

luis serrano
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.

luis is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He likes to set his own pace. When others try to rush him, he feels threatened and may balk. He can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. Once luis has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He likes to start and finish activities. Others who work with him know they can depend on him. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. luis wants challenging assignments that can be followed through to completion. He prefers work of a technical nature. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone.

luis prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Once he makes a decision, he can be organized in carrying it out. Making plans and following those plans is important to him. 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." Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He uses logic to assist him in decision making. This tendency is helpful to others in his group. 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. When faced with a tough decision, he will seek information and analyze it thoroughly.

luis tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. 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 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. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. luis can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. He is more motivated by logic than emotion. To him, logic represents tangible research. He remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Tough-minded.
- People-oriented.
- Patient and empathetic.
- Objective and realistic.
- Suspicious of people with shallow ideas.
- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.

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 difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not take action against those who challenge or break the rules or guidelines.
- Need help in prioritizing new assignments.
- Not let others know where he stands on an issue.
- Hold a grudge if his personal beliefs are attacked.
- Take criticism of his work as a personal affront.

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.

- Give pros and cons on ideas.
- Use the proper buzz words that are appropriate to his expertise.
- Provide details in writing.
- Respect his quiet demeanor.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Keep at least three feet away from him.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared with the facts and figures.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.

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.

- Touch his body when talking to him.
- Leave things open to interpretation.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.
- Manipulate or push him into agreeing because he probably won't fight back.
- Use high speed, intense inputs.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Debate about facts and figures.
- Use inappropriate buzz words.
- Pretend to be an expert, if you are not.
- Be disorganized.
- Offer assurance and guarantees you can't fulfill.
- Be redundant.

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.

- Maintains long-term relationships with a strong sense of loyalty.
- Great at maintaining a system or process.
- A "winner" who is consistent but does not brag about accomplishments.
- The ideal right hand to a goal-driven leader.
- Assertively champions causes he strongly believes in.
- Good at directing others to join his cause.
- A strong influencer.
- Seeks the challenge and opportunity to win.

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 struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Difficulty making ambiguous choices when confronted with changing the system.
- May let other's criticism of his work continually frustrate him.
- Listens to others but wants to act to his own interest.
- Quick decisions may conflict with his system for living.
- Standards may be unreachable based on beliefs.
- Takes on too much, too soon, too fast to maintain control.
- Can set personal standards too high.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- An innovative and futuristic-oriented environment.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- Forum to challenge change for the sake of change.
- Forum to champion the way in which things should be done.
- Ability to achieve results through conformity to traditions.

