

Damien Perez
10-11-2016



TABLE OF CONTENTS

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.

Damien is extremely results-oriented, with a sense of urgency to complete projects quickly. He prefers an environment with variety and change. He is at his best when many projects are underway at once. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He has high ego strengths and may be viewed by some as egotistical. Damien is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. Damien seeks his own solutions to problems. In this way, his independent nature comes into play. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths.

Damien prefers authority equal to his responsibility. He finds it easy to share his opinions on solving work-related problems. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He should realize that at times he needs to think a project through, beginning to end, before starting the project. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. He will work long hours until a tough problem is solved. After it is solved, Damien may become bored with any routine work that follows.

Damien challenges people who volunteer their opinions. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. 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. Damien may sometimes mask his feelings in friendly terms. If pressured, Damien's true feelings may emerge. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He may lack the patience to listen and communicate with slower acting people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Pioneering.
- Innovative.
- Self-starter.
- Creative in his approach to solving problems.
- Usually makes decisions with the bottom line in mind.
- Will join organizations to represent the company.
- Accomplishes goals through people.
- Initiates activity.
- Competitive.

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.

- Have no concept of the problems that slower-moving people may have with his style.
- Keep too many balls in the air, and if his support is weak he will have a tendency to drop some of those balls.
- Fail to complete what he starts because of adding more and more projects.
- Take on too much, too soon, too fast.
- Be crisis-oriented.
- Overstep authority and prerogatives--will override others.
- Have difficulty finding balance between family and work.
- Be disruptive because of his innate restlessness and disdain for sameness.

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.

- Motivate and persuade by referring to objectives and results.
- Support the results, not the person, if you agree.
- Be clear, specific, brief and to the point.
- Ask specific (preferably "what?") questions.
- Confront when in disagreement.
- Appeal to the benefits he will receive.
- Provide "yes" or "no" answers--not maybe.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide questions, alternatives and choices for making his own decisions.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- 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.
- Be paternalistic.
- Ramble on, or waste his time.
- Come with a ready-made decision, or make it for him.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Try to build personal relationships.
- Try to convince by "personal" means.
- Muffle or overcontrol.
- Ask rhetorical questions, or useless ones.
- Take credit for his accomplishments.
- 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.

- Offers informed opinions on a variety of topics.
- Uses knowledge to support his position.
- Bottom-line focused when leading others.
- Willing to make high-risk decisions.
- Thinks outside of the box when gathering information.
- Looks for the positive side of every situation.
- Positively promotes the image of the organization.
- Utilizes people to win and accomplish goals.

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.

- The need to research everything and the corresponding need to do everything too soon and too fast.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- Can set personal standards too high.
- May not realize the negative consequences of his quick decisions.
- May overlook vital details in his pursuit of information.
- Will tend to elaborate on limited data.
- May only interact with those he feels complement his goals.
- As a leader may over focus on self and his own needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- An innovative and futuristic-oriented environment.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- New and challenging questions or projects.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- A forum to celebrate successes as an individual.

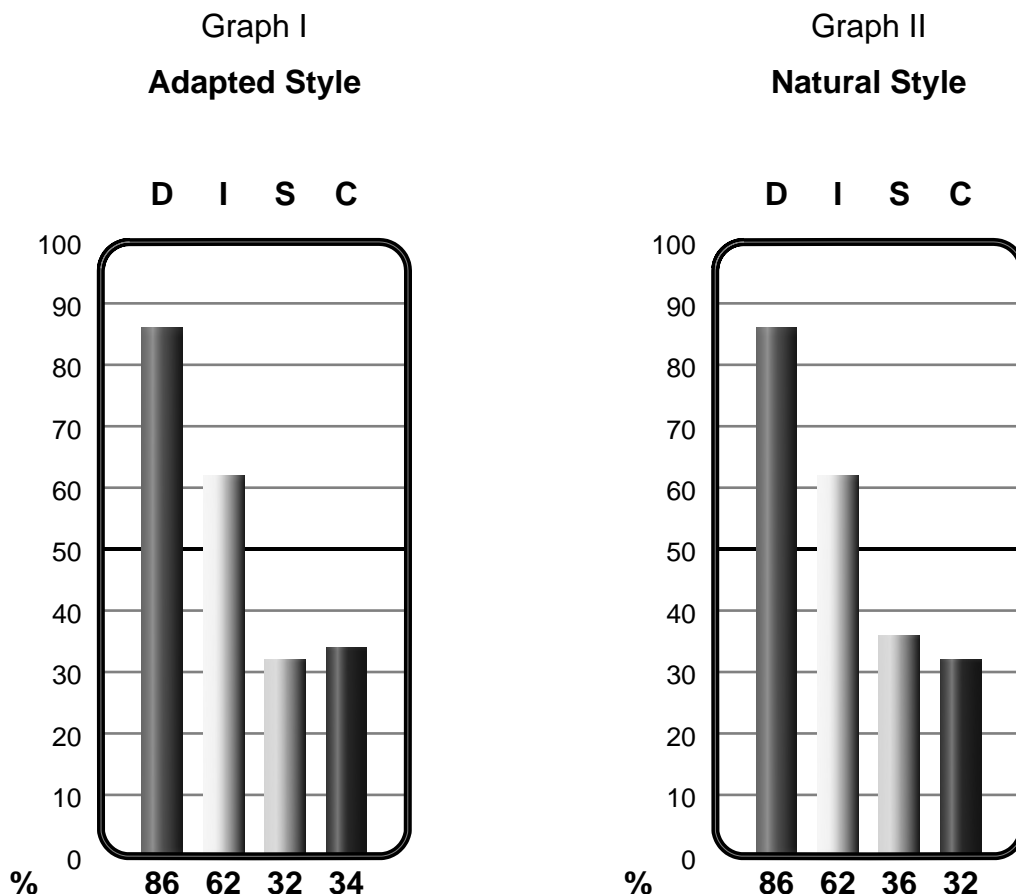
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity to verbalize his ideas and demonstrate his skills.
- New challenges and problems to solve.
- The opportunity to share knowledge with others.
- Complete information in bulleted format for his own investigation.
- Power and control over outcomes and goals.
- Opportunities for advancement and new experiences.

