

**daniel estrada**  
10-13-2016



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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.*

daniel wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He is good at maintaining relationships both on and off the job. He manifests a caring and warm demeanor to the people in his life. daniel's flexibility will allow him to fit into almost any environment. He wins through hard work and persistence. He likes to stay with one task until it is completed. daniel is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. Relationships with others are warm, personal and lasting. He prefers to help and support others rather than compete against them. When the time is right, daniel can stand up aggressively for what he believes. He likes to set his own pace. When others try to rush him, he feels threatened and may balk.

daniel is persistent and persevering in his approach to achieving goals. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. daniel often thinks over major decisions before acting. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process.

daniel likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He will be open with those he trusts; however, reaching the required trust level may take time. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. daniel likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Builds good relationships.
- Big thinker.
- Patient and empathetic.
- Creative approach to problem solving.
- Service-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dedicated to his own ideas.
- 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 dependent on others for decisions, even if he knows he is right.
- Be defensive when risk is involved--move towards maintaining status quo.
- Hold a grudge if his personal beliefs are attacked.
- Underestimate his abilities.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Take criticism of his work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.

## 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 solutions--not opinions.
- Move casually, informally.
- Ask "how?" questions to draw his opinions.
- Use a balanced, objective and emotional approach.
- Look for his oversights.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define the problem in writing.
- Use a motivating approach, when appropriate.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide "yes" or "no" answers--not maybe.
- Clarify any parameters in writing.

## 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 domineering or demanding; don't threaten with position power.
- Ramble.
- Let him overpower you with verbiage.
- Muffle or overcontrol.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean him by using subtlety or incentive.
- Be abrupt and rapid.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

## 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.*

- Willing to be the support system behind the cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Patient with and willing to listen to the feelings of others.
- Accommodating team member that brings balance to the organization.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.
- Expresses and strives for a balanced team.
- Brings enthusiasm to the creative process.

## 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 always place blame on himself.
- May not always stand up for oneself or others.
- Wants to enhance surroundings, but struggles with the need to change.
- If environment is shaken, he struggles to speak up to realign it.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- When helping others, may talk too much about himself.
- Has difficulty looking at situations objectively.
- Can over share personal feelings or emotions.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which he may deal with people on a personal, intimate basis.
- Little conflict between people.
- Ability to complete projects and tasks through a stable and harmonious team.
- Working conditions that allow for creativity and people-interaction.
- Groups and committees are present in order to assist charities and social causes.
- Work on a team that has common interests and desires.

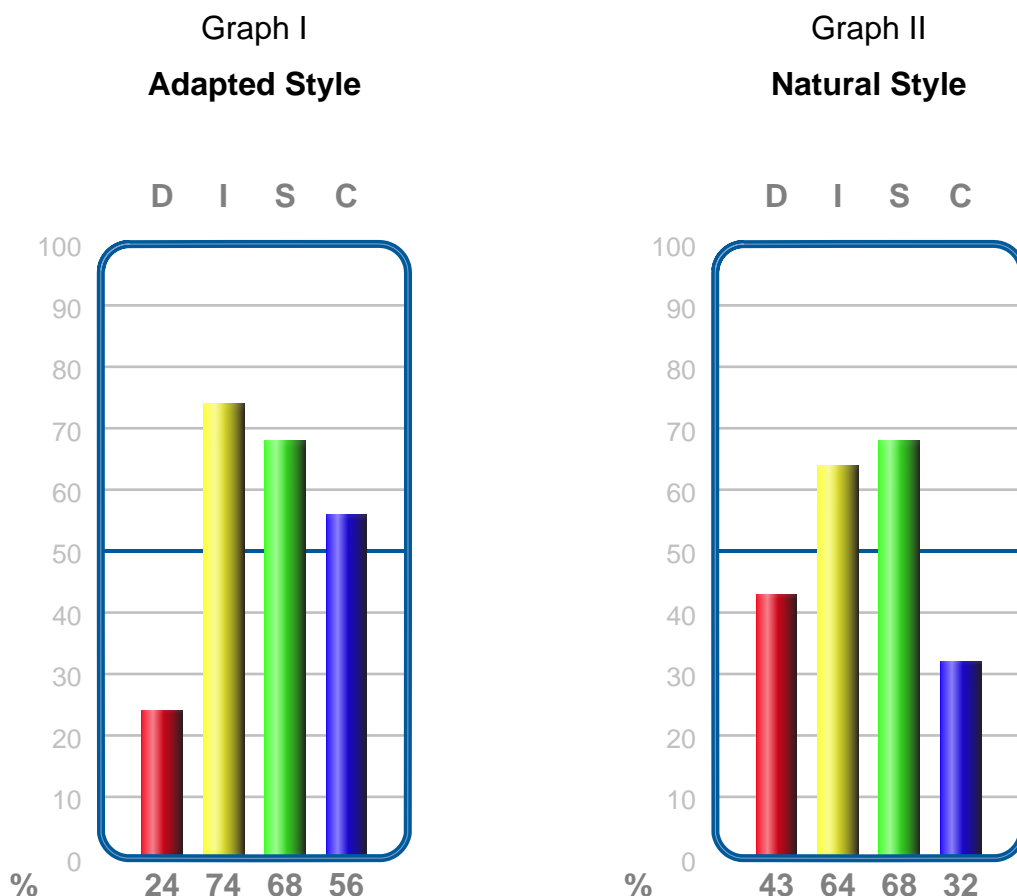
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- A friendly work environment.
- To support company morale and harmonious causes.
- The ability to express enthusiasm and creativity necessary for successful projects.
- To be the promoter for programs that assist others, both on and off the job.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

