

**Manuel lopez**  
10-11-2016



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### MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

### THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

## STYLE: YOUR STYLE

*This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.*

Manuel is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. He likes to work behind the scene and be seen as someone who is organized and has his life in order. He can be sensitive about any comments regarding the quality of his work. He strives forward constantly to improvement in everything he does. Because of high expectations of his own job performance, Manuel may sometimes feel that other workers cannot perform up to his standards. Manuel wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. He wants to know the company rules so he can follow them, and he may become upset when others continually break the rules. He wants the safety features on his equipment to be in good working order. He can overanalyze a problem which tends to slow down the decision-making process. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. He wants to make certain that detailed reports are accurately completed. This tendency can be reassuring to Manuel's supervisors.

Manuel gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He uses data and facts to support the big decisions, because it makes him feel more confident that his decisions are correct. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. Manuel tends to make his decisions after deliberation and gives weight to all the pros and cons. He has an acute awareness of social, economic and political implications of his decisions. 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. He, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct.

Manuel 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. Whenever possible, Manuel avoids face-to-face conflict. He is usually soft-spoken, but his demeanor may be deceptive to those who work with him. He may possess strong and unwavering convictions that are not always apparent to others. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. Manuel is patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He wants to establish good will with others and to ir-

## STYLE: YOUR STYLE

a friendly and sociable manner. Because Manuel wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Always concerned about quality work.
- Proficient and skilled in his technical specialty.
- Comprehensive in problem solving.
- Conscientious and steady.
- Will gather data for decision making.
- Maintains standards.
- Accurate and intuitive.

## 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.*

- Lean on supervisors if information and direction is not clear.
- 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.
- Want full explanation before changes are made to ensure his understanding.
- Prefer not to verbalize feelings unless in a cooperative and noncompetitive environment.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.
- Yield his position to avoid controversy.
- Be bound by procedures and methods--especially if he has been rewarded for following these procedures.
- Select people much like himself.
- Fail to tell others where he stands on an issue.

## 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.*

- Make an organized presentation of your position, if you disagree.
- Give him time to ask questions.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Follow through, if you agree.
- Prepare your "case" in advance.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Provide solid, tangible, practical evidence.
- Give him time to be thorough, when appropriate.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- 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.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Support your communications with correct facts and data.

## 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.*

- Use gimmicks or clever, quick manipulations.
- Leave things to chance or luck.
- Make statements about the quality of his work unless you can prove it.
- Be haphazard.
- Rush the decision-making process.
- Be vague about what's expected of either of you; don't fail to follow through.
- Make promises you cannot deliver.
- Threaten, cajole, wheedle, coax or whimper.
- Talk in a loud voice or use confrontation.
- Use testimonies of unreliable sources; don't be haphazard.
- Talk to him when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- 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.*

- Takes pride in finding flaws in policies and procedures.
- Holds others to high standards.
- Offers an objective perspective on how the goal can be obtained within the established framework.
- Expectations are clear, tangible and have a bottom-line focus.
- Positively promotes the image of the organization.
- Being an optimistic leader.
- Brings enthusiasm to practical situations.
- Optimistic in process improvement.

## 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 confuse his desire for authority or power with his want for enforcing rules.
- May set unreachable standards for himself and others.
- Calculates every variable, which may not be the best use of his time.
- May over focus on the negative side of investments and, therefore, may miss the opportunity.
- May only interact with those he feels complement his goals.
- May be viewed as someone who over promises and under delivers.
- May not recognize increased risk associated with bigger rewards.
- Struggles with balancing efficiency and interaction with others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where he can use his intuitive thinking skills.
- Prefers technical work, specializing in one area.
- Rewards determined by return-on-investment based contributions to team efforts.
- An environment where accurate and systematic standards are required to achieve results.
- To be seen as the "go to" person for all factual and data analysis.
- An environment where he can "lead the parade".

