

adrain acosta
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.

adrain wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He has high ego strengths and may be viewed by some as egotistical. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." adrain is an aggressive individual who wins through hard work and persistence; that is, he will come up with a good idea and follow through. He embraces visions not always seen by others. adrain's creative mind allows him to see the "big picture." He appreciates others who are team players and will reward those who are loyal. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. adrain seeks his own solutions to problems. In this way, his independent nature comes into play. He establishes many standards for himself and others. His high ego strength demands that his standards will be met.

adrain has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. He can be direct in his approach to discovering the facts and data. He maintains his focus on results. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He refrains from getting emotionally involved in decision making. This allows him to make objective decisions. Logic and people who have the facts and data to support this logic influence him. He admires the patience required to gather facts and data. He finds it easy to share his opinions on solving work-related problems.

adrain may display a lack of empathy for others who cannot achieve his standards. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He could improve his communication with others by being more flexible and showing a sincere interest in what they are saying. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. adrain challenges people who volunteer their opinions. He has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just his way of getting the appropriate facts. He is not influenced by people who are overly enthusiastic. They rarely get his attention. He tries to remain emotionally uninvolved in what the other person is saying.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Pioneering.
- Competitive.
- Usually makes decisions with the bottom line in mind.
- Creative in his approach to solving problems.
- Dedicated to his own ideas.
- Will join organizations to represent the company.
- Has the confidence to do the difficult assignments.

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.

- Lack tact and diplomacy as long as he gets the results he wants.
- Make "off the cuff" remarks that are often seen as personal prods.
- Dislike routine work or routine people--unless he sees the need to further his goals.
- Overstep authority and prerogatives--will override others.
- Overuse fear as a motivator by being overly demanding.
- Push and pull rather than motivate in directing people--motivates as if everyone has the same strengths that he has.

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.

- Be clear, specific, brief and to the point.
- Support and maintain an environment where he can be efficient.
- Stress logic.
- Ask specific (preferably "what?") questions.
- Read the body language--look for impatience or disapproval.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide questions, alternatives and choices for making his own decisions.
- Present the facts logically; plan your presentation efficiently.
- Stick to business--let him decide if he wants to talk socially.
- Provide solutions--not opinions.
- 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.

- Come with a ready-made decision, or make it for him.
- Let disagreement reflect on him personally.
- Ask rhetorical questions, or useless ones.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Muffle or overcontrol.
- Feel you have changed his opinion without supporting facts.
- Be paternalistic.
- Direct or order.
- Be redundant.
- Ramble on, or waste his time.

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.

- Not easily deterred by setbacks.
- Bottom-line focused when leading others.
- Will be decisive and make fact-based decisions.
- Initiates action to get questions answered.
- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.
- Methodical and reliable researcher.
- Great at retrieving information for decision makers he trusts.

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 set personal standards too high.
- May always want to display his superiority through problems or challenges.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- A fear of change prevents him from advancing.
- Listens to others but wants to act to his own interest.
- Will have difficulty in establishing priorities in learning new matters.
- Struggles in adapting to new situations without preparation.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from controls, supervision and details.
- Evaluation based on results, not the process.
- New and challenging questions or projects.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Recognition and rewards for consistency, steadiness and being methodical.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

