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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.*

jose likes freedom from many controls. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He is driven by status and power. jose influences most people with his warmth. He places his focus on people. To him, strangers are just friends he hasn't met! He projects a self-assured and self-confident image. He likes to develop people and build organizations. jose wants to be seen as his own person, but usually projects it in friendly terms. He is approachable, affectionate and understanding.

jose 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. 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 may leap to a favorable conclusion without considering all the facts. He likes working for managers who make quick decisions. jose is good at solving problems that deal with people. Because of his trust and willing acceptance of people, he may misjudge the abilities of others.

jose tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is both a good talker and a good listener. Communication can extend from friendly to argumentative discourse. jose is people-oriented and verbally fluent. He will optimistically interact with people in an assured, diplomatic and poised manner. He usually uses many gestures when talking. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Self-reliant.
- Accomplishes goals through people.
- Team player.
- Positive sense of humor.
- Bottom line-oriented.
- Creative problem solving.
- Verbalizes his feelings.

## 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 unrealistic in appraising people--especially if the person is a "friend."
- Make decisions based on surface analysis.
- Overuse praise in motivating others.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.

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

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

- Use a motivating approach, when appropriate.
- Ask for his opinions/ideas regarding people.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Expect him to return to fight another day when he has received a "no" answer.
- Provide solutions--not opinions.
- Provide ideas for implementing action.
- Leave time for relating, socializing.
- Understand his defiant nature.
- Flatter his ego.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Appeal to the benefits he will receive.

## STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

*This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

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

## 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.*

- The "megaphone" to spreading a message.
- Always looking to say or do the "right" thing.
- Good at promoting causes that improve society.
- Always willing to offer his time and perspective.
- Lives by a specific system and will do anything to protect it.
- Good at directing others to join his cause.
- Looks for a better approach to help others.
- Sees championing a worthy cause as a challenge.

## 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 difficulty hearing what others are saying if it contradicts his beliefs.
- Will be frustrated when new and exciting opportunities conflict with the system.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- High trust and a desire to help could lead to being taken advantage of.
- Unwilling to listen to outside viewpoints.
- Standards may be unreachable based on beliefs.
- Can sometimes lack diplomacy in offering assistance.
- May try to help too many people.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Freedom from controls, supervision and details.
- Ability to utilize own strengths to help others achieve results.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to celebrate the success of a project being completed within the ideal paradigm.
- Forum to champion the way in which things should be done.

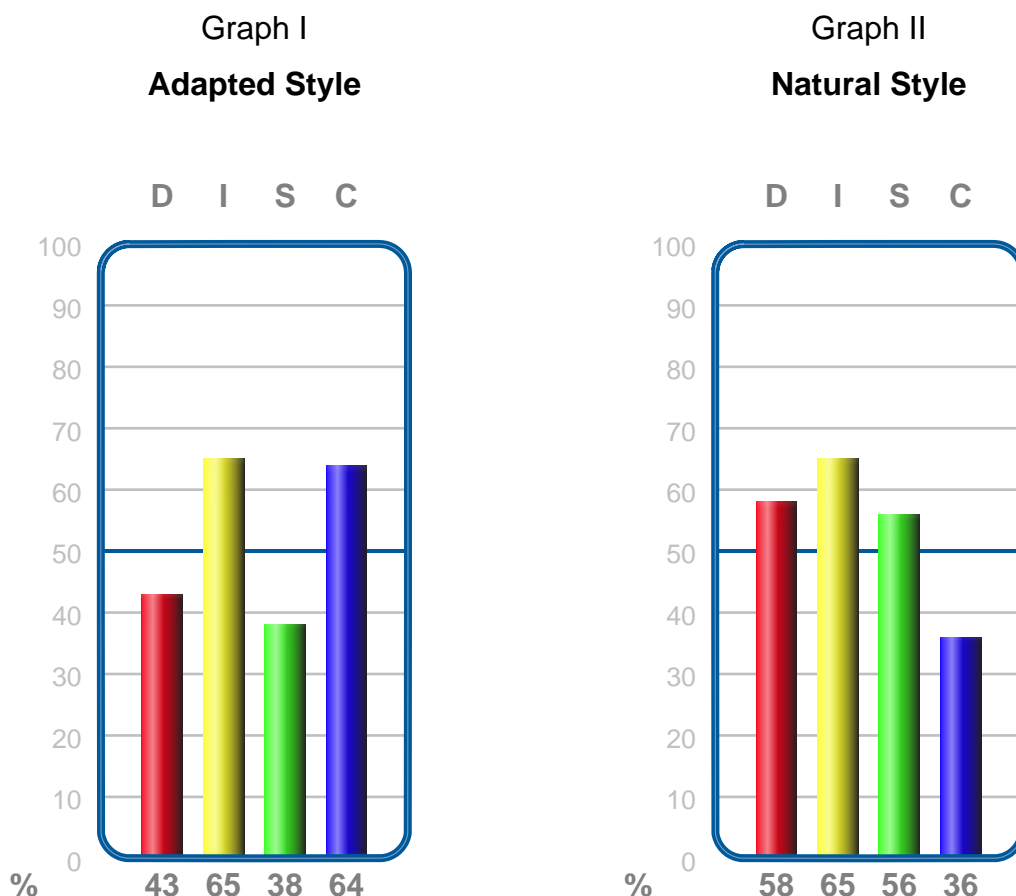
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- New challenges and problems to solve.
- Opportunity for rapid advancement.
- To get results through his ability to help others and champion causes.
- The flexibility to be creative in the way he and the organization help others and causes.
- Recognition for his ability to recruit others to the new idea, structure or belief.
- Goals and results that stem from a system he believes in.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

