

isaac tripodi
10-13-2016



TABLE OF CONTENTS

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.

isaac can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. When challenged, he becomes more objective. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. isaac is a team player but can also exhibit a desire for independence. He prefers to help and support others rather than compete against them. He looks to people for support and inner-satisfaction as a way to reach his personal goals. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. He is usually steady, easygoing and relaxed.

isaac uses logic to assist him in decision making. This tendency is helpful to others in his group. Once he makes a decision, he can be organized in carrying it out. Logic is important when trying to influence him. He pays more attention to logic than emotional "hype." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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. 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. He tends to make decisions based on past experiences. He prefers the "tried and true."

isaac likes having others initiate the conversation. He can then assess the situation and respond accordingly. He is more motivated by logic than emotion. To him, logic represents tangible research. He can be outgoing at times. Basically introverted, he will "engage" in social conversation when the occasion warrants. He is somewhat reserved with those he doesn't trust or know. After trust has been established, he may be open and candid. isaac remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He tends to be possessive of information; that is, he doesn't voluntarily share information with others outside of his team. This may be a blessing, or a curse, to his superiors. 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 usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Good listener.
- Dedicated to his own ideas.
- Patient and empathetic.
- Service-oriented.
- Big thinker.
- Consistent and steady.
- Builds good relationships.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Not let others know where he stands on an issue.
- Need help in prioritizing new assignments.
- Be too conservative--bides time and avoids much that is new.
- Be defensive when risk is involved--move towards maintaining status quo.
- Underestimate his abilities.
- 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.

- Clarify any parameters in writing.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Provide solutions--not opinions.
- Be precise about the use of his time.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Ask "how?" questions to draw his opinions.
- Stress logic.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide "yes" or "no" answers--not maybe.
- Define clearly (preferably in writing) individual contributions.
- Move casually, informally.

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.

- Ramble.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Rush headlong into business or the agenda.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Be abrupt and rapid.
- Feel you have changed his opinion without supporting facts.
- Muffle or overcontrol.
- Be vague; don't offer opinions and probabilities.

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.

- Highly in tune to the environment and synergy within it.
- Patient with and willing to listen to the feelings of others.
- Accommodating and pleasing others is one of his natural talents.
- Willing to be the support system behind the cause.
- Brings balance to the organization in a positive and friendly way.
- Expresses and strives for a balanced team.
- Sings the praises of peers and the contributions others make.
- Good at promoting causes that improve society.

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.

- Keeps to himself resulting in unexpressed viewpoints.
- Wants to enhance surroundings, but struggles with the need to change.
- May have difficulty correcting others as he wants to help but not offend.
- May always place blame on himself.
- Spends too much time self-reflecting and not enough time following through.
- Has difficulty looking at situations objectively.
- May overestimate the impact he can have on others.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Little conflict between people.
- A fun and creative working environment.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- An environment where understanding and appreciating others is rewarded.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

