

Steven Chavez
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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.

Steven can be discreet and sociable as called for by the situation. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He may have difficulty sharing his feelings if it may disturb the relationship. Relationships with others are warm, personal and lasting. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. Patience, control and deliberateness characterize his usual behavior. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. He is usually steady, easygoing and relaxed. Steven requires many good reasons, as well as the benefits involved, before agreeing to making changes. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible.

Steven can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He tries to use balanced judgment. He is the person who brings stability to the entire team. Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. Making plans and following those plans is important to him. Steven may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process.

Steven is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. Steven likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He will be open with those he trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Adaptable.
- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.
- Patient and empathetic.
- People-oriented.
- Turns confrontation into positives.
- Concerned about quality.
- Works for a leader and a cause.

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.

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Need help in prioritizing new assignments.
- Be dependent on others for decisions, even if he knows he is right.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of his work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Avoid accountability by overstating the complexity of the situation.
- Dislike change if he feels the change is unwarranted.

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.

- Look for hurt feelings or personal reasons if you disagree.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Give him time to ask questions.
- Use scheduled timetable when implementing new action.
- Provide a friendly environment.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Be sincere and use a tone of voice that shows sincerity.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define clearly (preferably in writing) individual contributions.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Talk in a loud voice or use confrontation.
- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Make promises you cannot deliver.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Use testimonies from unreliable sources.
- Offer assurance and guarantees you can't fulfill.
- Be haphazard.
- Rush him in the decision-making process.
- Manipulate or push him into agreeing because he probably won't fight back.

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 a methodical approach to implementing changes that will increase return on investment.
- Good at selling reliable products and service to people he knows.
- Acts as the eyes and ears for a leader.
- Will maintain consistency for the team that supports the legacy.
- Promotes efficiency and results.
- Optimistic in process improvement.
- Always looking to say or do the "right" thing.
- Expresses all that is great about a system of living.

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.

- Puts all his "eggs in one basket".
- Sees unwarranted change as a waste of resources.
- May struggle with change even when it complements his way of living.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Struggles balancing financial advice with actual results.
- Struggles with balancing efficiency and interaction with others.
- Will be frustrated when new and exciting opportunities conflict with the system.
- May over look contradictions in his own way of living.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Assignments with a high degree of people contacts.
- The need for consistent, reliable and stable contributions to the bottom-line.
- Where protection of the organization's bottom-line is rewarded and valued.
- An environment that instills a sense of security through the reliance on an established system.
- Opportunity to be a spokesperson for the "system" of the organization.

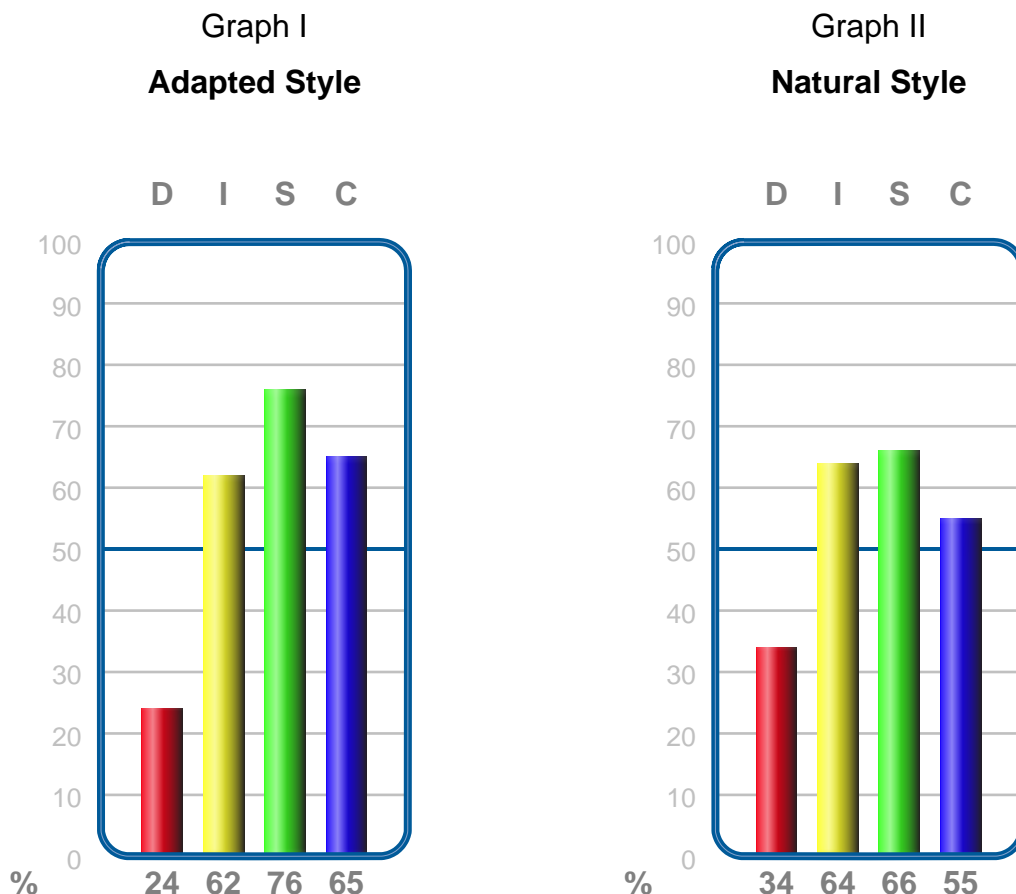
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Public recognition of his ideas and results.
- Logical, predictable ways to achieve goals and the time needed to achieve them.
- Time to prove the process for achieving return on investment.
- An understanding that the resistance to change comes from loyalty to the system.
- To influence anyone and everyone to his way of thinking, but in friendly terms.

