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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.

Marco places his focus on people. To him, strangers are just friends he hasn't met! He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He likes quality social relationships. He often will become friends with his customers or clients. He wants to be seen not only as a team player, but also as a leader of the team. Marco likes freedom from many controls. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He influences most people with his warmth. He likes to get results through others. He is at his best when he has people working with him. Marco is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is approachable, affectionate and understanding.

Marco is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He is good at solving problems that deal with people. He may leap to a favorable conclusion without considering all the facts. He likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner.

Marco usually uses many gestures when talking. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. Communication can extend from friendly to argumentative discourse. He is good at negotiating conflict between others. Marco feels that "if everyone would just talk it out, everything would be okay!" Marco is people-oriented and verbally fluent. He will optimistically interact with people in an assured, diplomatic and poised manner. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He judges others by their verbal skills and warmth.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can support or oppose strongly.
- Self-reliant.
- Accomplishes goals through people.
- Has the confidence to do the difficult assignments.
- Bottom line-oriented.
- Team player.
- Verbalizes his feelings.
- People-oriented.
- Negotiates conflicts.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be optimistic regarding possible results of his projects or the potential of his people.
- Make decisions based on surface analysis.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Overuse praise in motivating others.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Take information at face value without validation or substantial investigation.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Provide "yes" or "no" answers--not maybe.
- Talk about him, his goals and the opinions he finds stimulating.
- Provide a warm and friendly environment.
- Use a balanced, objective and emotional approach.
- Flatter his ego.
- Provide testimonials from people he sees as important.
- Ask for his opinions/ideas regarding people.
- Understand his defiant nature.
- Appeal to the benefits he will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Look for his oversights.
- 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.

- Legislate or muffle--don't overcontrol the conversation.
- Be curt, cold or tight-lipped.
- Give him your opinion unless asked.
- "Dream" with him or you'll lose time.
- Leave decisions hanging in the air.
- Let him overpower you with verbiage.
- Be paternalistic.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to him.
- Ramble.
- Be dictatorial.

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.

- Great at generating excitement in others and getting people on board.
- Wants to be seen as a leader in humanitarian issues.
- Motivates others to express themselves.
- Brings enthusiasm to the creative process.
- Generous and effective with their time, talent, and resources.
- Initiates the activity of developing others.
- Initiates action to create or enhance.
- Will initiate appreciation of all experiences.

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.

- Has trouble making difficult decisions that affect others.
- When helping others, may talk too much about himself.
- Overly optimistic in his ability to bring balance to any situation.
- Can over share personal feelings or emotions.
- Method of helping others is not negotiable.
- Needs immediate results when helping others.
- Will only see his perspective in the here and now.
- May over focus on standards of beauty.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Forum to express ideas and viewpoints.
- A fun and creative working environment.
- An environment where tasks move forward and changes happen without disrupting the balance of the organization.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Ability to achieve results through the interaction with and helping of others.

