

**Erick Gudino**  
10-11-2016



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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.*

Erick likes to develop people and build organizations. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He wants to know what others think of him. He wants and tries to please. He may tend to agree to avoid confrontation. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is a team player and desires acceptance as a member of the team. Erick is gregarious and sociable. He will be seen as a good mixer both on or off the job. He believes in getting results through other people. He prefers the "team approach."

Erick may be inconsistent in disciplining others. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He likes to be involved in the decision-making process. He is good at solving problems that deal with people. 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. Decisions are made after gathering facts and supportive data. He likes working for managers who make quick decisions. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship.

Erick is good at calming conflict situations. Others can sense that he is truly interested in helping people in a conciliatory role. He is people-oriented and verbally fluent. He will know many people. He has a tendency to be a name dropper. He may do this without thinking, trying to establish rapport with people he may not know well. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. Erick will optimistically interact with people in an assured, diplomatic and poised manner. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! It is important for Erick to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Positive sense of humor.
- Negotiates conflicts.
- Ability to handle many activities.
- Verbalizes his feelings.
- Builds confidence in others.
- Team player.
- People-oriented.

## 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 so enthusiastic that he can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.
- Have difficulty planning and controlling time expenditure.
- Be too verbal in expressing criticism.
- Be optimistic regarding possible results of his projects or the potential of his people.

## 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.
- Read the body language for approval or disapproval.
- Be specific and leave nothing to chance.
- Provide ideas for implementing action.
- Use his jargon.
- Deal with details in writing, have him commit to modes of action.
- Give strokes for his involvement.
- Provide a warm and friendly environment.
- Provide testimonials from people he sees as important.
- Use "feeling" language when appropriate.
- Be isolated from interruptions.
- Leave time for relating, socializing.

## 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 down to him.
- Forget to follow-up.
- Kid around too much, or "stick to the agenda" too much.
- Talk too slowly, or dwell on details to excess.
- Take credit for his ideas.
- Drive on to facts, figures, alternatives or abstractions.
- Let him change the topic until you are finished.
- Legislate or muffle--don't overcontrol the conversation.
- Be dictatorial.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.

## 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.*

- Sees the positive in all resources and will want to use resources accordingly.
- Brings enthusiasm to practical situations.
- Willing to share knowledge to benefit the team or organization.
- Looks for the positive side of every situation.
- Offers an objective perspective on how the goal can be obtained within the established framework.
- Completes a due diligence process when making investments or taking risks.
- Wants to know everything about the process, which leads to high standards and results.
- Defines and clarifies procedures clearly by having and providing necessary information.

## 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.*

- May overlook details when weighing results.
- May not recognize increased risk associated with bigger rewards.
- May be too trusting of people as resources.
- Will tend to elaborate on limited data.
- Calculates every variable, which may not be the best use of his time.
- Only looks for the safe investment of time and resources.
- Wants a consistent process but constantly looking to make sure it is correct.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.

## 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.
- Democratic supervisor with whom he can associate.
- A forum to demonstrate the ability to gather facts and information.
- The ability to return to the table with more information in order to present the case.
- The ability to achieve goals in a logical and practical manner.
- A manager that brings people and excitement into the act of doing business.