*Famous high S's are Michelle Obama and Gandhi.*

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

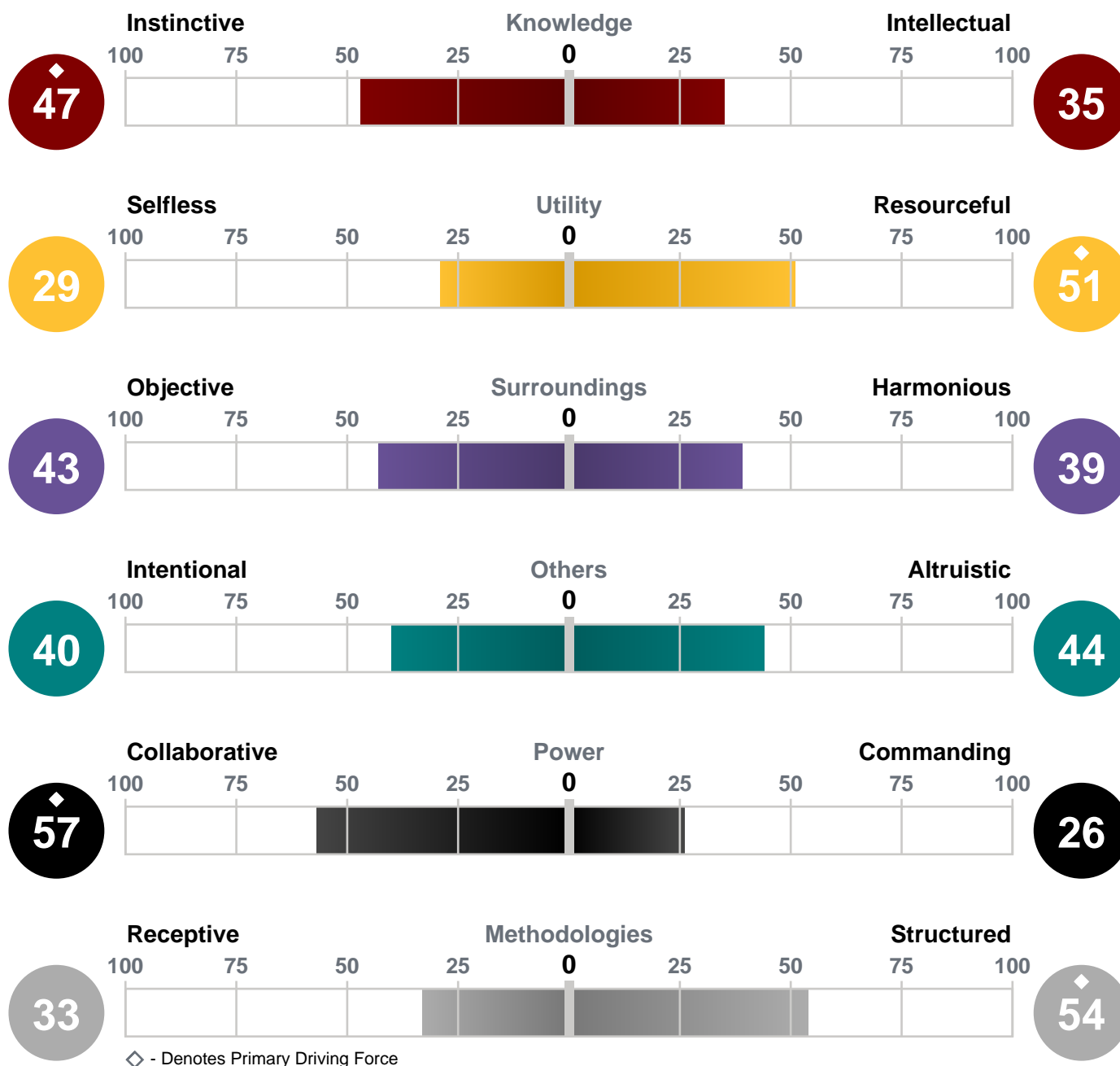
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