## STYLE: THINGS YOU MAY WANT FROM OTHERS

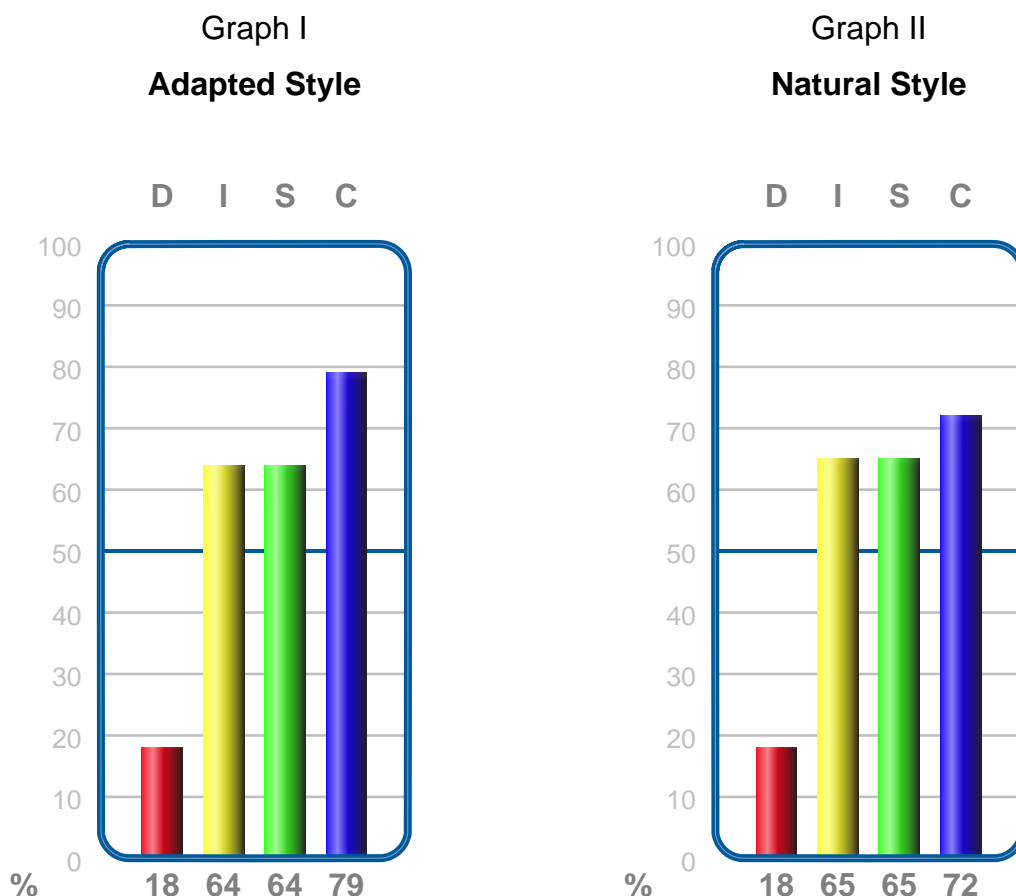
*People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".*

- Operating procedures in writing.
- A friendly work environment.
- The ability to express accomplishments to others at a large scale.
- All facts and details necessary to achieve desired results.
- The understanding from management that he thinks in terms of long-term impact on the image of the business.
- A podium to express ideas, vision and 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:

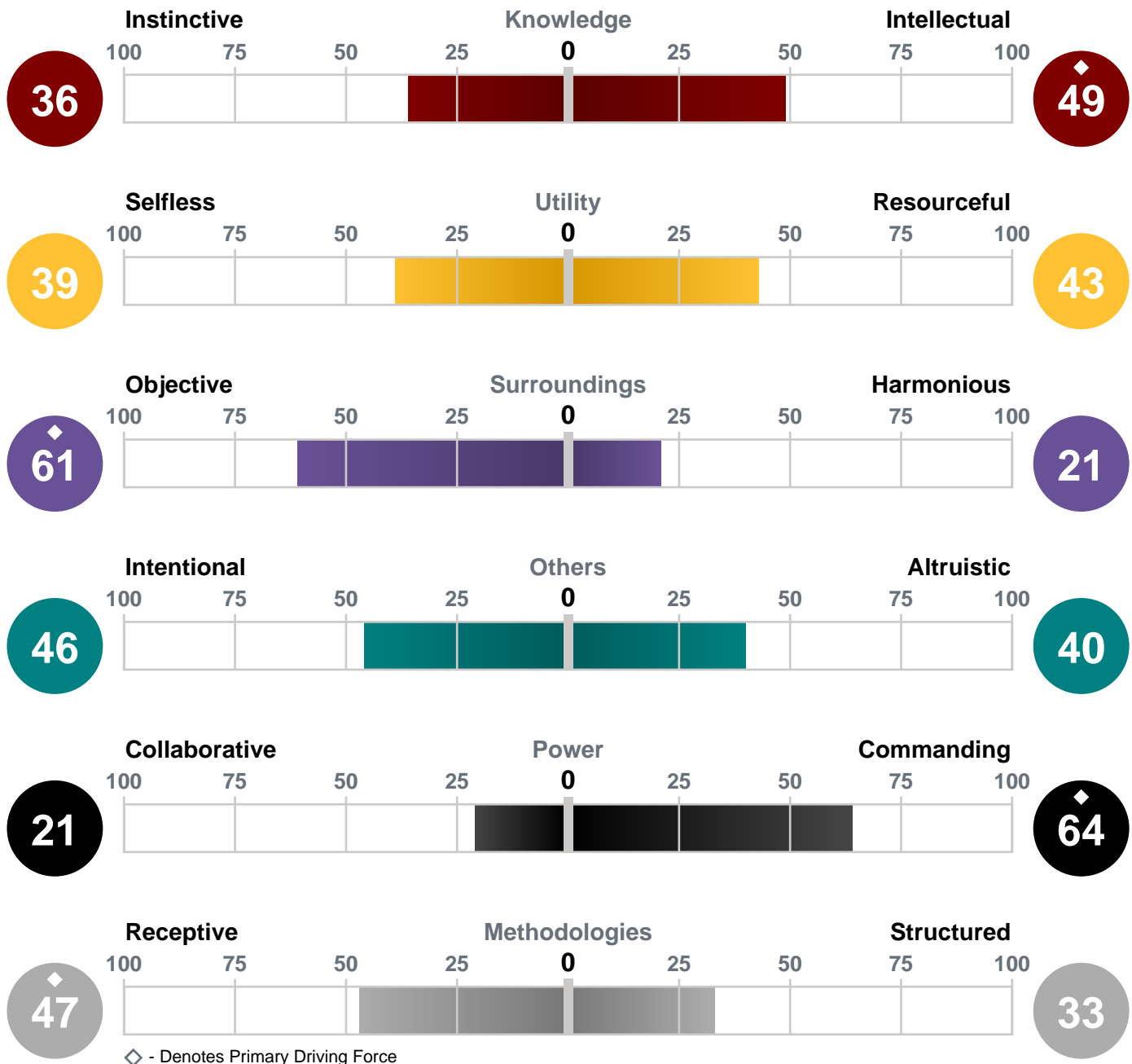
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- People who are determined and competitive are liked by Manuel.
- If necessary, Manuel 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.
- Manuel takes responsibility for his actions.
- Maintaining individuality is strived for in relationships.
- Manuel believes "when the going gets tough, the tough get going."
- Manuel has the desire to assert himself and to be recognized for his accomplishments.
- Manuel 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.

## 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 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.
- Manuel 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.
- He may use wealth as a yardstick to measure his work effort.
- He will work long and hard to satisfy his needs.
- Manuel is good at achieving 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.*

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

## MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- Manuel 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.
- Manuel at times will evaluate others based on his rules for living.
- Manuel lets his conscience be his guide.