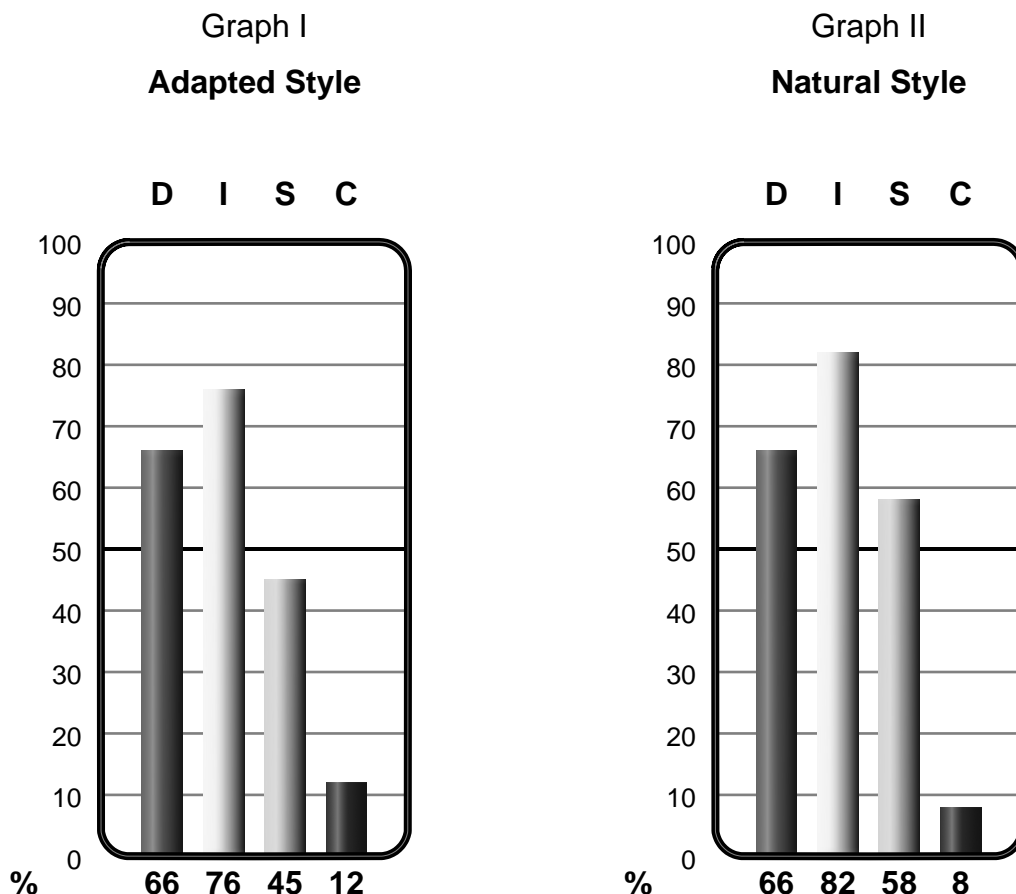
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- A support system to do the detail work.
- The experience of the people and the surroundings to be happy and balanced.
- The ability to champion the solving of problems that lead to the ideal flow of the organization.
- To be seen as an internal resource for people to express problems and challenges.
- An opportunity to express how he can improve society.

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:

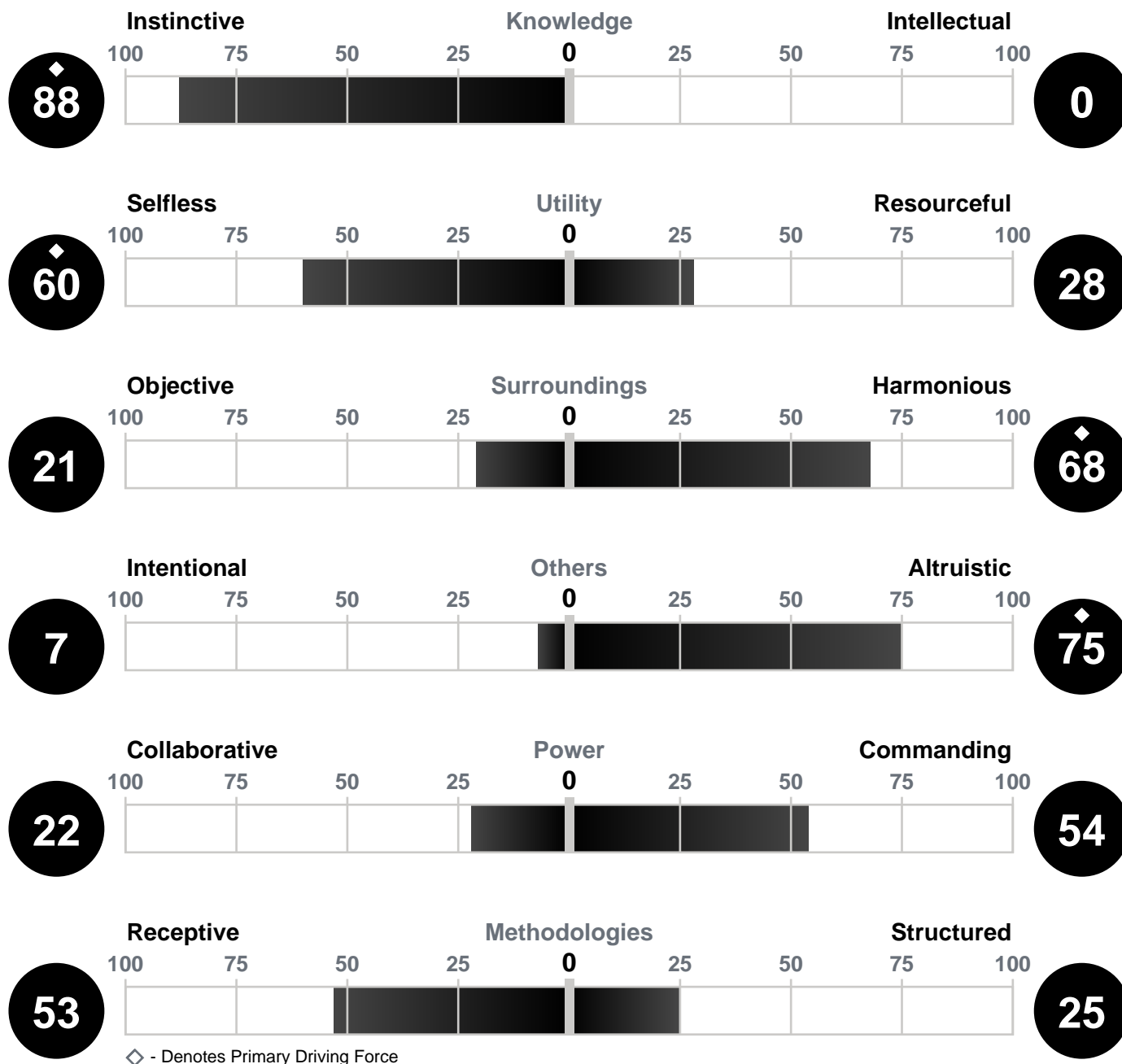
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

- He is generous with his time, talent and resources for those in need.
- Saying "no" is difficult when others need his time or talent.
- Helping the homeless may be one of his concerns.
- He believes charities should be supported.
- He will have a keen interest in improving society.

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.

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

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.

- He will evaluate each situation individually and determine how much or how little control he will want to exercise.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times Marco can be very competitive.
- Marco can be assertive in meeting his needs.

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.

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

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

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.

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

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

Botany
Broadcasting
Entertainment and Arts Management
Geology, Earth Sciences
Paleontology
Radio and Broadcast Communications

Business

Advertising
Hospitality, Hotel Management

Career and Technical

Entrepreneurism

Environmental, Agriculture and Food

Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Educational Administrator
Life Coaching
Multimedia, Digital Communications
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Social Entrepreneurism
Social Work
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Kinesiology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Occupational Therapy

Other Career Paths

Child Care, Family Services

Interior Design

Personal Care Technician

Recreation and Tourism

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-1011	4+	Art Director
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
25-3021	4	Teacher Self-Enrichment Education
25-1053	4	Teacher, Post-secondary Environmental Science
15-1099.12	4	Electronic Commerce Specialist
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
27-1026	2	Merchandise Displayer & Window Trimmer
43-6011	HS	Secretary & Administrative Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Think positively about subjects that give you difficulty.
- Don't let your ego keep you from studying.
- Socialize after studying - not before.
- Read an article on listening and note taking.
- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- Develop good study habits and follow them everyday.
- Don't doodle.
- Use recitation to embed fact and ideas.
- Don't put off studying until the last minute.