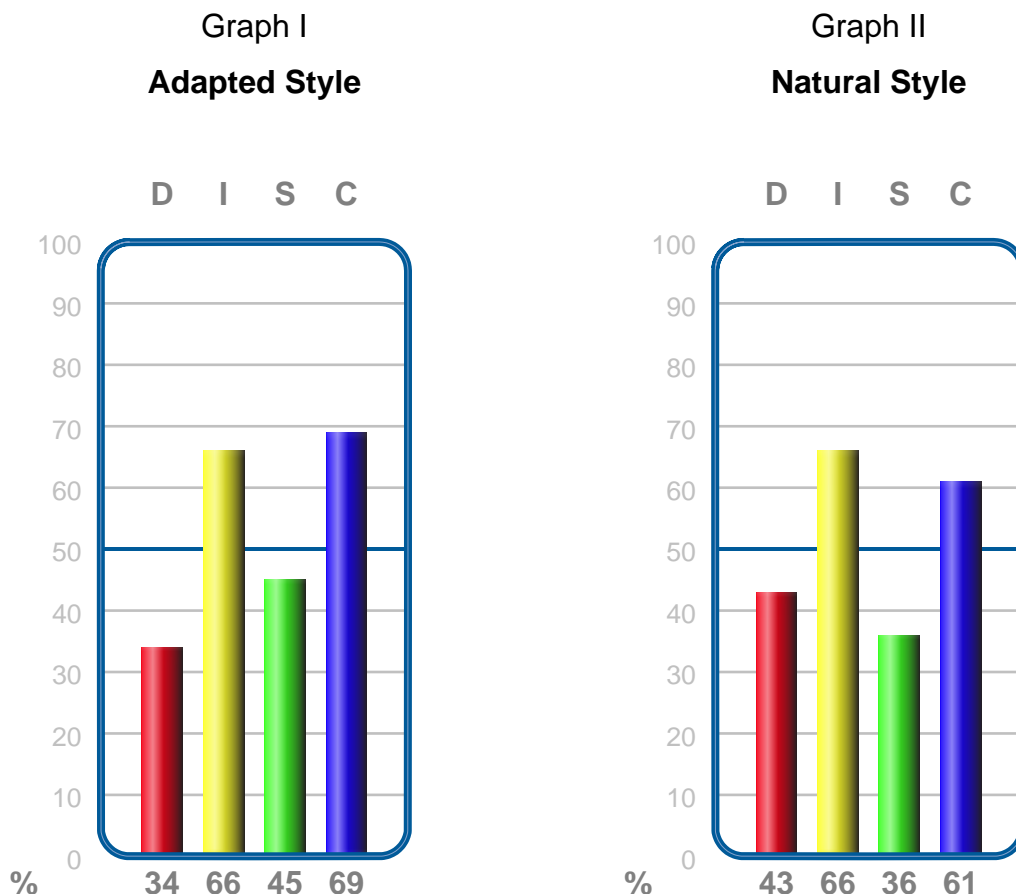
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Reassurance he is doing the job right.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Access to all necessary information and instruction manuals in order to do things right.
- Documentation of potential returns for projects and goals.
- To be the spokesperson for team and organizational accomplishments.

## 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:

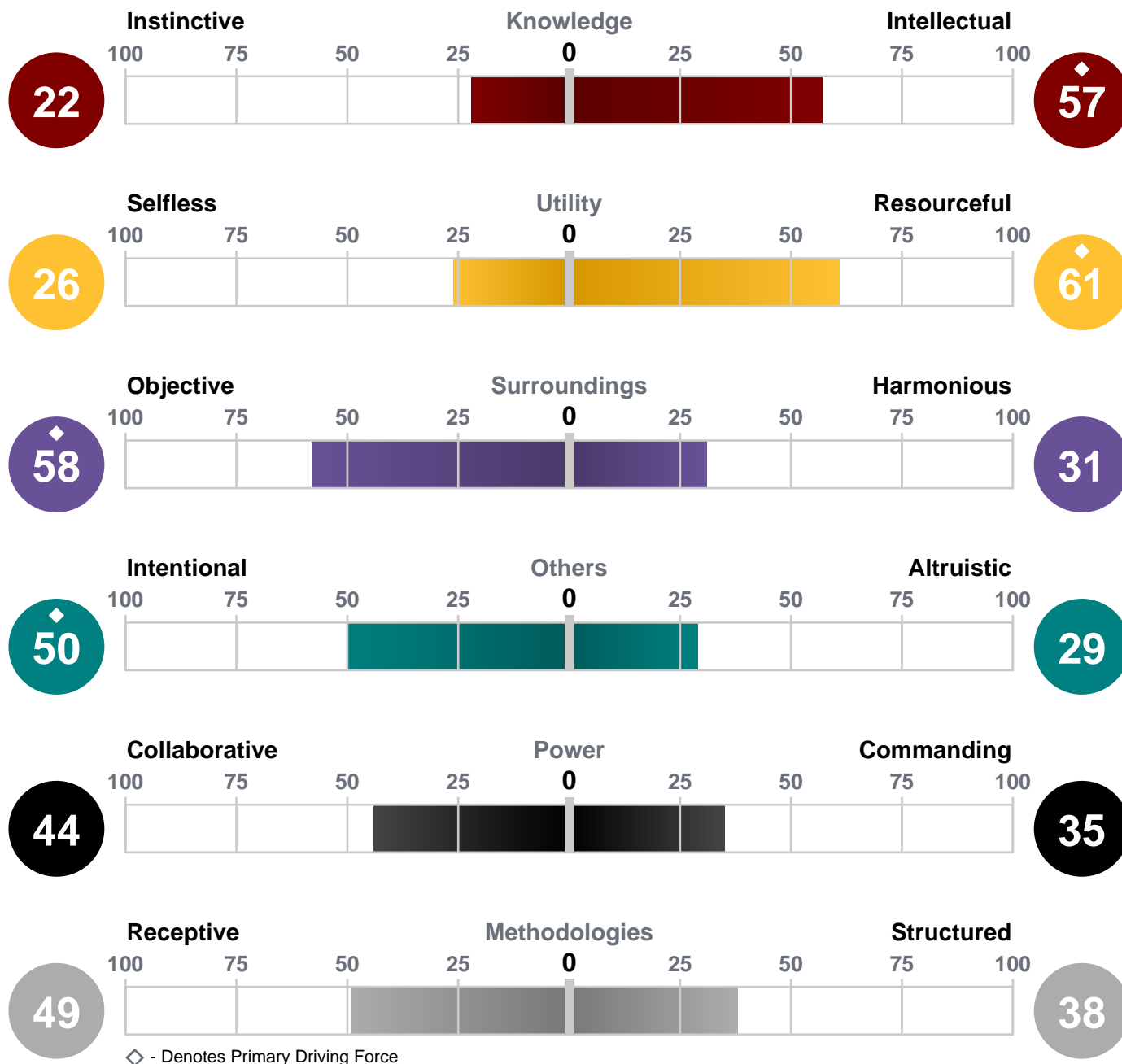
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Goals for the future are easily accomplished with his ability to integrate the past and the present.
- Erick tends to give freely of time and resources, but will want and expect a return on his investment.
- He will work long and hard to satisfy his needs.
- He may use wealth as a yardstick to measure his work effort.
- The accumulation of material possessions results from his ability to follow through and accomplish goals.
- He evaluates things for their utility and economic return.
- Erick 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 comfortable job for Erick is one that challenges his knowledge.
- He will usually have the data to support his convictions.
- Erick is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- Erick is very good at integrating past knowledge to solve present problems.
- Erick has the potential to become an expert in his chosen field.
- He may have difficulty putting down a good book.