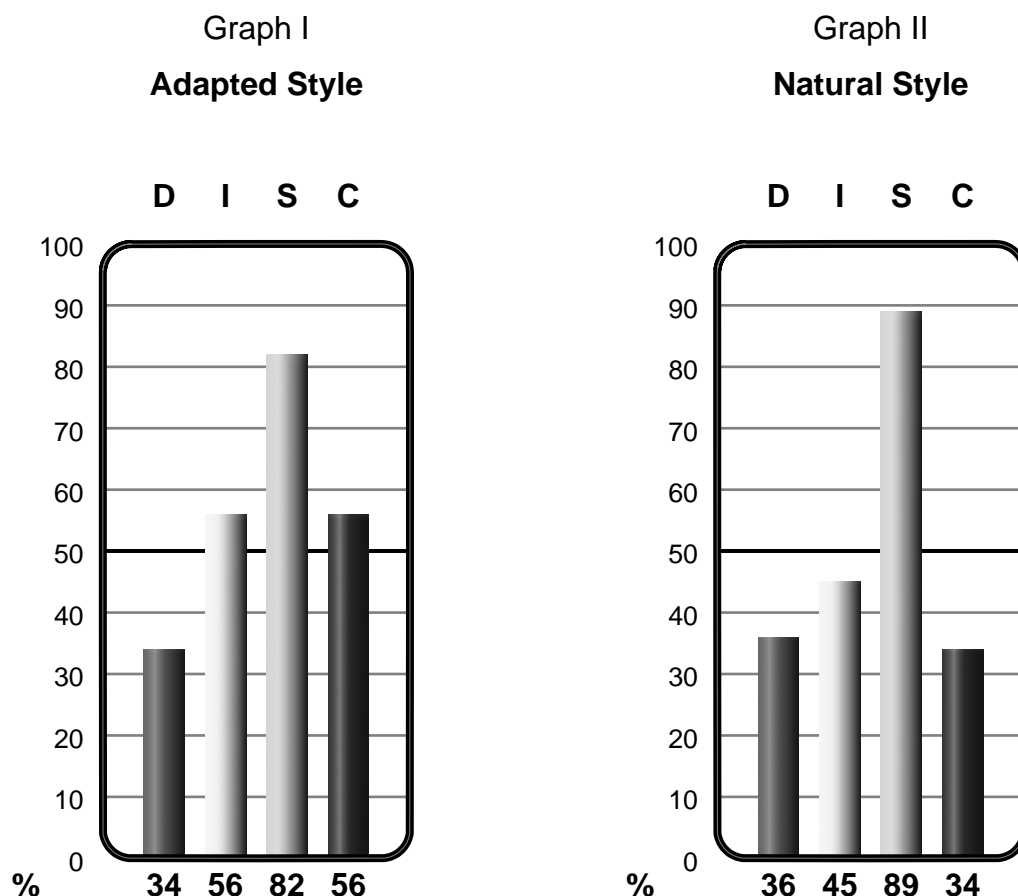
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Specific questions--not general or open-ended.
- Constant appreciation, and a feeling of security on the team.
- The experience of the people and the surroundings to be happy and balanced.
- Clearly defined start and finish points on each project or task.
- Support others in the organization's quest to make a difference.
- Consistency in ways he can contribute to people, the organization and causes.

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.



Norm 2015 R4

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:

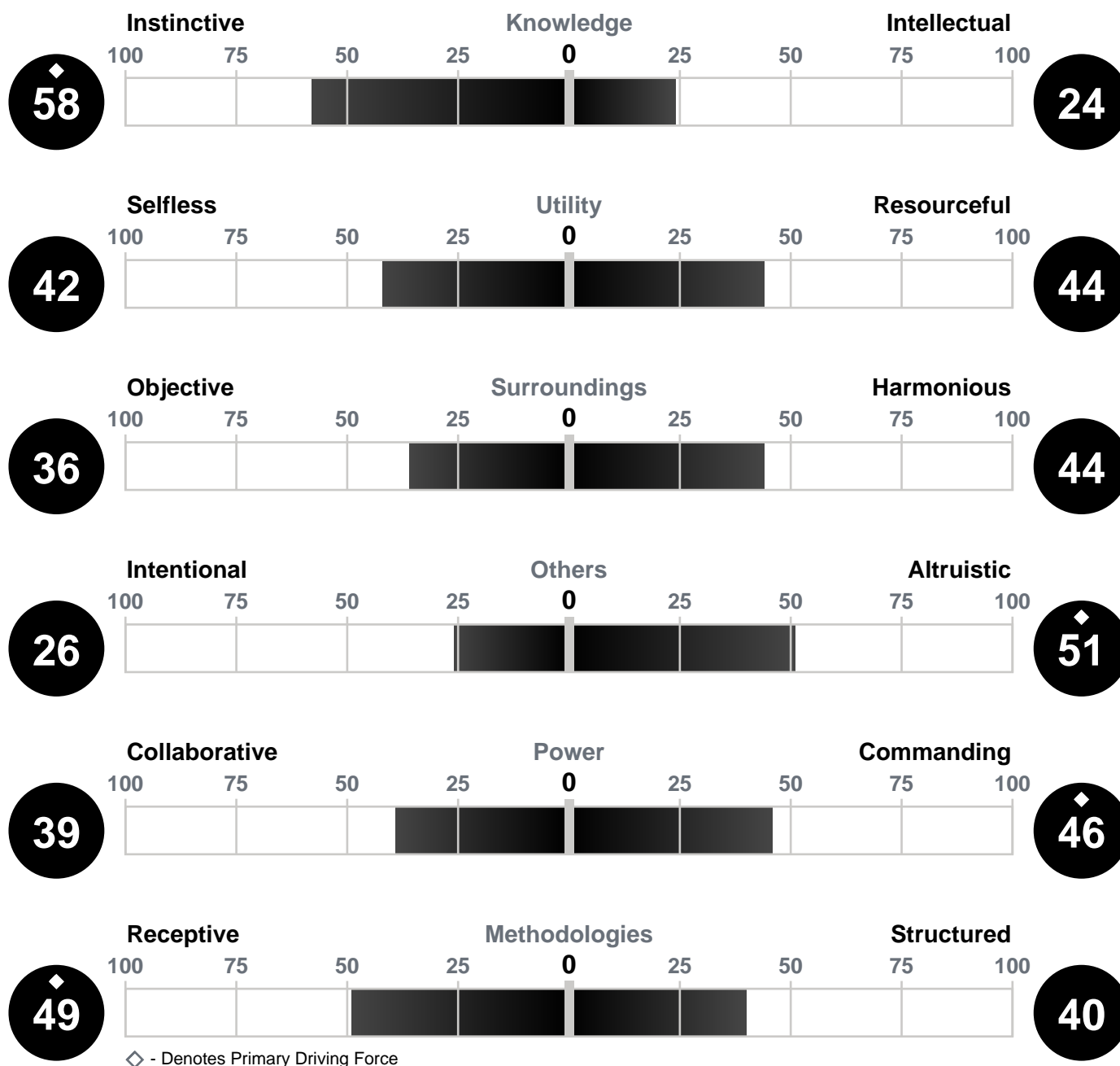
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 isaac. He enjoys the latest designer clothes when he has the funds to purchase them.
- Form and harmony provide him with an experience to remember.
- isaac looks for and appreciates the beauty in things.
- isaac uses his aesthetic talent to impress others.
- isaac will evaluate things based on artistic beauty and usefulness.
- Decorating his surroundings so they are visually pleasing is enjoyable for isaac.

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.

- Saying "no" is difficult when others need his time or talent.
- He is generous with his time, talent and resources for those in need.
- isaac is patient and sensitive to others.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.

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.
- isaac tends to give freely of time and resources, but will want and expect a return on his investment.
- He may use wealth as a yardstick to measure his work effort.
- isaac is good at achieving goals.

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.

- isaac can be assertive in meeting his needs.
- At times isaac can be very competitive.
- 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.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.

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.

- isaac can be turned off by people who talk about things in detail if he has no interest in the subject.
- isaac will use an instinctual approach to problem solving.
- isaac will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- For isaac, personal experiences are a key factor in decision making.
- isaac will only read books that relate to his chosen field or special interests.
- isaac 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.
- When required, isaac will seek knowledge to better understand a particular situation.
- 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.

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.

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

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

Composition, Writing
Information Technology
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Career and Technical

Dental Assistance
Drafting
Electronics, Appliance Installation and Repair
General Mechanic, Technician
Massage Therapy
Rehabilitation Therapy

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Agriculture and Farming
Culinary Science
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Videography
Web Development
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Clinical Research
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Physical Therapy, Sports Medicine
Pre-Dental
Pre-Ophthalmology

Other Career Paths

Apparel Fashion
Child Care, Family Services
Customer Account Management and Service
Fitness and Exercise Science
Personal Care Technician
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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1122	4+	Occupational Therapist
25-4012	4+	Curator
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-1031	4+	Conservation Scientist
19-1023	4+	Zoologist & Wildlife Biologist
17-1011	4+	Architect, Except Landscape & Naval
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

25-9041	HS-2	Teacher Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

- Don't put off studying until the last minute.
- Set realistic goals.
- Develop good study habits and follow them everyday.
- Study and review notes just before class starts.
- Read an article on listening and note taking.
- Put words you have trouble spelling on your mirror so you see them daily.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Use recitation to embed fact and ideas.
- Meditate and think positive thoughts before taking an exam.
- Don't let your ego keep you from studying.
- Study in groups of two or more.
- Quiz yourself and others about ideas you are learning.