## 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.
- Manuel'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.
- Manuel is willing to help others if they are working as hard as possible to achieve their goals.
- Manuel will be torn if helping others proves to be detrimental to him.
- 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.*

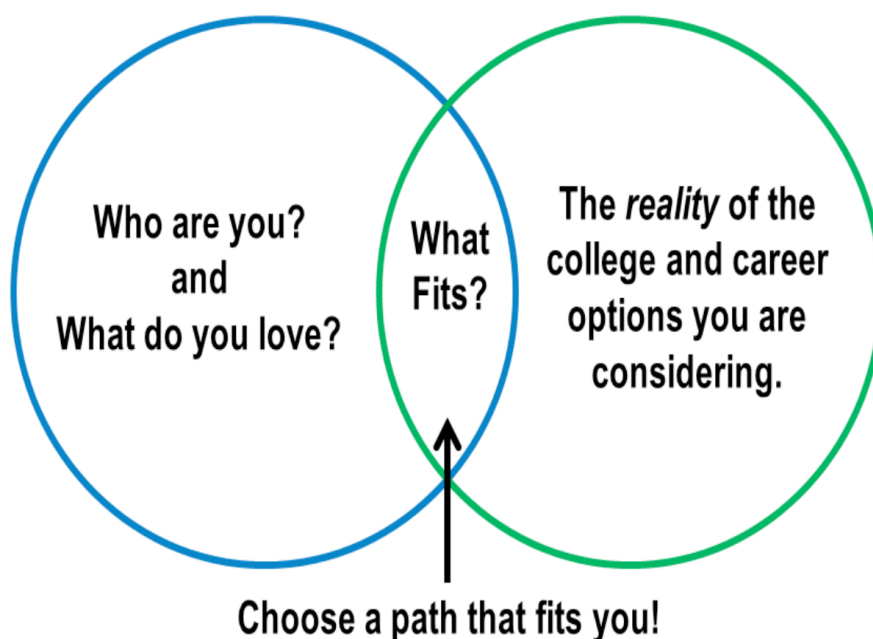
- He wants to take a practical approach to events.
- Unpleasant surroundings will not stifle his creativity.
- Manuel's passion in life will be found in one or two of the other motivators discussed in this report.
- Manuel is not necessarily worried about form and beauty in his environment.
- He is a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

## 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

Biochemistry, Biophysics  
Computer Science  
Criminology, Forensics  
Economics  
Film and Television Production  
Geography  
Geology, Earth Sciences  
Information Technology  
Library Science  
Linguistics  
Microbiology  
Neuroscience  
Paleontology  
Web Design, Web Administration

### Business

Facilities Planning and Management

### Career and Technical

Auto Mechanics  
Biomedical Equipment Technician  
Carpentry  
Electrician  
Electronics, Appliance Installation and Repair  
General Mechanic, Technician  
Massage Therapy  
Plumbing  
Rehabilitation Therapy  
Vehicle Maintenance and Repair  
Welding

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Agriculture and Farming  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Biotechnology  
Computer Programming  
Diagnostic, Scanning Technician  
Ecommerce  
Genetics, Reproductive Technology and Research  
Health Technology  
Medical Ethics  
Nutrition and Diet Science  
Online Marketing, Social Media

### Health Sciences

Kinesiology  
Pre-Dental  
Pre-Medicine

### Other Career Paths

Military Service

## 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
29-1131	4+	Veterinarian
29-1071.01	4+	Anesthesiologist Assistant
29-1021	4+	Dentist
29-1011	4+	Chiropractor
27-1021	4+	Commercial & Industrial Designer
19-3094	4+	Political Scientist
19-2012	4+	Physicist
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1011	4+	Architect, Except Landscape & Naval
11-3011	4+	Administrative Services Manager
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
17-3012	4	Electrical & Electronic Drafter
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
49-3011	2-4	Aircraft Mechanic
11-9051	2-4	Food Service Manager
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
53-2011	2	Airline Pilot, Copilot & Flight Engineer
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
33-3051.01	2	Police Patrol Officer
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
39-1011	HS	Gaming Supervisor
33-9032	HS	Security Guard
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Force yourself to ask your classmates questions.
- Ask yourself questions - either from the class material or ones you make-up.
- Study alone.
- 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.
- Participate in class discussions.
- Make sure you understand course expectations and ask if necessary.
- Study or review notes before each class starts.
- Don't let others intrude upon your study time.
- Ask questions about things for which you are unsure.

## Strengths

Takes pride in finding flaws in policies and procedures.

