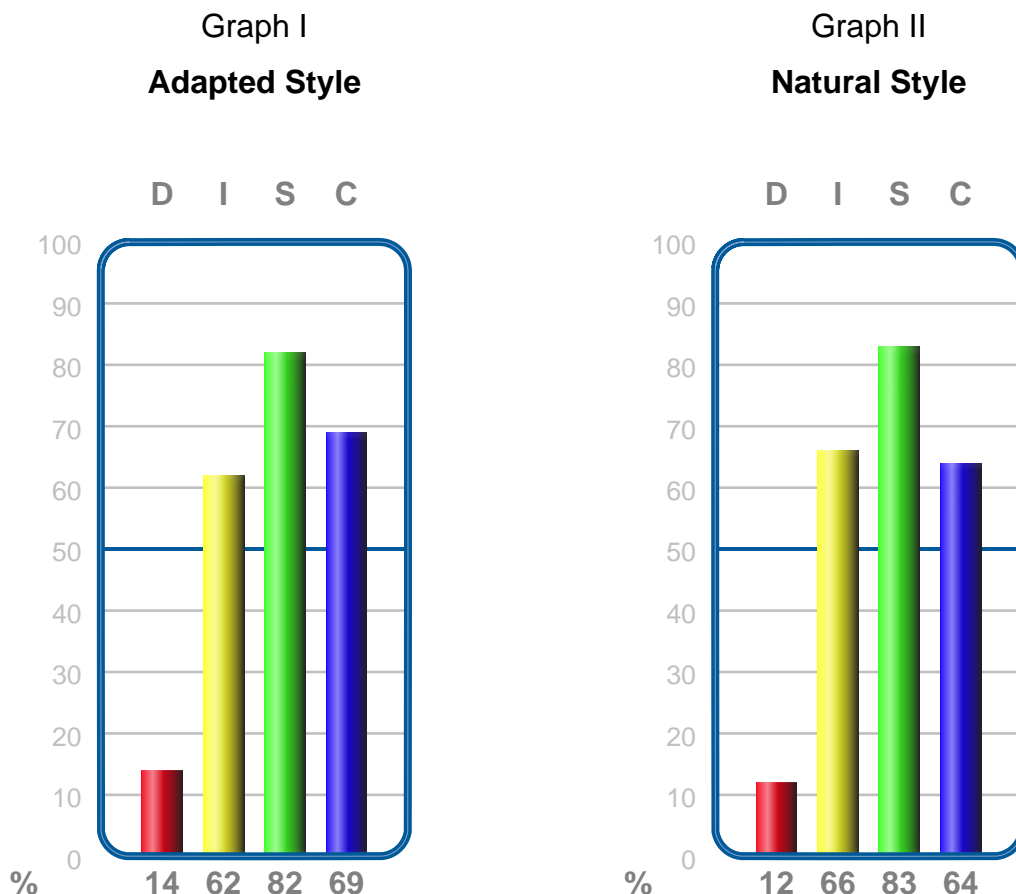
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- A friendly work environment.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To support others through the gathering and delivery of information.
- The power to protect those he trusts or is loyal to.
- Public recognition of power and prestige.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