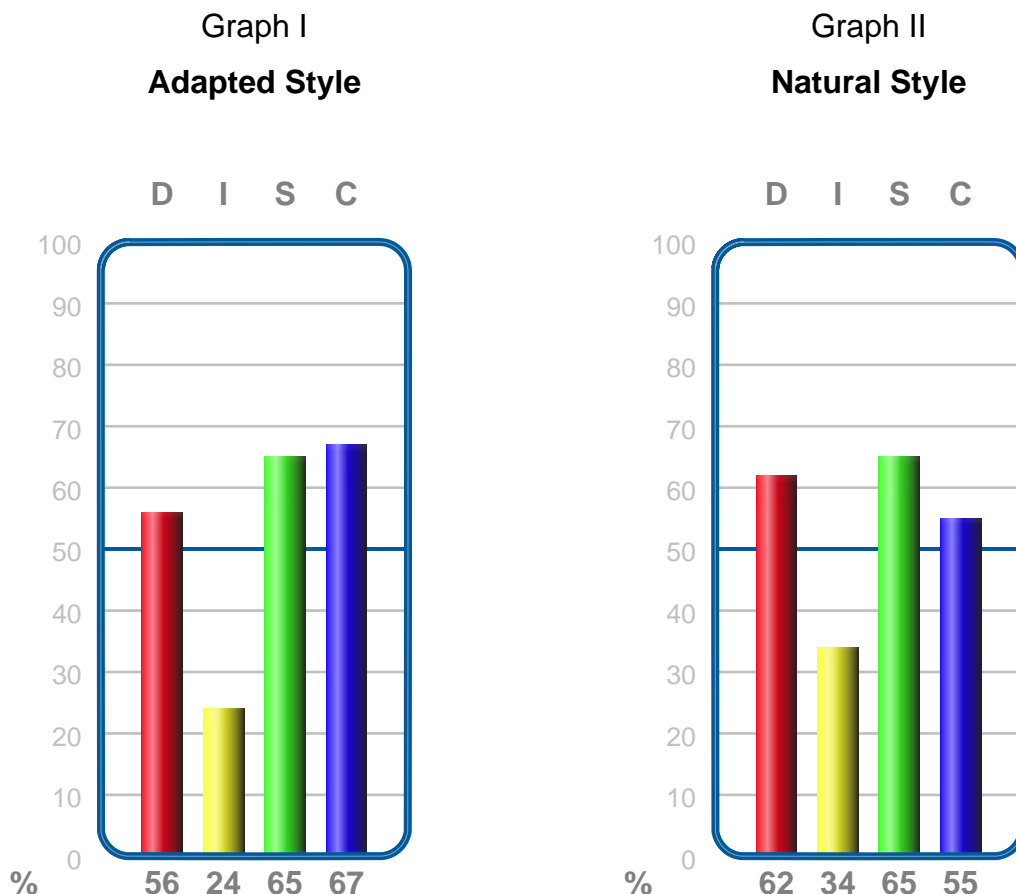
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Prestige, position and titles so he can control the destiny of others.
- New challenges and problems to solve.
- Power and control over outcomes and goals.
- Private recognition for loyalty and service.
- Goals and results that stem from a system he believes in.
- The ability to solve problems with his system at the foundation of the solution.

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:

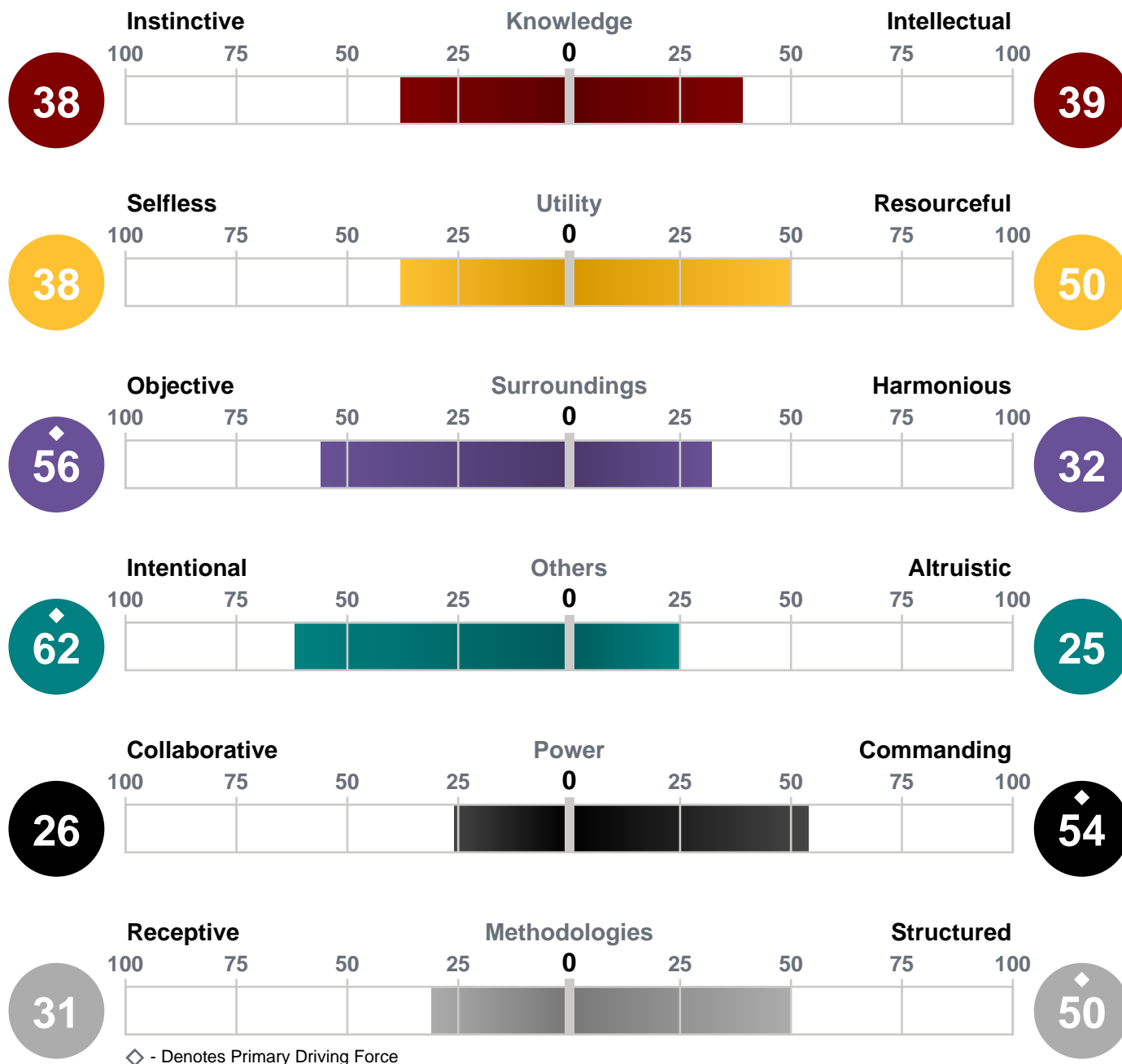
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