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.



Norm 2015 R4

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:

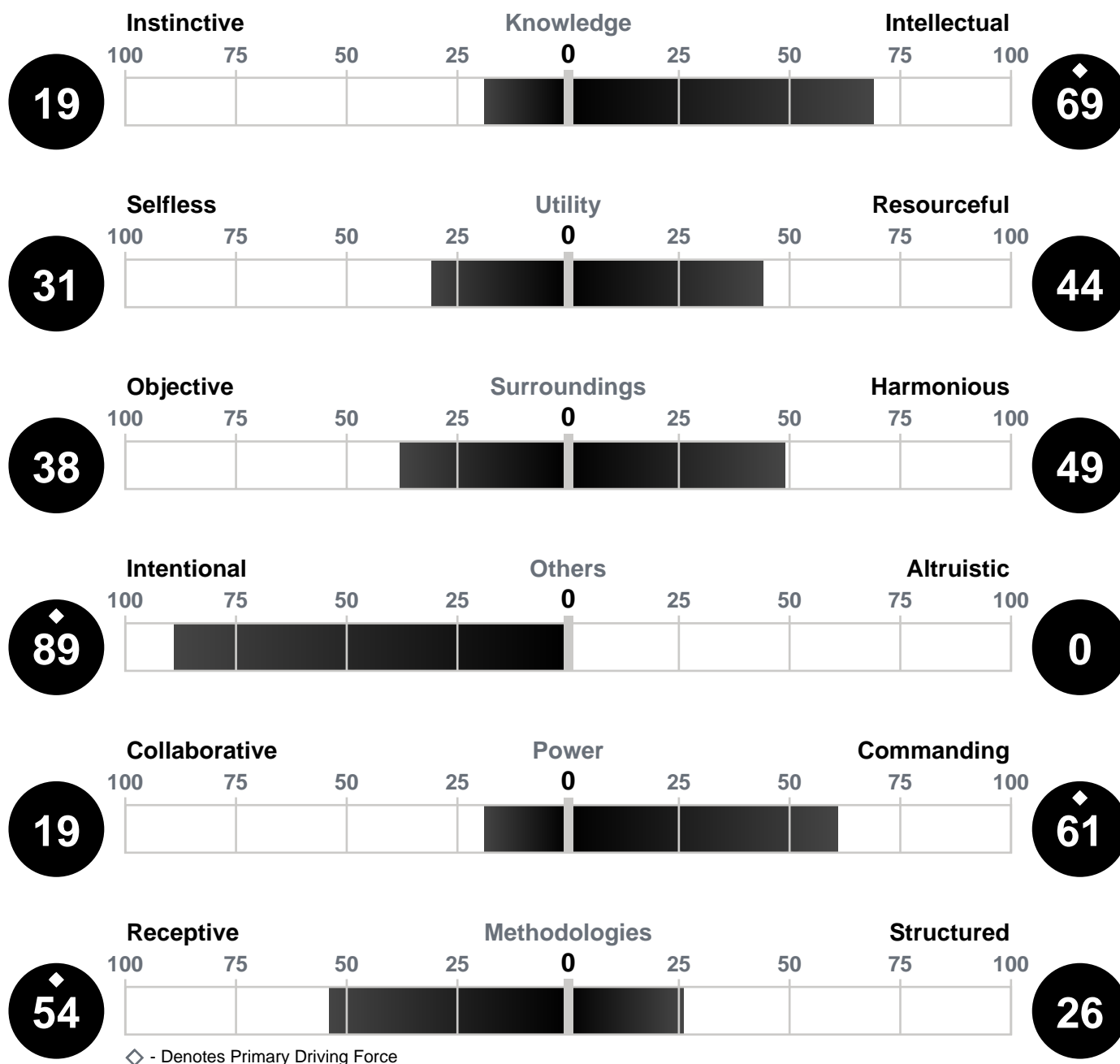
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

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

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 Damien will look for the beauty in all things.
- Damien 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.
- 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 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.