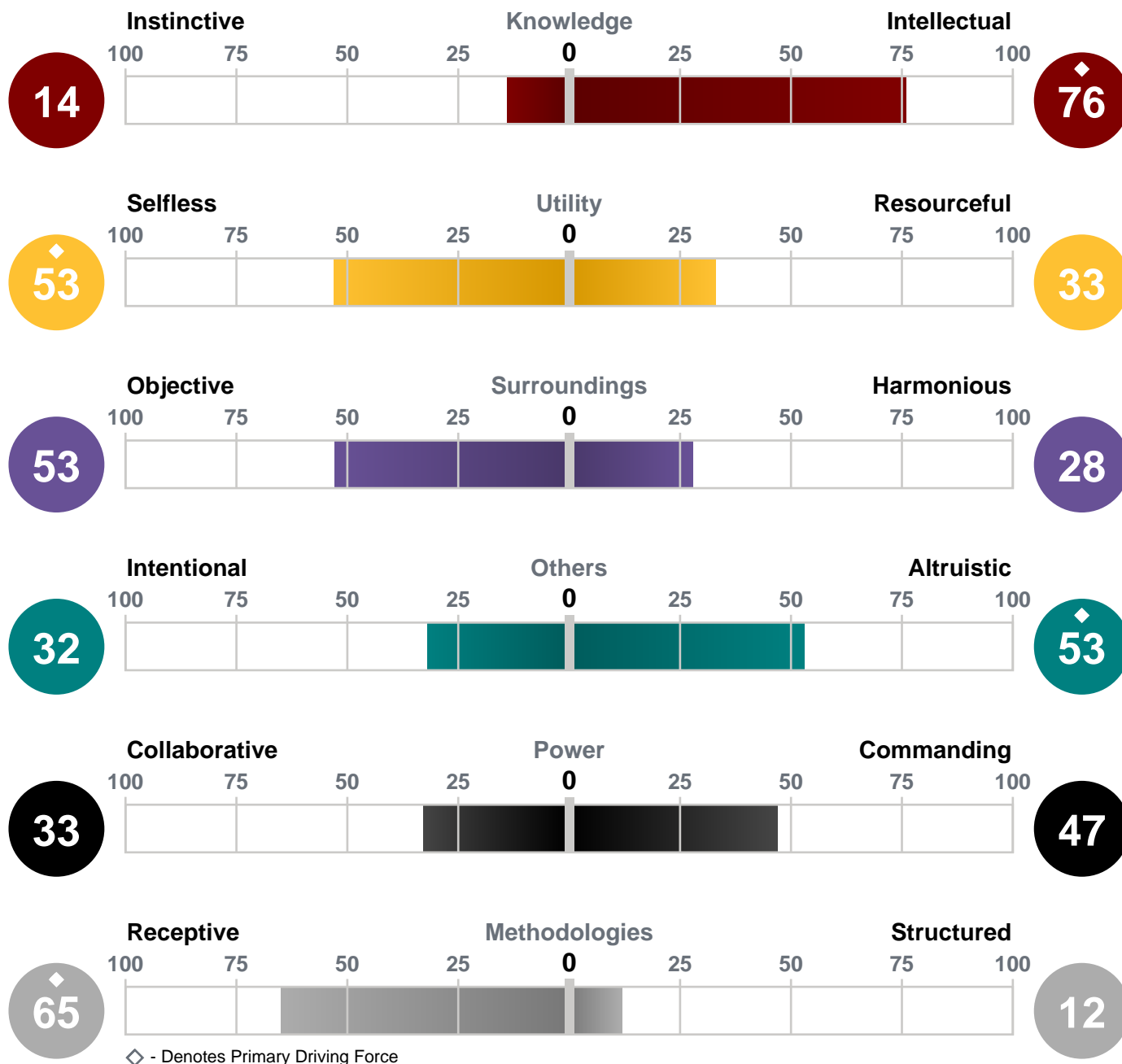
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE 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.

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

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.

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

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 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.

- At times Jonathan will look for the beauty in all things.
- 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.
- Jonathan 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.

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

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.

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

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

Biochemistry, Biophysics
Biology
Botany
Chemistry
Composition, Writing
Computer Science
Ecology
Economics
English
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
Humanities
Information Technology
Interior Design
Journalism
Language Study
Microbiology
Music Composition
Neuroscience
Paleontology
Photography and Studio Art
Sociology
Urban Studies
Web Design, Web Administration

Career and Technical

Biomedical Equipment Technician
Carpentry
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Computer Programming
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nutrition and Diet Science
Renewable Energy
Yoga Therapy and Training

Health Sciences

Exercise Science
Kinesiology
Pre-Medicine

Other Career Paths

Publishing

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
11-9141	4+	Property, Real Estate & Community Association Manager
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant

NEXT STEPS: POSSIBLE CAREER IDEAS

19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
47-4099.02	2	Solar Thermal Installer & Technician
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide

STUDY TIPS

- Study in groups of two or more.
- Study or review notes before each class starts.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Set realistic goals.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Try new ways of learning.