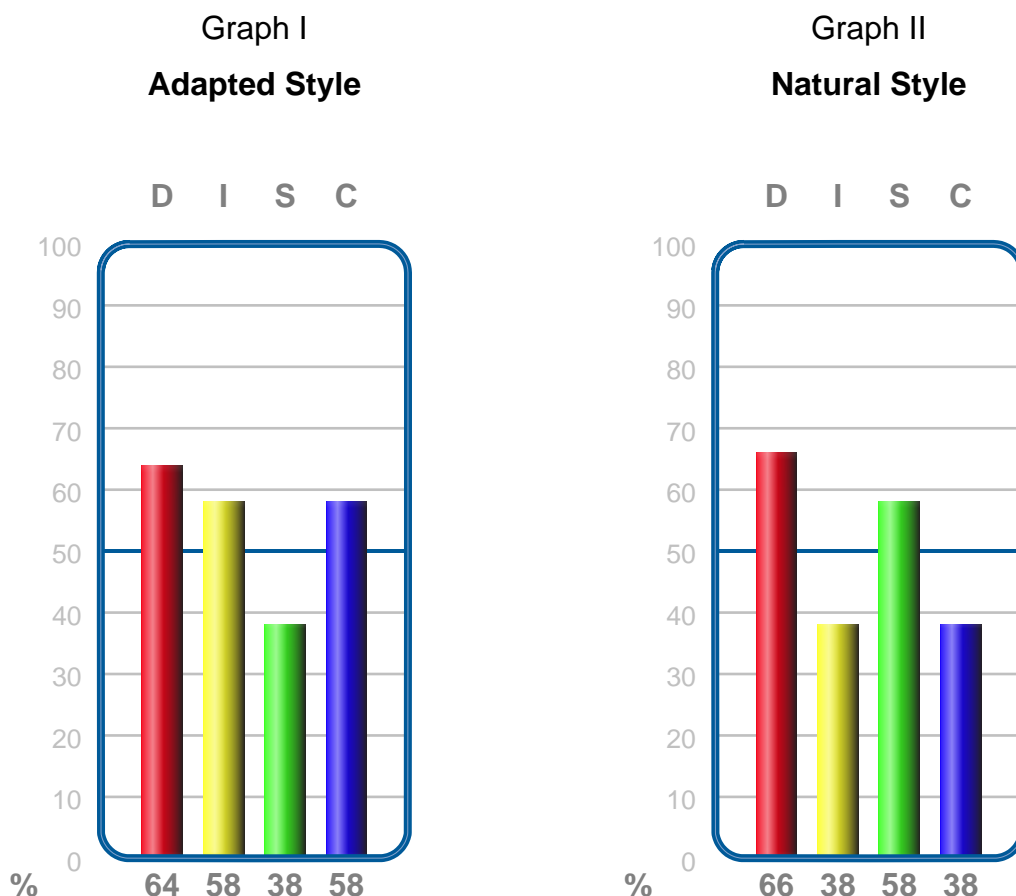
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Control of his own destiny.
- Opportunity for rapid advancement.
- Complete information in bulleted format for his own investigation.
- To have the right information to support others so he can feel secure with how the job is being done.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- Control over keeping the process consistent and methodical.

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:

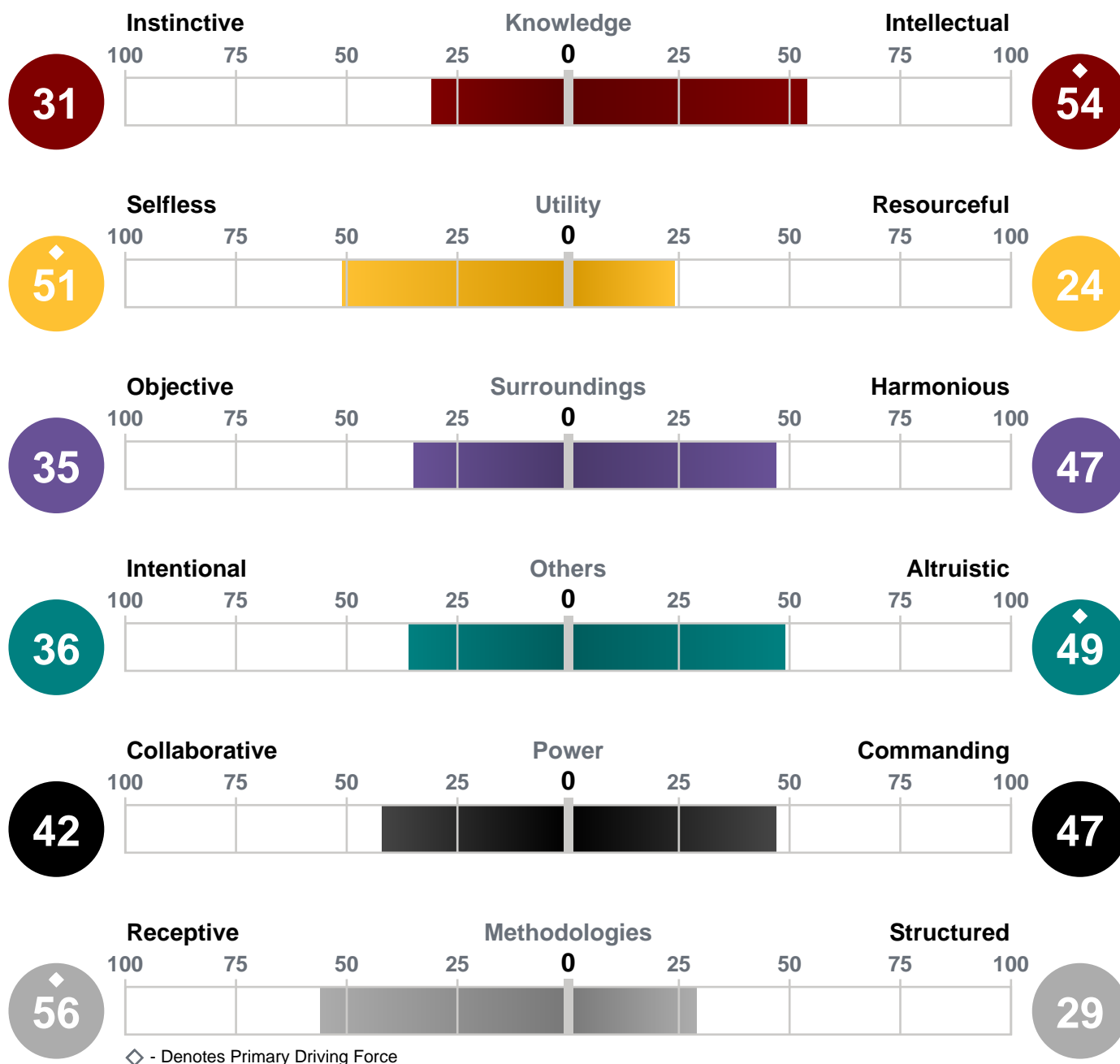
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- adrain is very good at integrating past knowledge to solve present problems.
- adrain 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.
- adrain has the potential to become an expert in his chosen field.
- A comfortable job for adrain is one that challenges his knowledge.
- He will usually have the data to support his convictions.

