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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.

luis likes to work behind the scene and be seen as someone who is organized and has his life in order. When luis sees something that is wrong he wants to fix it. He is oriented toward achieving practical results. He tends to be his own worst critic constantly reminding himself that he could have done better if given more time. He can overanalyze a problem which tends to slow down the decision-making process. luis has a need to achieve in an environment in which the quality is controlled. He can become frustrated when put in a situation that is nothing more than a rambling discussion. He is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. He can be a real "stickler" for quality systems and orderly procedures. luis wants to be liked by fellow workers, as well as be recognized for doing quality work. Coworkers know that his projects will always be done correctly. Safety and security are important to him. luis prefers to work in an environment that is both economically and physically sound.

luis, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject. He tends to base decisions on the quality of work--not on efficiency. He usually judges others by the quality of their work. He may find it difficult to recognize others' strengths, if their work does not meet his high standards. luis uses data and facts to support the big decisions, because it makes him feel more confident that his decisions are correct. He likes to collect data for decision making and may collect so much it makes the decision harder. He takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations.

luis does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. Because luis wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. Because luis prefers logical information, he likes people who communicate all the facts in logical order. Random facts in a haphazard format tend to distract and annoy him. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. luis is usually slow to anger, but when "enough is enough" he may tend to explode. People will then have no doubt about his feelings. He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. He does not like to work for a manager who uses a confrontational management style. He tends to withdraw and not express him-

STYLE: YOUR STYLE

become unproductive if he feels threatened.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Defines, clarifies, gets information, criticizes and tests.
- Respect for authority and organizational structure.
- Turns confrontation into positives.
- Accurate and intuitive.
- Proficient and skilled in his technical specialty.
- Conscientious and steady.
- Will gather data for decision making.
- Maintains standards.
- Comprehensive in problem solving.

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 making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.
- Get bogged down in details and use details to protect his position.
- Want full explanation before changes are made to ensure his understanding.
- Prefer not to verbalize feelings unless in a cooperative and noncompetitive environment.
- Yield his position to avoid controversy.
- Fail to tell others where he stands on an issue.
- Be self-deprecating--doesn't project self-confidence.

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.

- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Give him time to ask questions.
- Prepare your "case" in advance.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Make an organized presentation of your position, if you disagree.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Provide solid, tangible, practical evidence.
- Take time to be sure that he is in agreement and understands what you said.
- Be sincere and use a tone of voice that shows sincerity.
- Support your communications with correct facts and data.
- Follow through, if you agree.
- Give him time to verify reliability of your comments--be accurate and realistic.

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.

- Say "trust me"--you must prove it.
- Dillydally, or waste time.
- Make promises you cannot deliver.
- Talk to him when you're extremely angry.
- Use testimonies of unreliable sources; don't be haphazard.
- Rush the decision-making process.
- Be vague about what's expected of either of you; don't fail to follow through.
- Be haphazard.
- Leave things to chance or luck.
- Talk in a loud voice or use confrontation.
- Make conflicting statements.

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.

- Asks many questions to find the correct answers.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Likes to do it right the first time and wants recognition for this.
- Takes pride in finding flaws in policies and procedures.
- Motivates others to continue education.
- Thinks outside of the box when gathering information.
- Being an optimistic leader.
- Willing to be the spokesperson for the team.

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.

- Can be defensive when hard facts are questioned.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- He will only feel effective when he can accomplish his agenda through structure.
- May set unreachable standards for himself and others.
- A desire to share information can impede his ability to listen and learn.
- May overlook vital details in his pursuit of information.
- May be viewed as someone who over promises and under delivers.
- May struggle with hearing and applying constructive criticism.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- An environment where he can use his intuitive thinking skills.
- An environment where being prepared for meetings is rewarded.
- Continuous learning in a team atmosphere where people share openly.
- Forum to prove ideas and thought processes through facts and data.
- A forum to celebrate successes as an individual.