## 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:

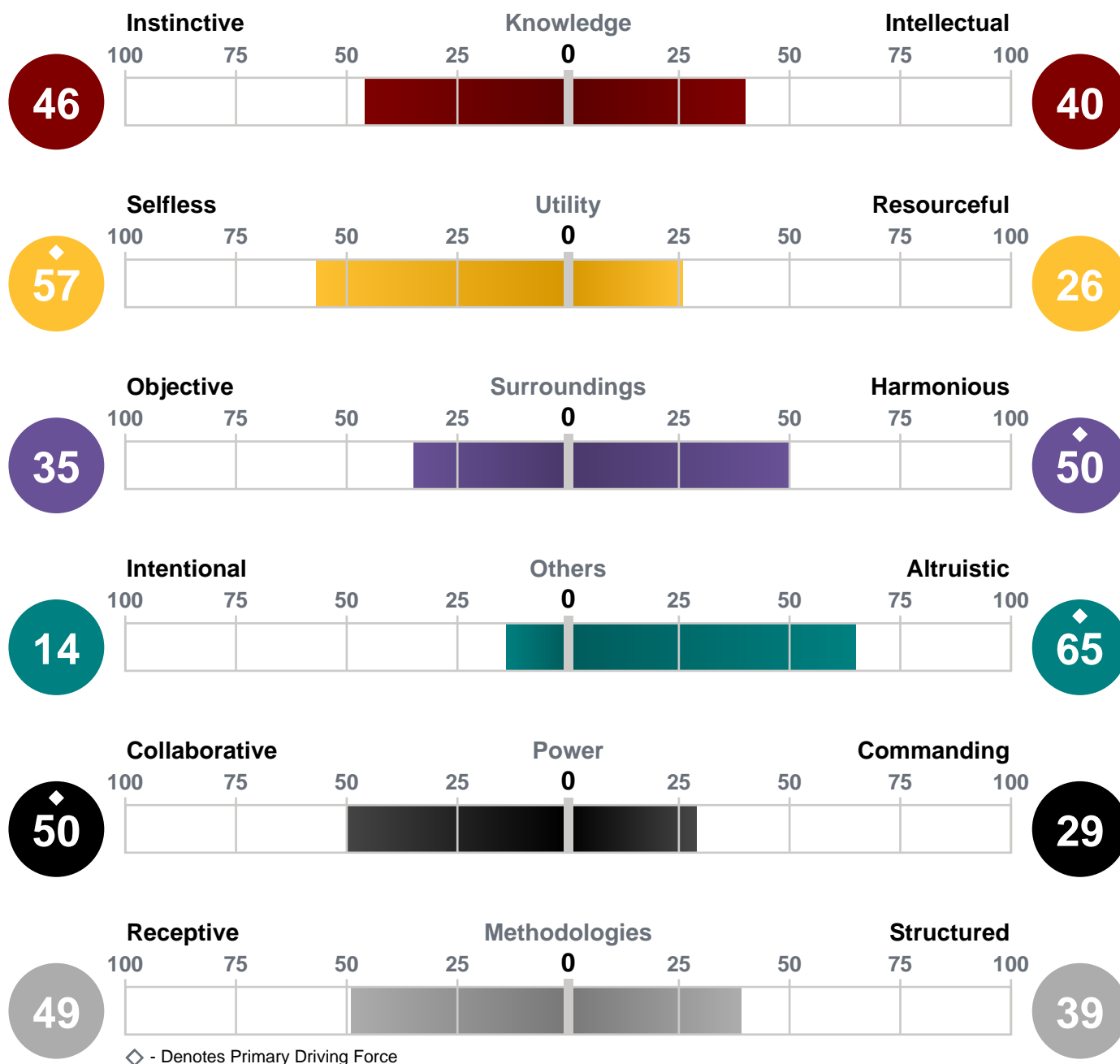
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- He will have a keen interest in improving society.
- daniel is patient and sensitive to others.
- He is generous with his time, talent and resources for those in need.
- 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.*

- Form and harmony provide him with an experience to remember.
- daniel looks for and appreciates the beauty in things.
- daniel uses his aesthetic talent to impress others.
- Dressing for success comes naturally to daniel. He enjoys the latest designer clothes when he has the funds to purchase them.
- Decorating his surroundings so they are visually pleasing is enjoyable for daniel.