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



## MOTIVATORS: HOW THE 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.*

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

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

## 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.
- jose tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.
- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- jose is good at achieving goals.
- He will work long and hard to satisfy his needs.

## 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.*

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

## 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.
- jose's passion in life will be found in one or two of the other motivators discussed in this report.
- jose is not necessarily worried about form and beauty in his environment.
- 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.
- Intellectually, jose can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle his creativity.

## 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.*

- jose's passion in life will be found in one or two of the other dimensions discussed in this report.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Being in total control of a situation is not a primary motivating factor.
- He will not attempt to overpower others' points of view or change their thinking.
- As long as jose's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- jose feels that struggles should be the burden of the team, not just the individuals.
- jose will be less concerned about his ego than others may be.

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Criminology, Forensics  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
General Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Dental Assistance  
Emergency Medical Technician  
Vehicle Maintenance and Repair

### Engineering

Industrial Engineering  
Operations Research

### Environmental, Agriculture and Food

Landscape Architecture

### Evolving Opportunities

Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Ecommerce  
Educational Administrator  
Medical Ethics  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Exercise Science  
Kinesiology  
Nursing

### Other Career Paths

Apparel Fashion



## 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                          |
|------------|-----------|-------------------------------------|
| 29-2031    | 4+        | Cardiovascular Technician           |
| 29-1127    | 4+        | Speech-Language Pathologist         |
| 29-1126    | 4+        | Respiratory Therapist               |
| 29-1122    | 4+        | Occupational Therapist              |
| 21-1029    | 4+        | Social Worker                       |
| 19-3051    | 4+        | Urban & Regional Planner            |
| 19-3031.02 | 4+        | Psychologist                        |
| 19-2043    | 4+        | Hydrologist                         |
| 19-2011    | 4+        | Astronomer                          |
| 11-3049    | 4+        | Human Resources, Manager, all other |
| 29-2011    | 4         | Medical & Clinical Lab Technician   |
| 29-1125    | 4         | Recreational Therapist              |
| 29-1031    | 4         | Dietician & Nutritionist            |
| 27-3031    | 4         | Public Relations Specialist         |
| 25-2031    | 4         | Teacher, Secondary                  |
| 13-1121    | 4         | Meeting & Convention Planner        |
| 13-1071.02 | 4         | Personnel Recruiter                 |
| 11-3042    | 4         | Training & Development Manager      |
| 17-3027    | 2-4       | Mechanical Engineering Technician   |
| 17-3026    | 2-4       | Industrial Engineering Technician   |
| 33-3021    | 2+        | Detectives & Criminal Investigator  |
| 39-9032    | 2         | Recreational Worker                 |
| 31-9011    | 2         | Massage Therapist                   |
| 21-1093    | HS-4      | Social & Human Services Assistant   |
| 43-5031    | HS        | Dispatcher                          |
| 43-4171    | HS        | Receptionist and Information Clerk  |
| 43-4081    | HS        | Hotel, Motel and Resort Clerk       |
| 41-2021    | HS        | Counter and Rental Clerk            |
| 41-2011    | HS        | Cashier                             |
| 39-6012    | HS        | Concierge                           |

## NEXT STEPS: POSSIBLE CAREER IDEAS

27-1023      HS      Floral Designer

## STUDY TIPS

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

## Strengths

The "megaphone" to spreading a message.