Holds others to high standards.

Offers an objective perspective on how the goal can be obtained within the established framework.

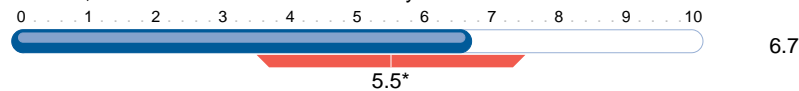
Expectations are clear, tangible and have a bottom-line focus.

Positively promotes the image of the organization.

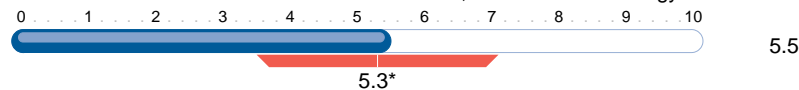
Brings enthusiasm to practical situations.

## Motivators

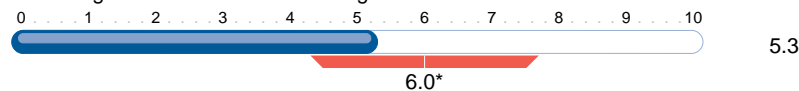
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



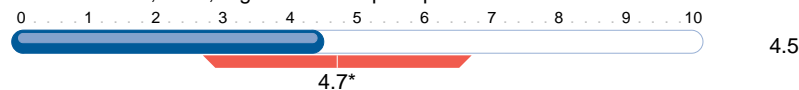
**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



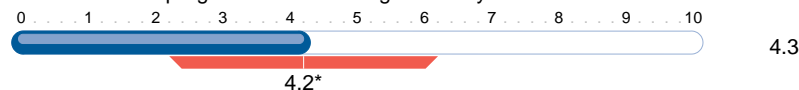
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



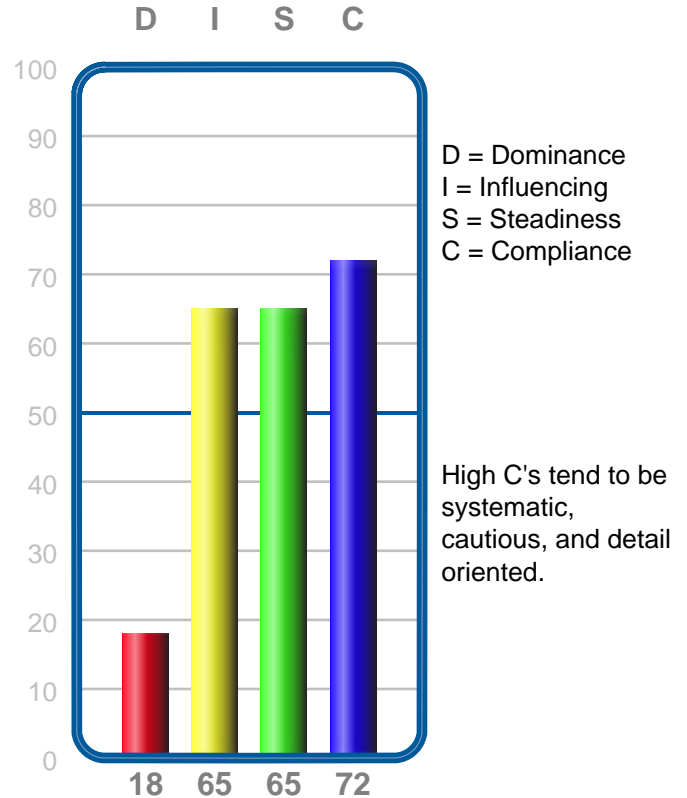
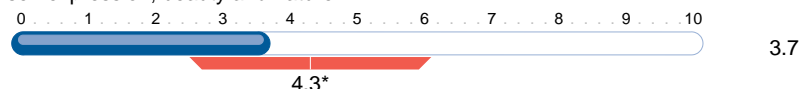
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



**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

Proficient and skilled in his technical specialty.

Maintains standards.

Adaptable.

Turns confrontation into positives.

Defines, clarifies, gets information, criticizes and tests.

Conscientious and steady.