

**Samuel Vazquez**  
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.*

Samuel can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. He will work hard at achieving his goals. He loves to win and hates to lose. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. Samuel appreciates others who are team players and will reward those who are loyal. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He seeks his own solutions to problems. In this way, his independent nature comes into play. He has high ego strengths and may be viewed by some as egotistical. Samuel may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He embraces visions not always seen by others. Samuel's creative mind allows him to see the "big picture."

Samuel should realize that at times he needs to think a project through, beginning to end, before starting the project. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. Sometimes he becomes emotionally involved in the decision-making process. He finds it easy to share his opinions on solving work-related problems. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He prefers authority equal to his responsibility. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome.

Samuel challenges people who volunteer their opinions. He may sometimes mask his feelings in friendly terms. If pressured, Samuel's true feelings may emerge. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He tends to influence people by being direct, friendly and results-oriented. Samuel is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just his way of getting the appropriate facts.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Tenacious.
- Self-starter.
- Challenge-oriented.
- Usually makes decisions with the bottom line in mind.
- Can support or oppose strongly.
- Innovative.
- Will join organizations to represent the company.
- Accomplishes goals through people.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

*Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.*

- Overstep authority and prerogatives--will override others.
- Dislike routine work or routine people--unless he sees the need to further his goals.

## 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.*

- Ask specific (preferably "what?") questions.
- Look for his oversights.
- Appeal to the benefits he will receive.
- Provide "yes" or "no" answers--not maybe.
- Expect him to return to fight another day when he has received a "no" answer.
- Support and maintain an environment where he can be efficient.
- Clarify any parameters in writing.
- Provide facts and figures about probability of success, or effectiveness of options.
- Define the problem in writing.
- Be clear, specific, brief and to the point.
- Use a balanced, objective and emotional approach.

## 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.*

- Be redundant.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Come with a ready-made decision, or make it for him.
- Muffle or overcontrol.
- Try to convince by "personal" means.
- Reinforce agreement with "I'm with you."
- Be paternalistic.
- Take credit for his accomplishments.
- Ask rhetorical questions, or useless ones.
- Try to build personal relationships.
- Let disagreement reflect on him personally.
- Let him overpower you with verbiage.

## 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.*

- Has an entrepreneurial mindset.
- Very creative in solving problems.
- Tough but fair when others are involved.
- Looks for a better approach to help others.
- Takes a methodical approach to implementing changes that will increase return on investment.
- Wants to do his part to keep things efficient and consistent.
- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of his natural talents.

## 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.*

- Tends to think bigger is always better.
- May offend others with too much discussion of results.
- May set standards too high that causes others to fall short.
- Can sometimes lack diplomacy in offering assistance.
- Puts all his "eggs in one basket".
- May overlook opportunity for added efficiency out of fear of change.
- Can take a long time in addressing sensitive issues that could help others.
- May have difficulty correcting others as he wants to help but not offend.

## 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.
- Rewards based-on challenging the status quo resulting in a return to the organization.
- Rewards for being quicker, faster, better.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Rewards based on group "wins", not just individual contributions.