## 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.*

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times Erick can be very competitive.
- Erick can be assertive in meeting his needs.

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

## 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.*

- Erick'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.
- Erick is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- Intellectually, Erick can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- Unpleasant surroundings will not stifle his creativity.

## 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.*

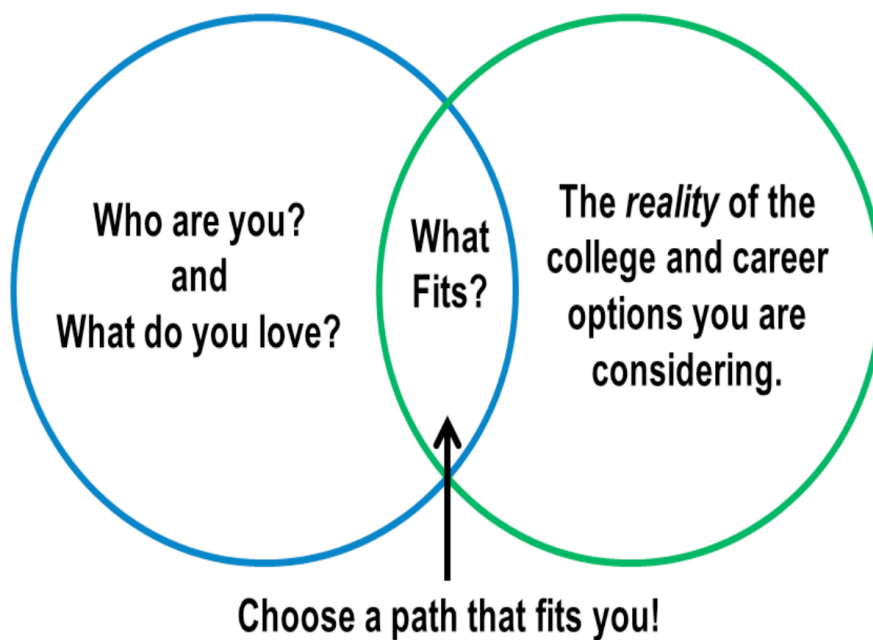
- Erick is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- Erick will be torn if helping others proves to be detrimental to him.
- He will be firm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

## 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

Film and Television Production  
Information Technology  
Pre-Law  
Web Design, Web Administration

### Business

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

### Career and Technical

Building Inspector  
Chef, Food Preparation  
Vehicle Maintenance and Repair

### Engineering

Aerospace Engineering  
Computer Engineering

### Environmental, Agriculture and Food

Culinary Science

### Evolving Opportunities

Computer Programming  
Ecommerce  
Online Marketing, Social Media

### Health Sciences

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science  
Kinesiology

### Other Career Paths

Apparel Fashion  
Business Sales  
Police and Fire Services



## 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
25-4012	4+	Curator
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3043	4	Writer & Author
27-2012	4	Producer & Director
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
19-3022	4	Survey Researcher
19-3021	4	Market Research Analyst
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician

## NEXT STEPS: POSSIBLE CAREER IDEAS

11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
31-9092	2	Medical Assistant
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
43-4151	HS	Order Clerk
43-3011	HS	Bill and Accounts Collector
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Don't doodle.
- Review your notes after class.
- Track your time and see how you are spending it and add more time for studying if needed.
- Do only one class assignment at a time.
- Determine the grade you want in each class before the term begins and study accordingly.
- Use a quiet place for studying when possible.
- Listen for ideas and facts to support the main idea.
- Set aside time to plan.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.
- Take meaningful notes.