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:

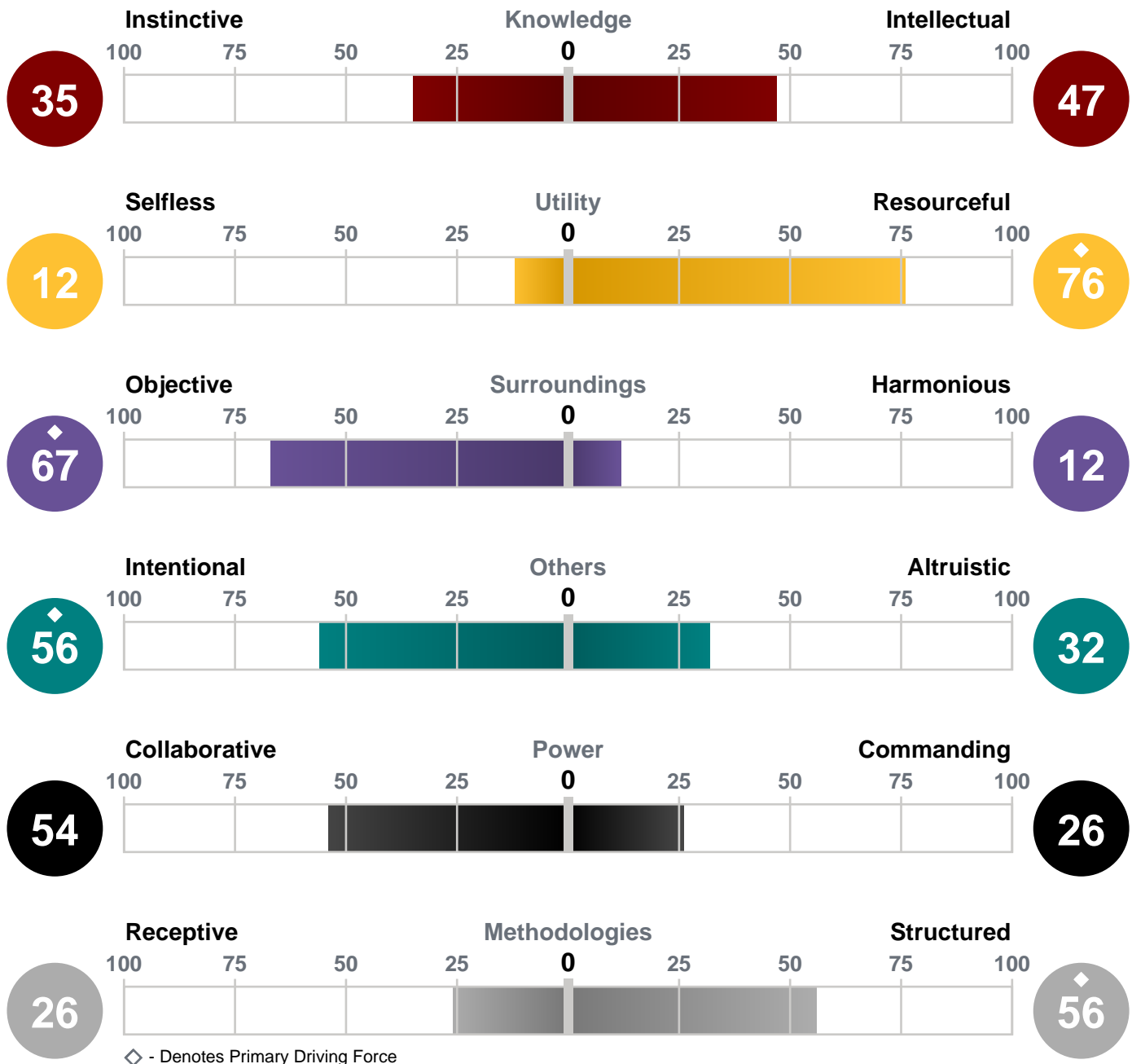
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Steven has a long list of wants and will work hard to achieve them.
- He can be very practical.
- He uses money as a scorecard.
- Steven faces the future confidently.
- Steven will attempt to structure his economic dealings.
- Steven is future-oriented.
- Steven will protect his assets to ensure the future of his economic security.
- Steven will be motivated by his accomplishments.
- All attempts are made to protect future security to ensure that his legacy is protected.
- Having more wealth than others is a high priority for Steven.