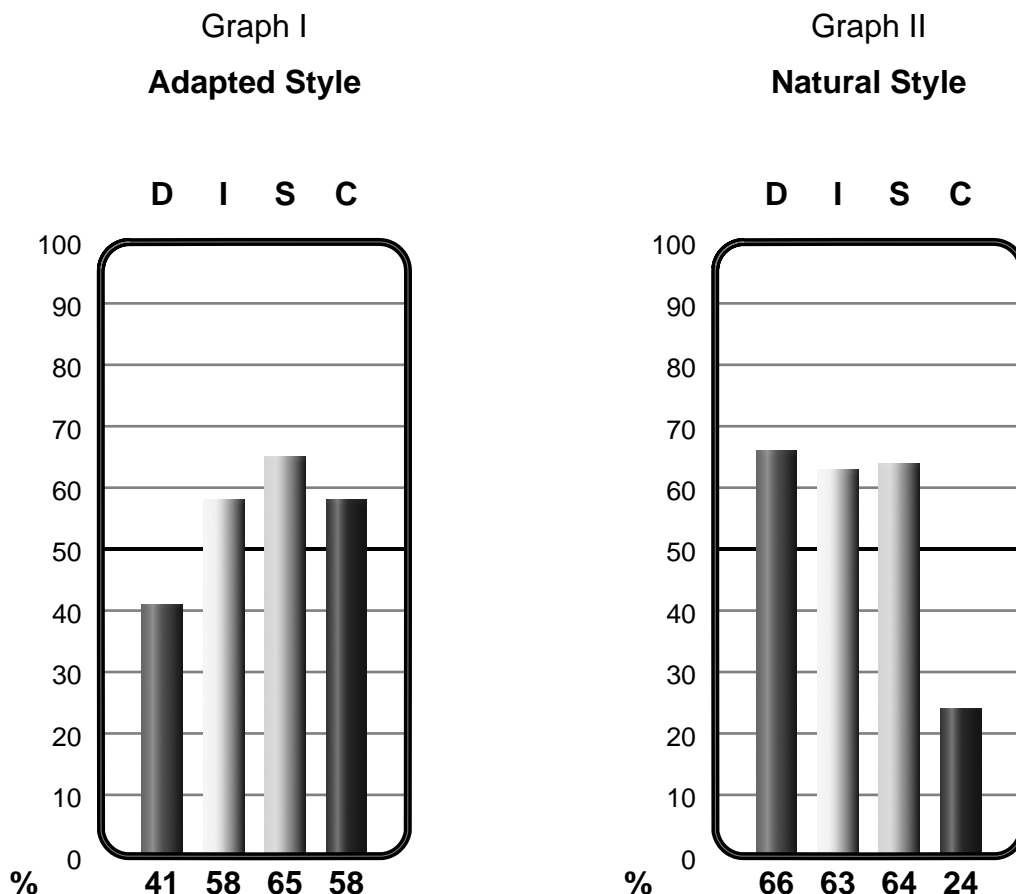
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be seen as a leader.
- Power and authority to take the risks to achieve results.
- Freedom to get desired results through efficiency and a "can do" attitude.
- Opportunity to celebrate successes on his own terms.
- Consistency in ways he can contribute to people, the organization and causes.
- To be seen as a person who helps others, both on and off the job.