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

Good at promoting causes that improve society.

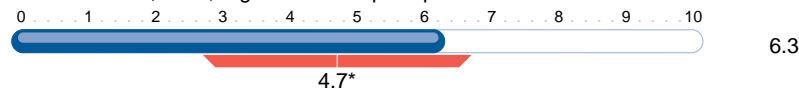
Always willing to offer his time and perspective.

Lives by a specific system and will do anything to protect it.

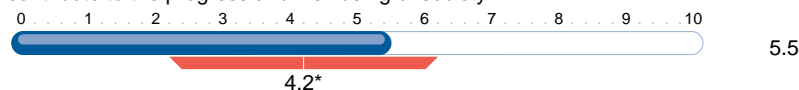
Looks for a better approach to help others.

## Motivators

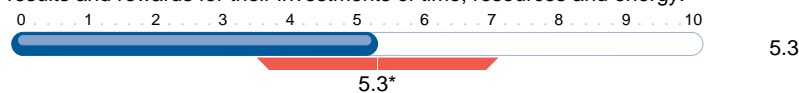
**1. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



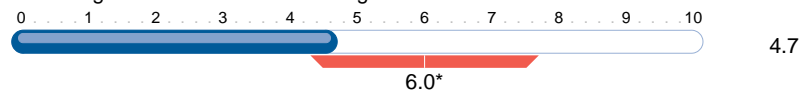
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



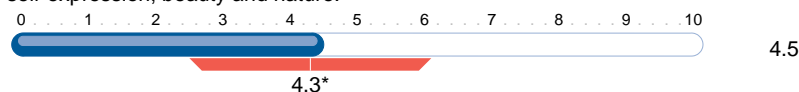
**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



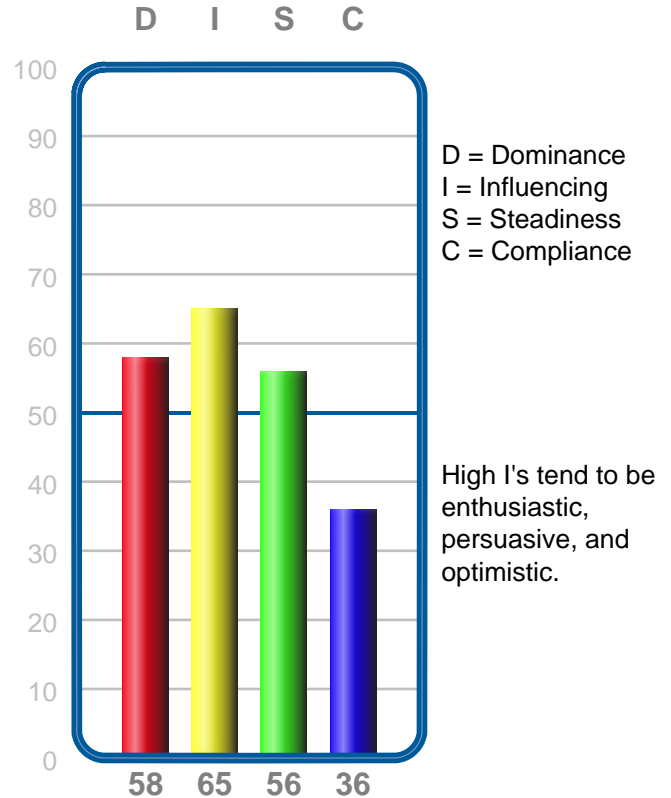
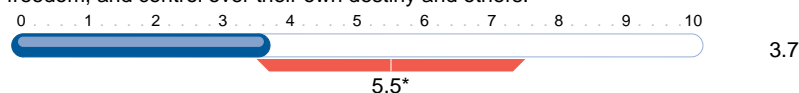
**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



## Value to a Team

Team player.

Creative problem solving.

Can support or oppose strongly.

People-oriented.

Pioneering.

Bottom line-oriented.