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- In those areas where Steven has a special interest he will be good at integrating past knowledge to solve current problems.
- A job that challenges the knowledge will increase his job satisfaction.
- Steven will seek knowledge based on his needs in individual situations.
- If Steven 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.
- Steven 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, Steven will have a tendency to rely on his intuition or practical information in this area.
- Steven will usually have the data to support his convictions.

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.
- At times Steven can be very competitive.
- Steven can be assertive in meeting his needs.
- 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.

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

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.

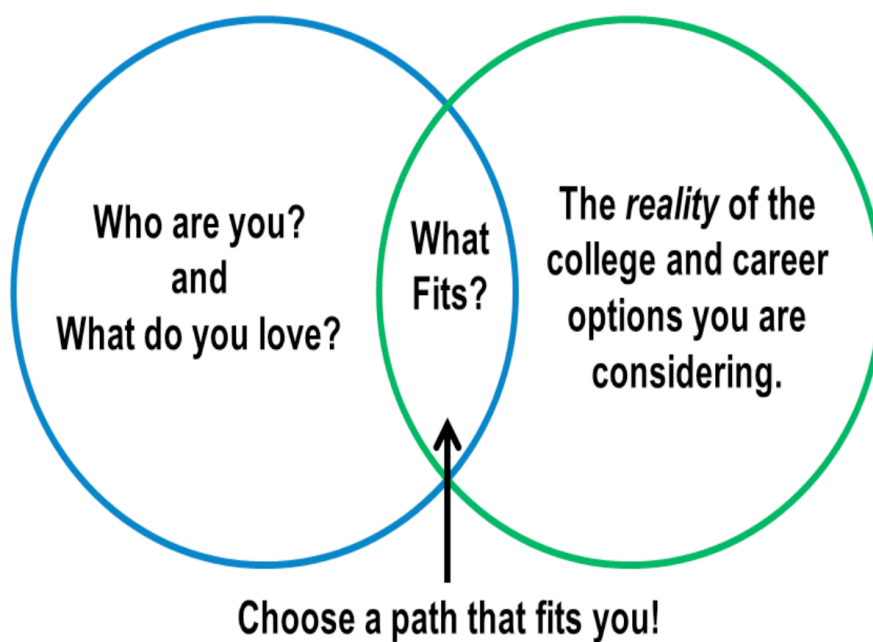
- Intellectually, Steven can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- Steven is not necessarily worried about form and beauty in his environment.
- He is a very practical person who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

NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.

Arts and Sciences

Audio Engineering
Computer Science
Criminology, Forensics
Film and Television Production
Geography
Geology, Earth Sciences
Linguistics
Microbiology
Paleontology
Web Design, Web Administration

Business

Business Communications, Public Relations
Facilities Planning and Management
Finance and Investments
General Business
Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Building Inspector
Chef, Food Preparation
Electrician
Electronics, Appliance Installation and Repair
Massage Therapy
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Industrial Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Materials Engineering
Mechanical Engineering
Nuclear Engineering
Operations Research

Environmental, Agriculture and Food

Agriculture and Farming
Natural Sciences

Evolving Opportunities

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

Health Sciences

Kinesiology
Optometry
Pharmaceutical
Pre-Medicine
Pre-Ophthalmology

Other Career Paths

Computer Support
Customer Account Management and Service
Event Planning
Military Service
Technology Management, Information Systems

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2012	4+	Physicist
19-2011	4+	Astronomer
17-2131	4+	Materials Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
17-3012	4	Electrical & Electronic Drafter
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9051	2-4	Food Service Manager
51-5023	2	Printing Machine Operator
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
49-3023	2	Automotive Service Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk

NEXT STEPS: POSSIBLE CAREER IDEAS

41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
43-5111	HS	Weights and Measure Checker
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
43-3011	HS	Bill and Accounts Collector
39-3011	HS	Gaming Dealer
39-1011	HS	Gaming Supervisor
13-2082	HS	Tax Preparer

STUDY TIPS

- Try new ways of learning.
- Set goals which challenge your abilities.
- Quiz yourself and others about ideas you are learning.
- Study in groups of two or more.
- Set realistic goals.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study or review notes before each class starts.
- Don't let others intrude upon your study time.
- Meditate and think positive thoughts before taking an exam.
- Identify the time of day you feel best and try to fit studying into these hours.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.