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

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.

- luis is good at achieving goals.
- 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.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his needs.
- luis tends to give freely of time and resources, but will want and expect a return on his investment.
- The accumulation of material possessions results from his ability to follow through and accomplish 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.

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

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.

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

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.

- luis is not necessarily worried about form and beauty in his environment.
- luis' passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, luis can see the need for beauty, but has difficulty buying the finer things in life.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Unpleasant surroundings will not stifle his creativity.
- He wants to take a practical approach to events.
- The utility of "something" is more important than its beauty, form and harmony.

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

Audio Engineering
Criminology, Forensics
Economics
Film and Television Production
Information Technology
Legal Assistance, Paralegal Studies
Mathematics, Applied Math
Physics, Applied Physics
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Business Management, Consulting
Construction Management
Facilities Planning and Management
Human Resources, Organizational Development
Logistics, Transport Management
Supply Chain Management

Career and Technical

Biomedical Equipment Technician
Building Inspector
Chef, Food Preparation

Engineering

Aerospace Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Ecommerce
Nutrition and Diet Science
Online Marketing, Social Media

Health Sciences

Clinical Research
Pre-Medicine

Other Career Paths

Military Service
Police and Fire Services
Technology Management, Information Systems

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2011	4+	Astronomer
17-2161	4+	Nuclear Engineer
13-1061	4+	Emergency Management Specialist
11-9141	4+	Property, Real Estate & Community Association Manager
11-9021	4+	Construction Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
55-1016	4	Infantry Officer
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
15-2021	4	Mathematician
13-2072	4	Loan Officer
13-2053	4	Insurance Underwriter
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9051	2-4	Food Service Manager
33-3021	2+	Detectives & Criminal Investigator
51-9061	2	Inspector and Tester
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4011	2	Construction and Building Inspector

NEXT STEPS: POSSIBLE CAREER IDEAS

43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-9022	2	Real Estate Sales Agent
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
43-5111	HS	Weights and Measure Checker
43-4041	HS	Credit Authorizer
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
13-2082	HS	Tax Preparer

STUDY TIPS

- Think positively about each class.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Break your habit of studying alone and study or share new insights with friends.
- Don't listen so critically that you miss the intended ideas.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Listen for ideas and think how they may apply to your future.
- Try new ways of learning.
- Study and review notes just before class starts.
- Plan your study week on Sunday.
- Meditate and think positive thoughts before taking an exam.