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

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.

- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- Damien will be torn if helping others proves to be detrimental to him.
- Damien's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.
- Damien is willing to help others if they are working as hard as possible to achieve their goals.

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

Broadcasting
Computer Science
Entertainment and Arts Management
Film and Television Production
Meteorology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Finance and Investments
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Building Inspector
Entrepreneurism

Engineering

Computer Engineering
Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Computer Graphics, Animation

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Desktop Publishing
Ecommerce
Entrepreneurial Studies
Outside Sales
Videography

Other Career Paths

Business Sales
Real Estate Development

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
27-1011	4+	Art Director
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2021	4+	Marketing Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education

NEXT STEPS: POSSIBLE CAREER IDEAS

17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

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

Strengths

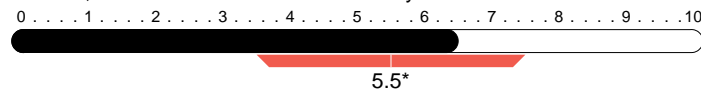
- Offers informed opinions on a variety of topics.
- Uses knowledge to support his position.
- Bottom-line focused when leading others.
- Willing to make high-risk decisions.
- Thinks outside of the box when gathering information.
- Positively promotes the image of the organization.

Motivators

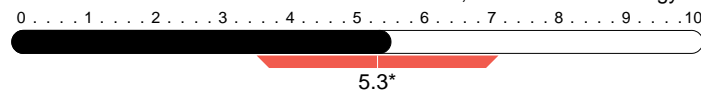
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



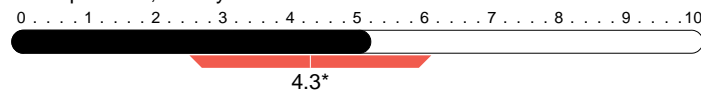
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



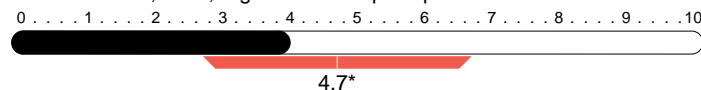
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



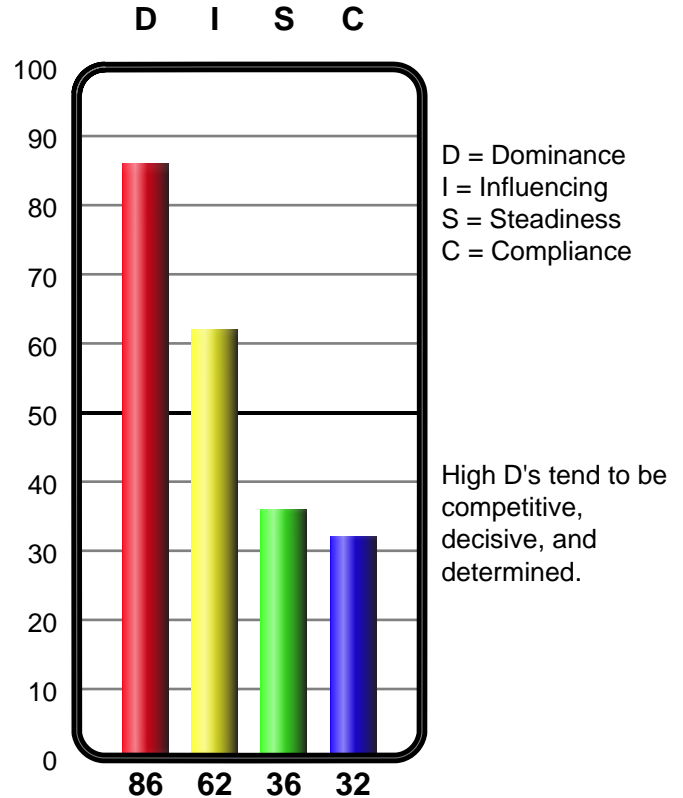
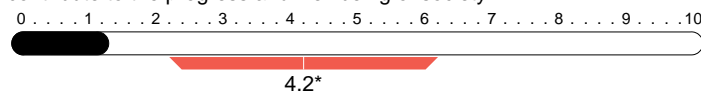
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Challenges the status quo.

Initiates activity.

Creative in his approach to solving problems.

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

Pioneering.

Thinks big.