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.

- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- At times adrain will look for the beauty in all things.
- adrain may desire fine things for his spouse or family members.

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.

- adrain's desire to help others (even to his own detriment) or decision not to help others, is reviewed on an individual basis.
- adrain 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 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 "traditionalists" 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.

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

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

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

Biochemistry, Biophysics
 Biology
 Botany
 Chemistry
 Computer Science
 Criminology, Forensics
 Economics
 Education Counselor
 Entertainment and Arts Management
 Ethnic, Cultural and Gender Studies
 Film and Television Production
 Geology, Earth Sciences
 Humanities
 Information Technology
 Journalism
 Paleontology
 Sociology
 Urban Studies
 Web Design, Web Administration

Business

Facilities Planning and Management
 Human Resources, Organizational Development
 Labor and Industrial Relations

Career and Technical

Chef, Food Preparation
 Emergency Medical Technician
 Speech and Language Pathology

Engineering

Bio Engineering
 Computer Engineering
 Electrical Engineering
 Environmental Engineering
 Materials Engineering
 Mechanical Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Fish, Game and Wildlife
Forestry, Natural Resources
Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology
Community Planning and Development
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Entrepreneurial Studies
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Graphic Design
Health Technology
Medical Ethics
Multimedia, Digital Communications
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Social Entrepreneurism
Social Work
Urban and City Planning
Videography
Web Development
Wilderness Education

Health Sciences

Chiropractic Assistance
Clinical Research
Human Development and Family Services
Nursing
Pre-Dental

NEXT STEPS: POSSIBLE DEGREE MATCHES

Pre-Ophthalmology
Pre-Veterinary Medicine
Psychology

Other Career Paths

Apparel Fashion
Child Care, Family Services
Fitness and Exercise Science
Publishing

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
25-4012	4+	Curator
25-2042	4+	Teacher, Special Education
19-2012	4+	Physicist
17-2161	4+	Nuclear Engineer
17-2151	4+	Mining & Geological Engineer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
15-1051	4+	Computer Systems Analyst
11-9141	4+	Property, Real Estate & Community Association Manager
11-9121	4+	Natural Science Manager
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3021	4	Insurance Sales Agent
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1071	4	Network & Computer Systems Administrator
15-1021	4	Computer Programmer
13-2072	4	Loan Officer
13-1023	4	Purchasing Agent
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator

NEXT STEPS: POSSIBLE CAREER IDEAS

41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.04	2-4	Web Developer
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
47-4011	2	Construction and Building Inspector
41-9022	2	Real Estate Sales Agent
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