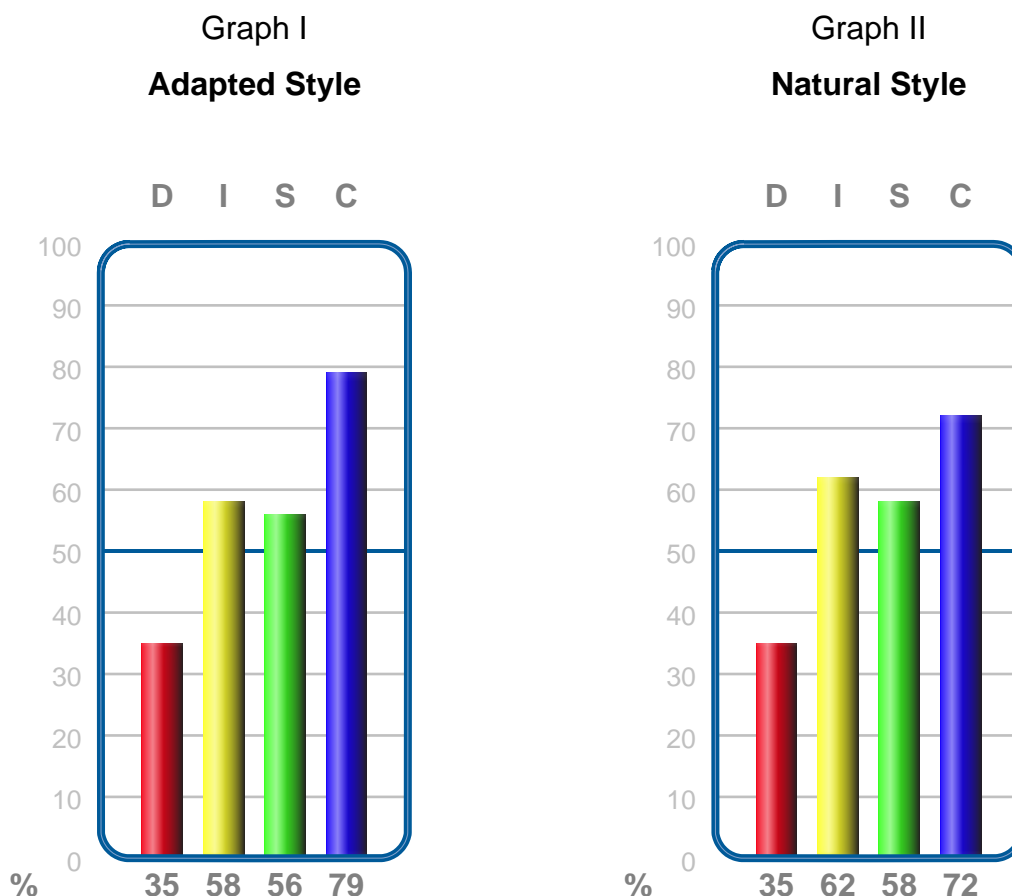
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Instructions so he can do the job right the first time.
- Operating procedures in writing.
- Information on how to do things right, for fear of making a mistake.
- To research new information in a team environment requiring people interaction.
- High standards within his control.
- 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.



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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:

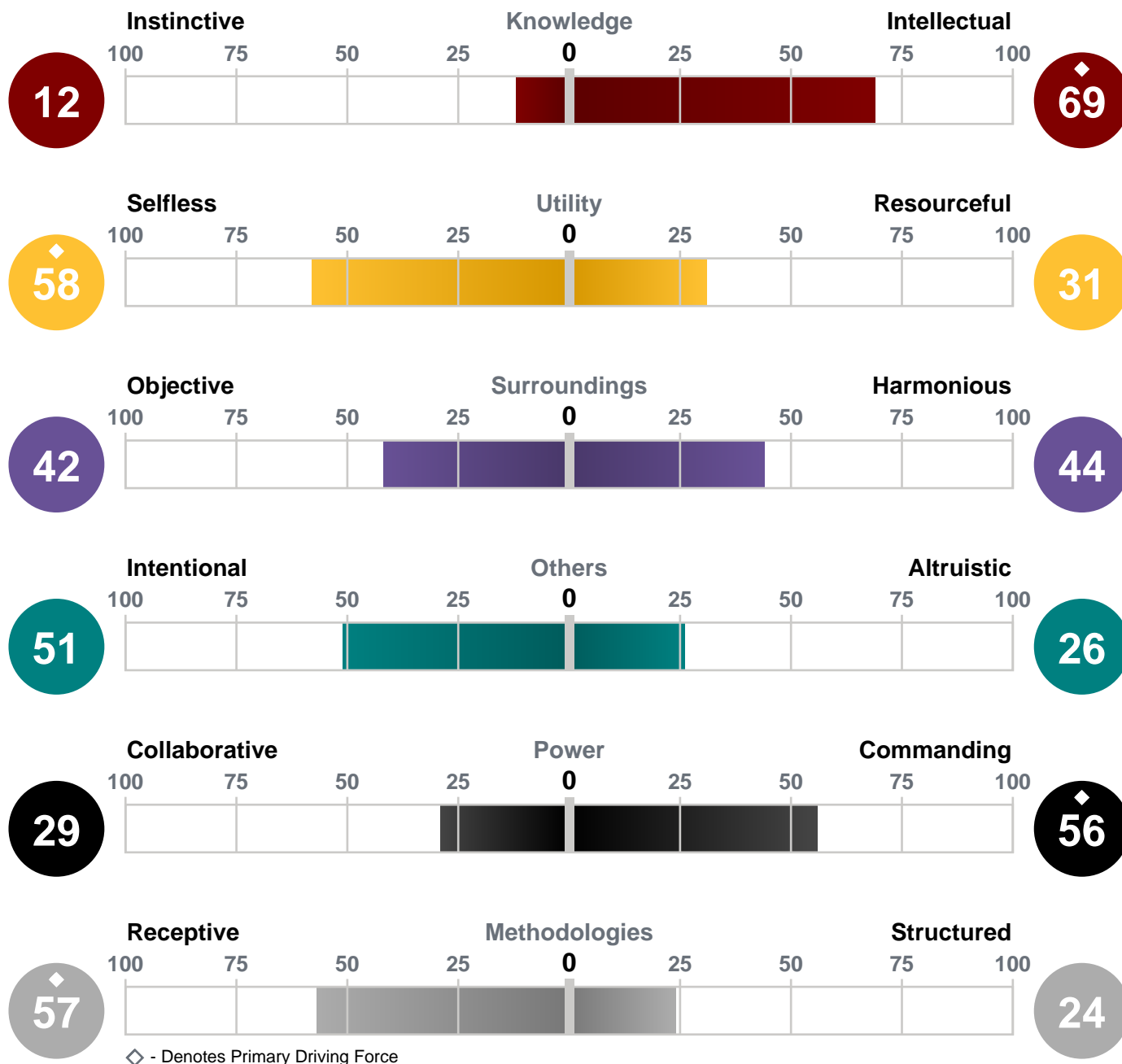
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