## 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:

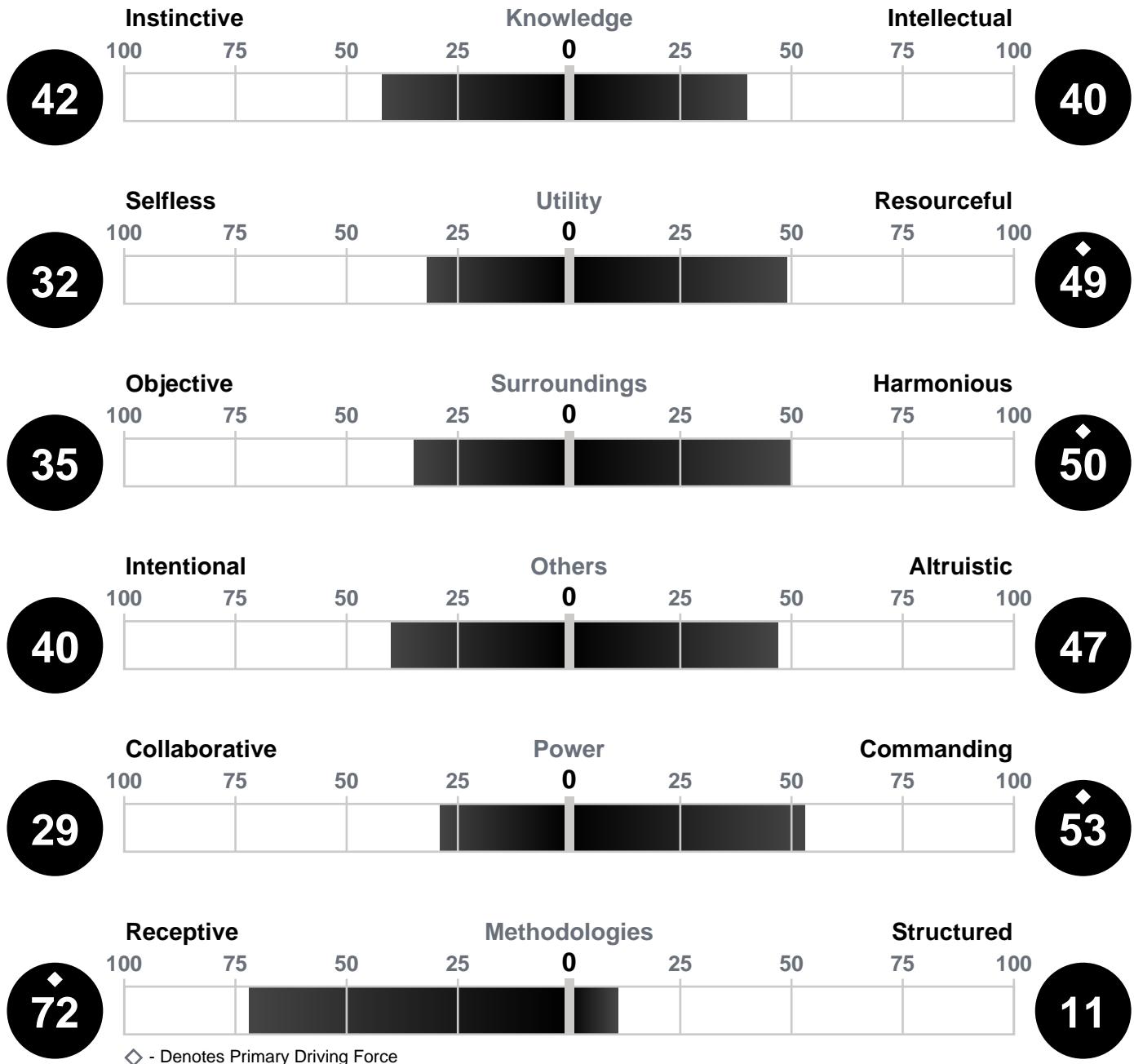
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Samuel tends to give freely of time and resources, but will want and expect a return on his investment.
- Samuel is good at achieving goals.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his 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.*

- He is generous with his time, talent and resources for those in need.
- Samuel is patient and sensitive to others.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.

## 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.*

- Samuel may desire fine things for his spouse or family members.
- 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.
- At times Samuel will look for the beauty in all things.
- 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.

## 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 Samuel can be very competitive.
- Samuel can be assertive in meeting 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.*

- Samuel will use an instinctual approach to problem solving.
- Samuel can be turned off by people who talk about things in detail if he has no interest in the subject.
- He will attempt to take the practical approach and not over-analyze the process.
- Samuel will not seek knowledge based on curiosity or just for the sake of knowledge.
- Samuel will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- For Samuel, personal experiences are a key factor in decision making.
- When required, Samuel will seek knowledge to better understand a particular situation.
- He may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Samuel will only read books that relate to his chosen field or special interests.

## 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 "traditional" 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.*

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

## 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

Broadcasting  
Communications  
Entertainment and Arts Management  
Film and Television Production  
International Studies and Relations  
Political Science  
Radio and Broadcast Communications  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Construction Management  
Facilities Planning and Management  
General Management  
Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Engineering

Industrial Engineering  
Operations Research

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Educational Administrator  
Entrepreneurial Studies  
Graphic Design

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Inside Sales  
Life Coaching  
Multimedia, Digital Communications  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Entrepreneurism  
Videography  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing  
Occupational Therapy  
Physical Therapy, Sports Medicine  
Psychology

### Other Career Paths

Apparel Fashion  
Business Sales  
Fitness and Exercise Science  
Publishing  
Recreation and Tourism



## NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O\*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director

## NEXT STEPS: POSSIBLE CAREER IDEAS

25-2011	2+	Teacher, Preschool
41-9041	2	Telemarketer
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

## STUDY TIPS

- Chunk big assignments into smaller pieces.
- Plan ahead - don't put off completing assignments until the last minute.
- Work on your listening skills.
- Develop good study habits and follow them everyday.
- Plan tomorrow today and put your plan in writing.
- Use recitation to embed fact and ideas.
- Think positively about subjects that give you difficulty.
- Read an article on listening and note taking.
- Think visually - convert words into pictures.
- Don't let your ego keep you from studying.
- Don't put off studying until the last minute.