## Strengths

Sees the positive in all resources and will want to use resources accordingly.

Brings enthusiasm to practical situations.

Willing to share knowledge to benefit the team or organization.

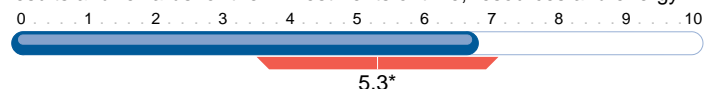
Looks for the positive side of every situation.

Offers an objective perspective on how the goal can be obtained within the established framework.

Wants to know everything about the process, which leads to high standards and results.

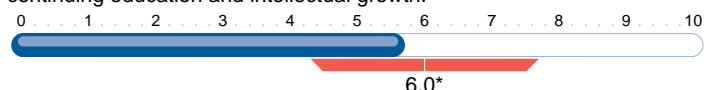
## Motivators

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



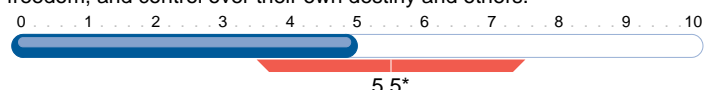
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



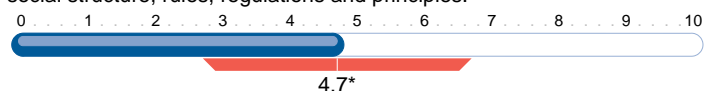
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



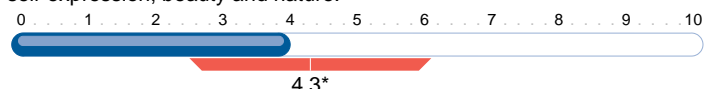
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



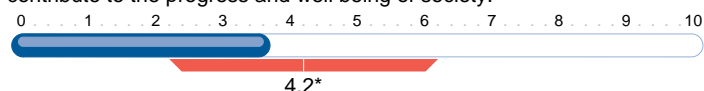
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

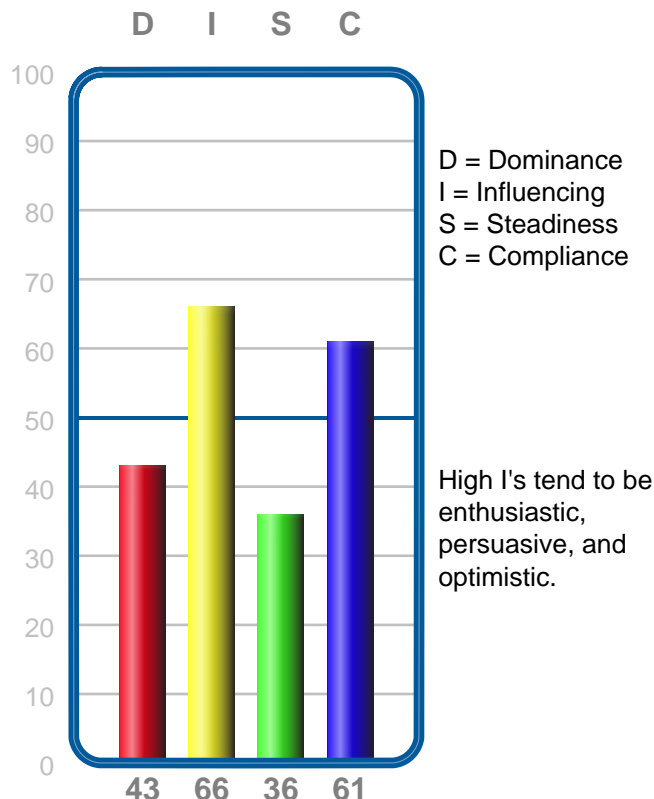


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**6. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



3.7



## Value to a Team

People-oriented.

Negotiates conflicts.

Accomplishes goals through people.

Good mixer.

Builds confidence in others.

Positive sense of humor.