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

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.

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

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' desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- luis will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within him.

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.

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

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.

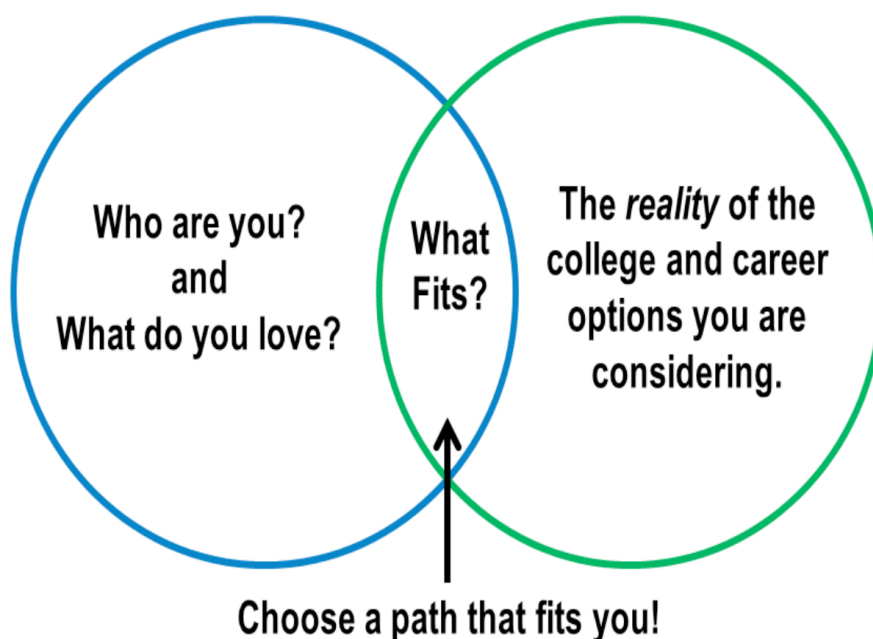
- It may be hard to manipulate luis because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- He will work within a broadly defined set of beliefs.
- luis'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

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

Architecture
English
Information Technology
Interior Design
Language Study
Music Composition
Music Performance
Photography and Studio Art
Web Design, Web Administration

Career and Technical

Chef, Food Preparation

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Computer Programming
Medical Ethics
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science
Kinesiology
Pre-Medicine

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2121	4+	Marine Engineer & Naval Architect
17-2041	4+	Chemical Engineer
17-1012	4+	Landscape Architect
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
33-3012	4	Correctional Officer
29-9011	4	Occupational, Health & Safety Specialist
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
19-3022	4	Survey Researcher
17-2199.10	4	Wind Energy Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1071	4	Network & Computer Systems Administrator
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
49-9062	2-4	Medical Equipment Repairer
49-3011	2-4	Aircraft Mechanic
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
47-4099.02	2	Solar Thermal Installer & Technician
47-4011	2	Construction and Building Inspector
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
47-2111	HS	Electrician
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Set challenging goals.
- Make sure you understand course expectations and ask if necessary.
- Study or review notes before each class starts.
- Participate in class discussions.
- Ask yourself questions - either from the class material or ones you make-up.
- Listen and think positively about the concepts you are studying.
- Identify the time of day you feel best and try to fit studying into these hours.
- Think positively about your ability to pass every class with high marks.
- Study alone.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.
- Don't let others intrude upon your study time.