## Strengths

Has an entrepreneurial mindset.

Very creative in solving problems.

Tough but fair when others are involved.

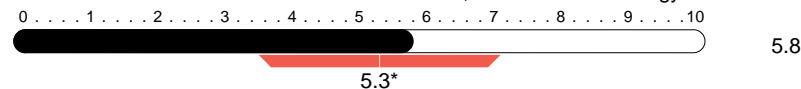
Looks for a better approach to help others.

Takes a methodical approach to implementing changes that will increase return on investment.

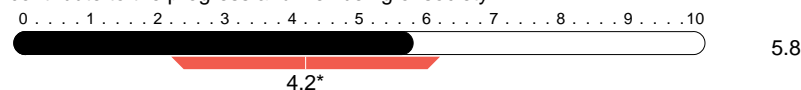
Able to be a strong listener, who can become a lifelong friend.

## Motivators

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



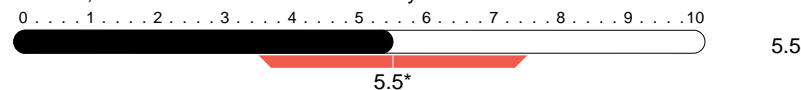
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



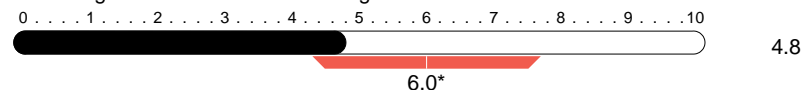
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



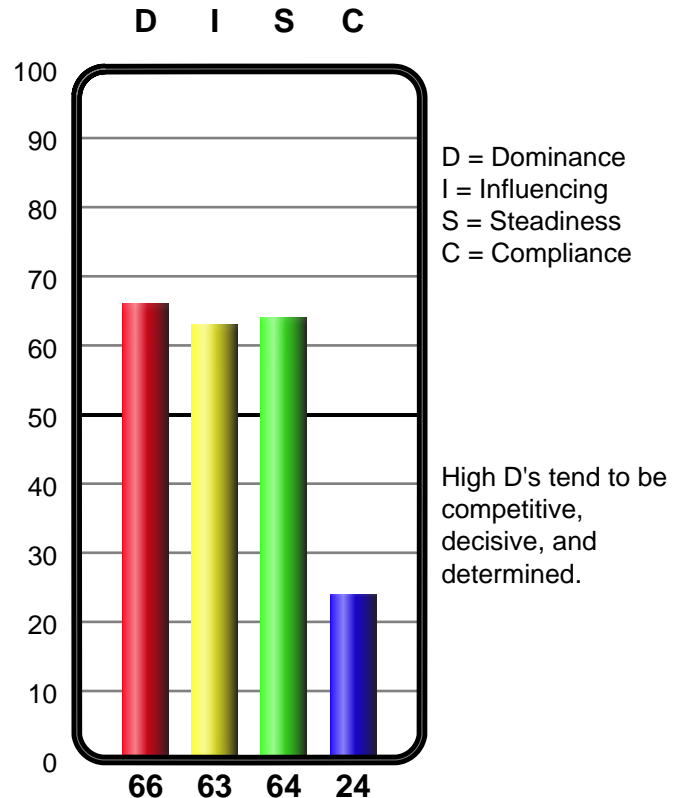
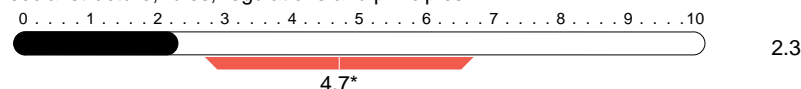
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



## Value to a Team

Competitive.

Forward-looking and future-oriented.

Thinks big.

Challenge-oriented.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Accomplishes goals through people.