Strengths

Highly in tune to the environment and synergy within it.

Patient with and willing to listen to the feelings of others.

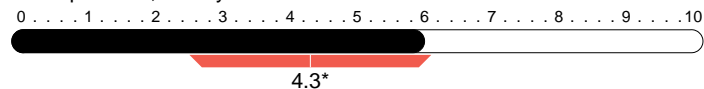
Accommodating and pleasing others is one of his natural talents.

Willing to be the support system behind the cause.

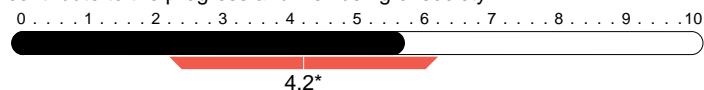
Brings balance to the organization in a positive and friendly way.

Motivators

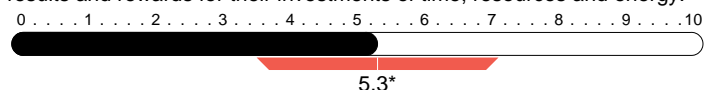
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



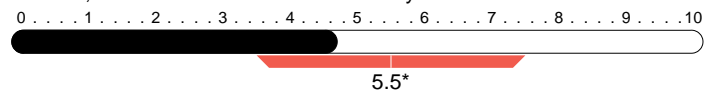
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



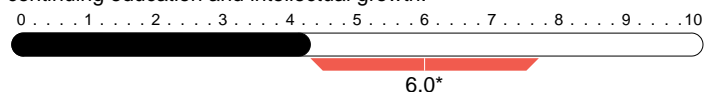
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



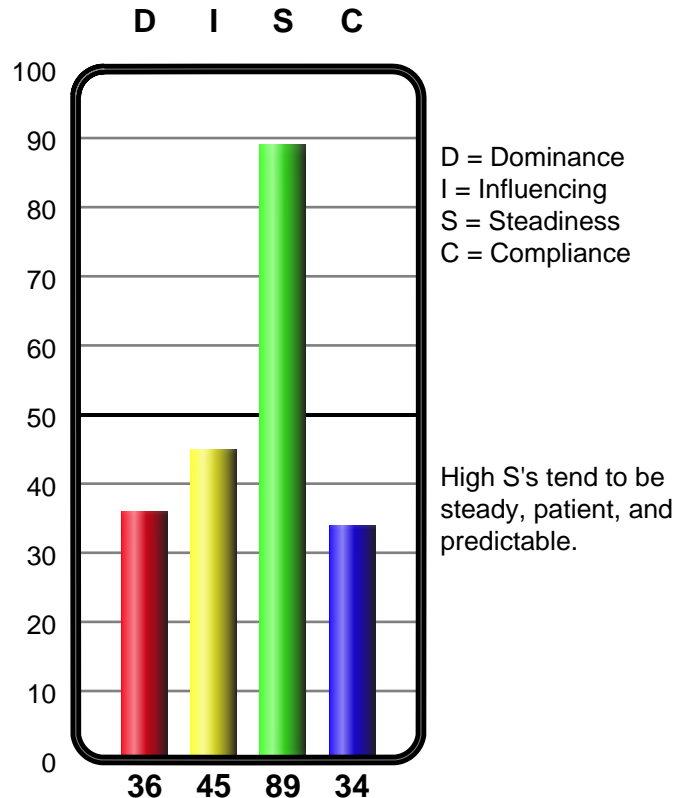
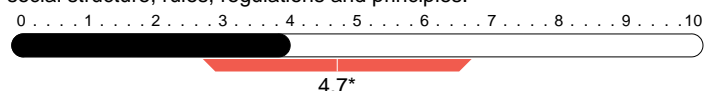
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



Value to a Team

Big thinker.

Bottom line-oriented.

Dedicated to his own ideas.

Patient and empathetic.

Works for a leader and a cause.

Good listener.