Strengths

Maintains long-term relationships with a strong sense of loyalty.

Great at maintaining a system or process.

A "winner" who is consistent but does not brag about accomplishments.

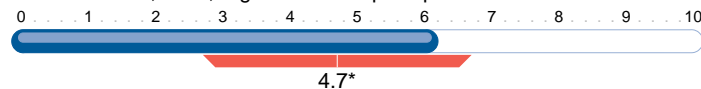
The ideal right hand to a goal-driven leader.

Assertively champions causes he strongly believes in.

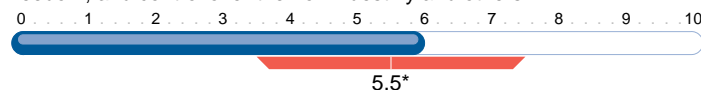
A strong influencer.

Motivators

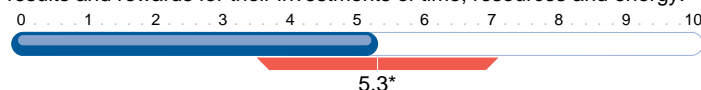
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



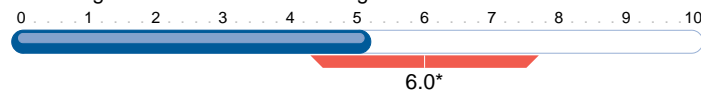
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



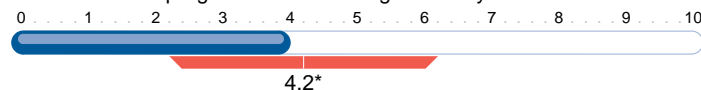
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



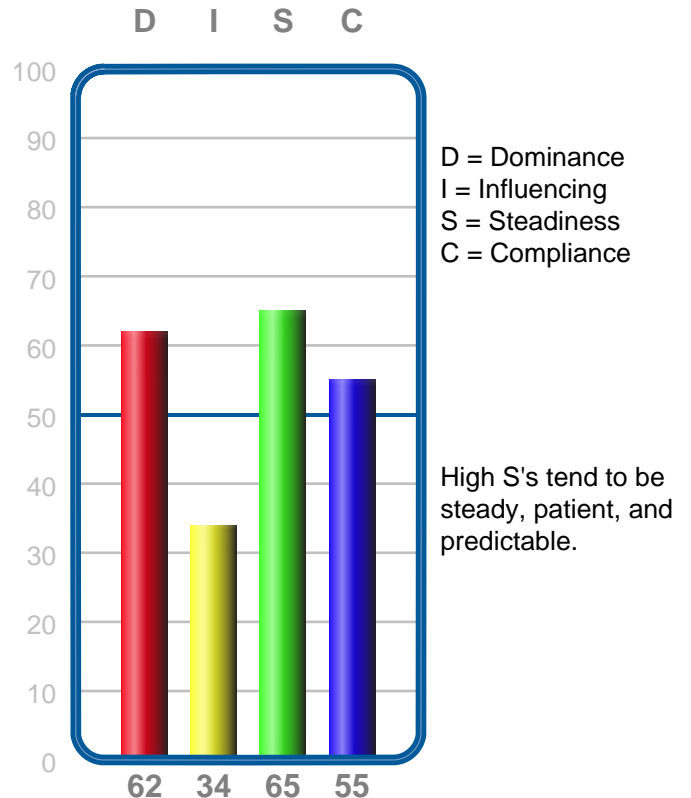
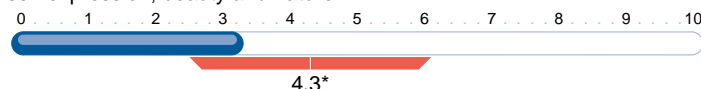
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Good listener.

Good at reconciling factions--is calming and adds stability.

People-oriented.

Objective and realistic.

Suspicious of people with shallow ideas.

Excellent troubleshooter.