Strengths

Asks many questions to find the correct answers.

Defines and clarifies procedures clearly by having and providing necessary information.

Likes to do it right the first time and wants recognition for this.

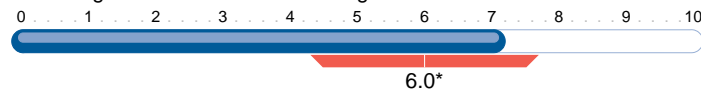
Takes pride in finding flaws in policies and procedures.

Motivates others to continue education.

Being an optimistic leader.

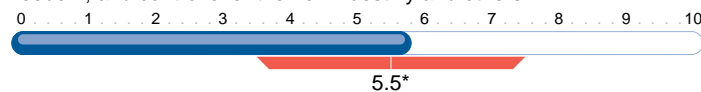
Motivators

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



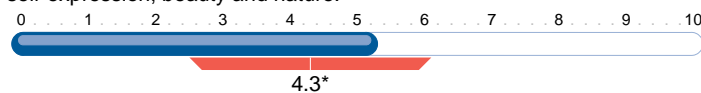
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



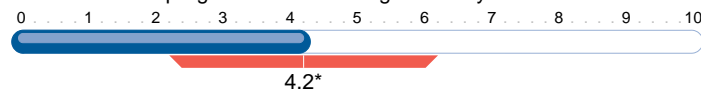
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



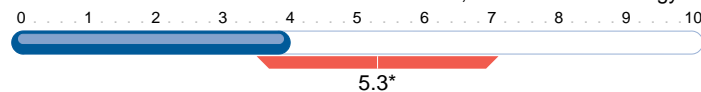
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4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



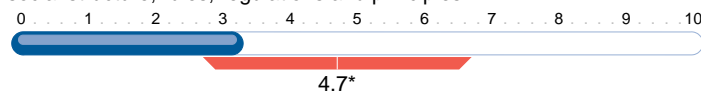
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

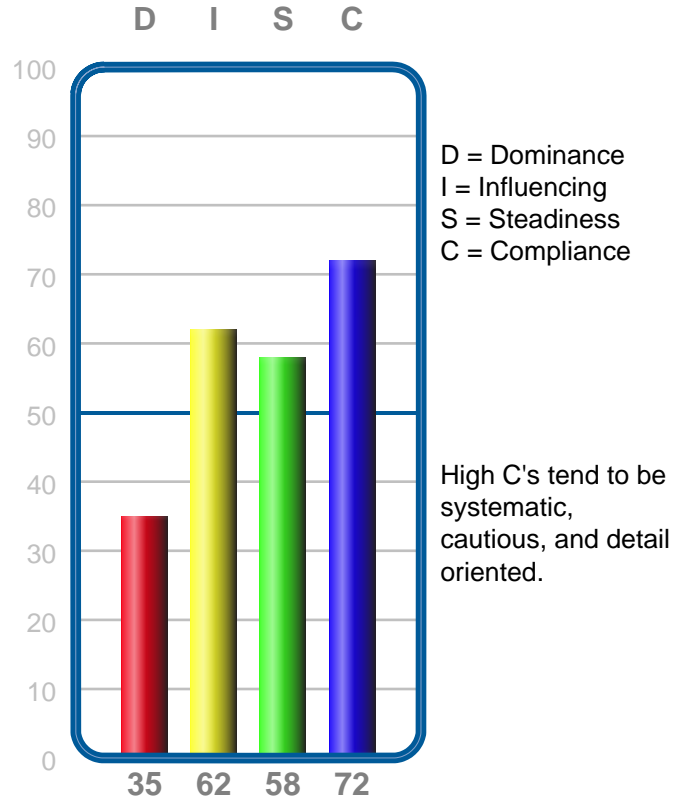


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.3



Value to a Team

Respect for authority and organizational structure.

Proficient and skilled in his technical specialty.

Always concerned about quality work.

Cooperative member of the team.

Will gather data for decision making.

Turns confrontation into positives.