Strengths

Delivers his knowledge and wisdom objectively.

Will keep sensitive information under lock and key.

Leads by example and in a quiet and methodical way.

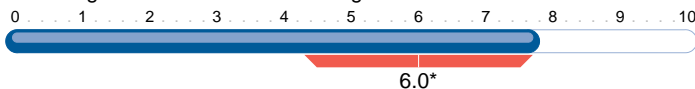
The ideal right hand to a goal-driven leader.

Motivates others to continue education.

Motivates others to be the best they can be.

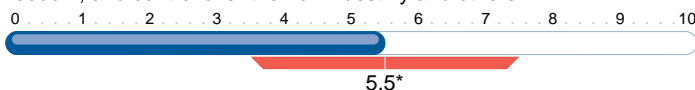
Motivators

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



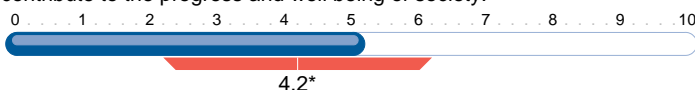
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



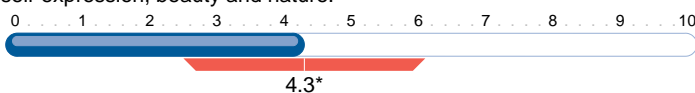
5.5

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



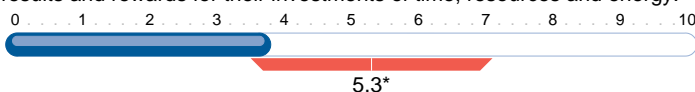
5.2

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



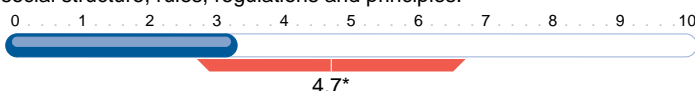
4.3

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

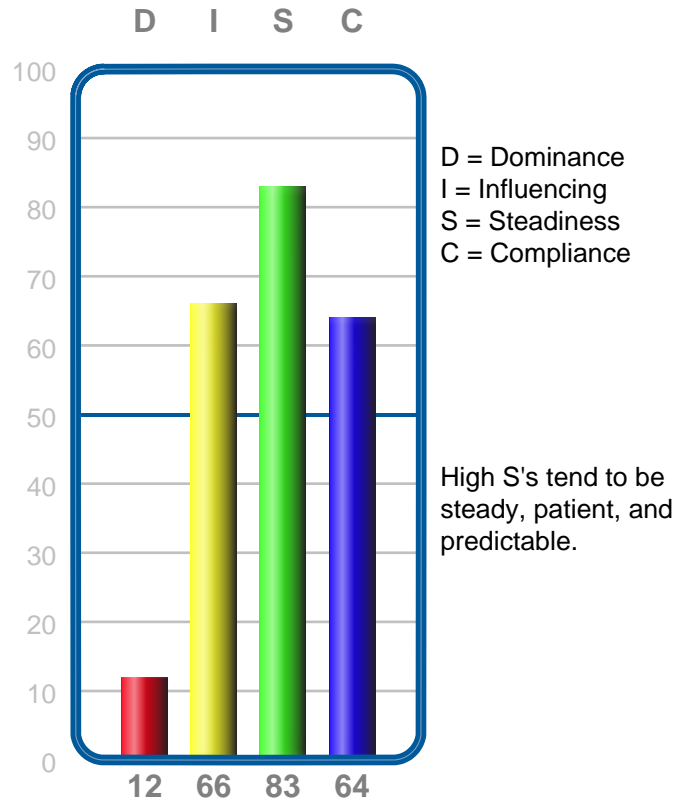


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.3



Value to a Team

Service-oriented.

Respect for authority and organizational structure.

People-oriented.

Builds good relationships.

Good at reconciling factions--is calming and adds stability.

Patient and empathetic.