Strengths

Takes a methodical approach to implementing changes that will increase return on investment.

Good at selling reliable products and service to people he knows.

Acts as the eyes and ears for a leader.

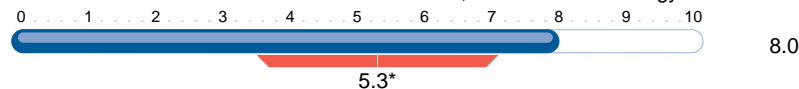
Will maintain consistency for the team that supports the legacy.

Promotes efficiency and results.

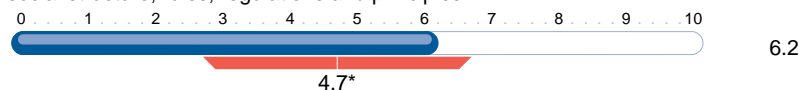
Always looking to say or do the "right" thing.

Motivators

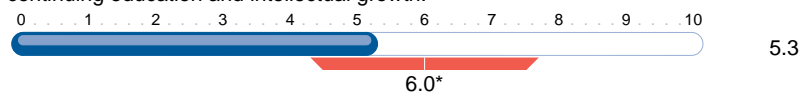
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



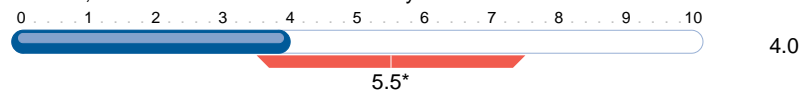
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



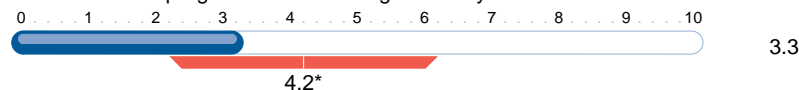
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



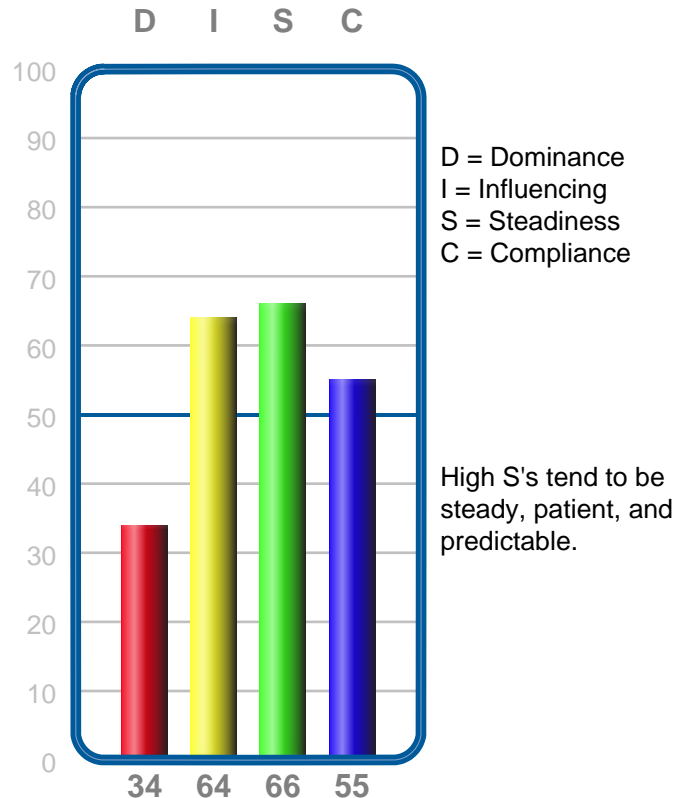
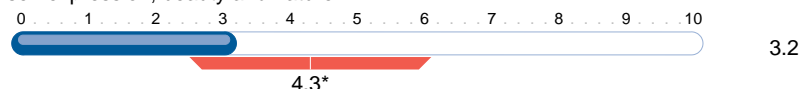
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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

Adaptable.

Works for a leader and a cause.

Patient and empathetic.

Will gather data for decision making.

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

Builds good relationships.