## 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.*

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

## 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.*

- 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.
- daniel can be assertive in meeting his needs.
- At times daniel can be very competitive.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.

## 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.*

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

## 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.*

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

Entertainment and Arts Management  
Library Science

### Business

Hospitality, Hotel Management

### Career and Technical

Dental Assistance  
Speech and Language Pathology

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Desktop Publishing  
Educational Administrator  
Environment, Conservation and Sustainability  
Graphic Design  
Medical Ethics  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography

### Health Sciences

Counseling

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science  
Kinesiology  
Nursing

## Other Career Paths

Ministry



## 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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

## STUDY TIPS

- Think positively about subjects that give you difficulty.
- Study in groups of two or more.
- Read an article on listening and note taking.
- Quiz yourself and others about ideas you are learning.
- Don't let your ego keep you from studying.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Don't put off studying until the last minute.
- Use recitation to embed fact and ideas.
- Develop good study habits and follow them everyday.
- Set realistic goals.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study and review notes just before class starts.
- Try new ways of learning.

## Strengths

Willing to be the support system behind the cause.

Wants to methodically solve people-related problems that benefit the greater good.

Patient with and willing to listen to the feelings of others.

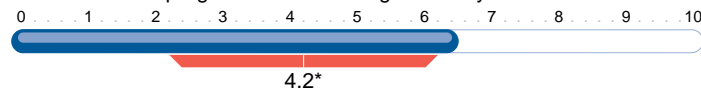
Accommodating team member that brings balance to the organization.

Good at promoting causes that improve society.

Expresses and strives for a balanced team.

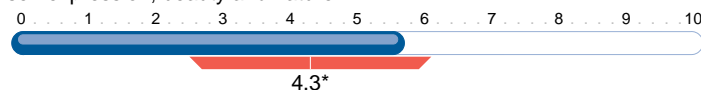
## Motivators

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



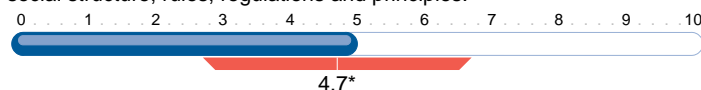
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**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



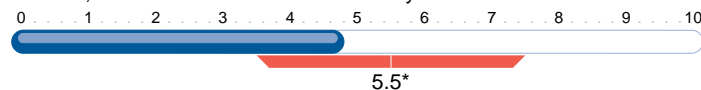
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**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



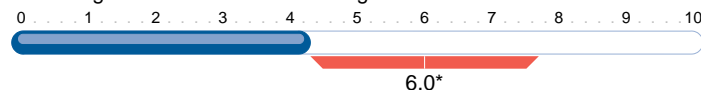
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**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



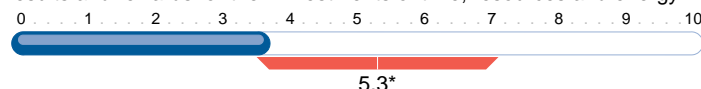
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**5. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

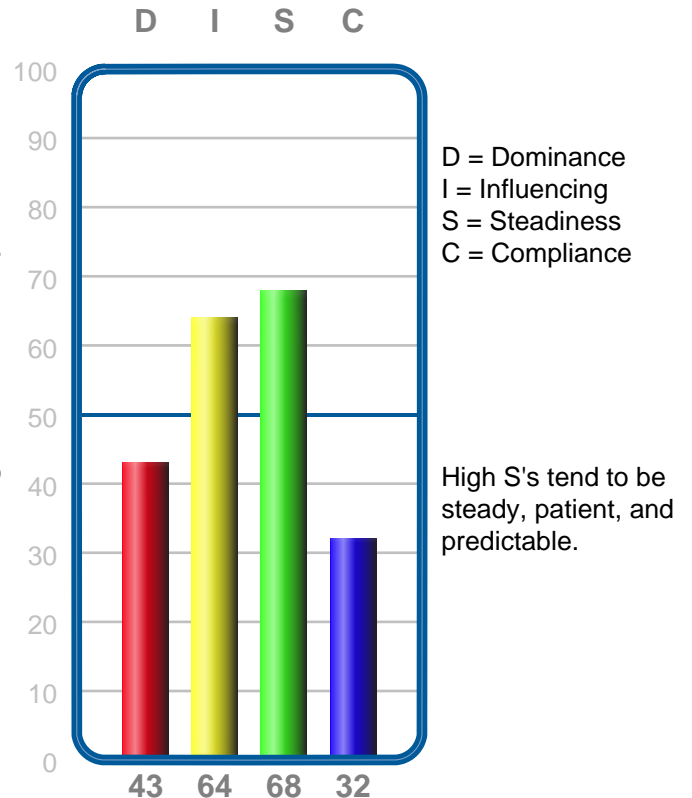


4.3

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



3.7



## Value to a Team

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

Bottom line-oriented.

Self-reliant.

Big thinker.

Builds good relationships.

Patient and empathetic.