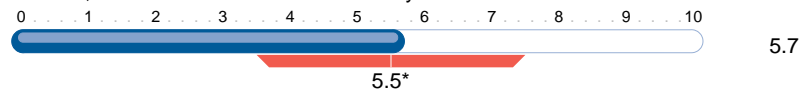
- Think positively about subjects that give you difficulty.
- Develop good study habits and follow them everyday.
- Plan tomorrow today and put your plan in writing.
- Don't let your ego keep you from studying.
- Think visually - convert words into pictures.
- Read an article on listening and note taking.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

Strengths

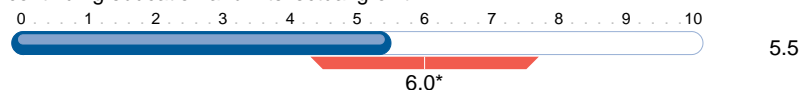
- Not easily deterred by setbacks.
- Bottom-line focused when leading others.
- Will be decisive and make fact-based decisions.
- Initiates action to get questions answered.
- Methodically follows a strategy to achieve.
- Methodical and reliable researcher.

Motivators

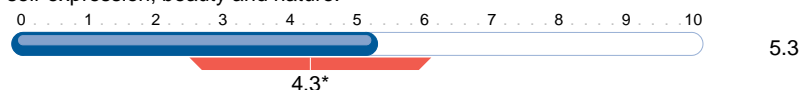
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



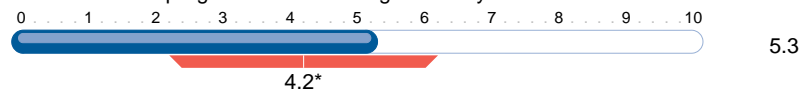
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



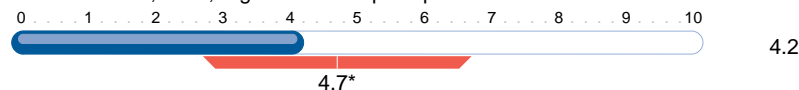
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



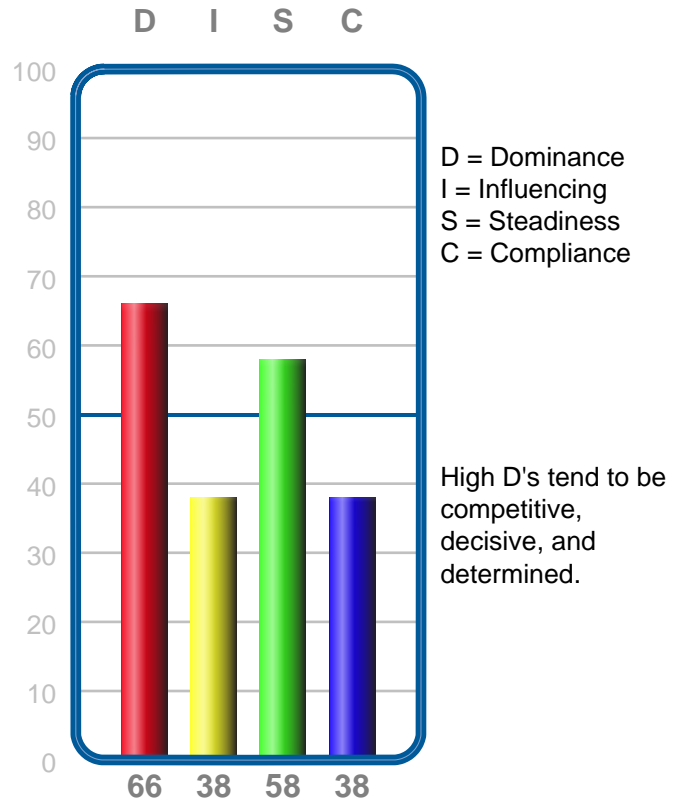
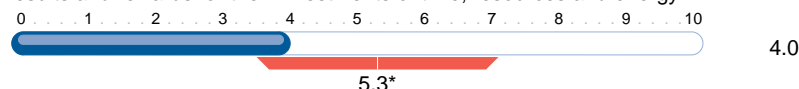
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

- Self-starter.
- Competitive.
- Tenacious.
- Thinks big.
- Self-reliant.
- Dedicated to his own ideas.