Strengths

Great at generating excitement in others and getting people on board.

Wants to be seen as a leader in humanitarian issues.

Motivates others to express themselves.

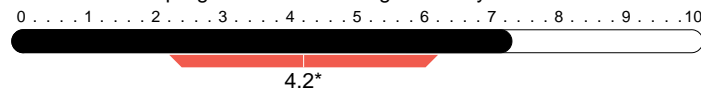
Brings enthusiasm to the creative process.

Generous and effective with their time, talent, and resources.

Initiates action to create or enhance.

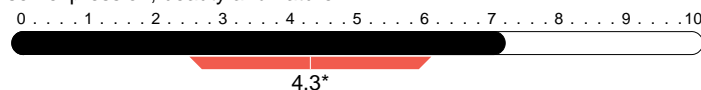
Motivators

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



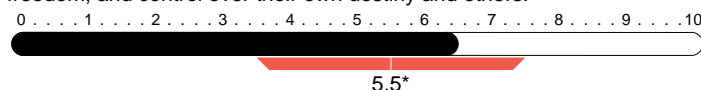
7.3

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



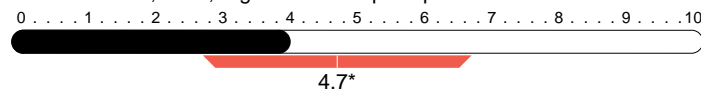
7.2

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



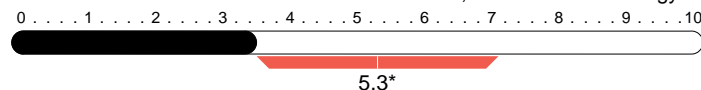
6.5

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



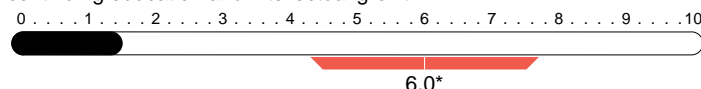
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

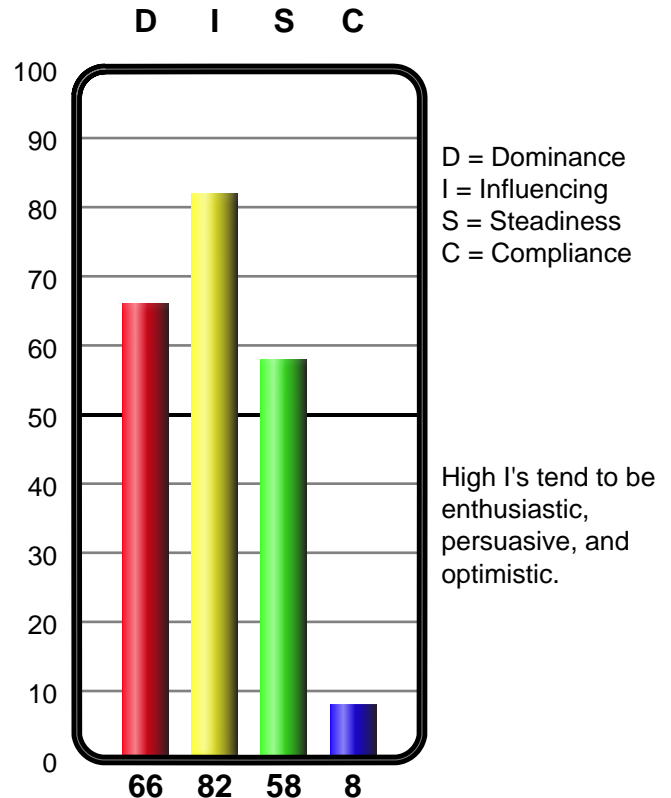


3.5

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



1.5



Value to a Team

Negotiates conflicts.

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

Dedicated to his own ideas.

Builds confidence in others.

Self-reliant.

Accomplishes goals through people.