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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.

jose is good at creating enthusiasm in others. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He can be seen as a person of good will. jose wants to be seen as his own person, but usually projects it in friendly terms. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He is approachable, affectionate and understanding. He prefers working for a participative manager. He does his best work in this kind of environment. jose places his focus on people. To him, strangers are just friends he hasn't met! He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group.

jose is good at solving problems that deal with people. He likes to participate in decision making. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He 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. jose prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes working for managers who make quick decisions. 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.

jose tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is both a good talker and a good listener. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. jose is good at negotiating conflict between others. jose feels that "if everyone would just talk it out, everything would be okay!" He usually uses many gestures when talking. It is important for jose to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He may use his time imprecisely because he likes to talk to people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- People-oriented.
- Big thinker.
- Negotiates conflicts.
- Accomplishes goals through people.
- Positive sense of humor.
- Optimistic and enthusiastic.

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 inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Make decisions based on surface analysis.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Take information at face value without validation or substantial investigation.
- Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.
- Overestimate his ability to motivate people or change others' behavior.
- Be optimistic regarding possible results of his projects or the potential of his people.

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.

- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide ideas for implementing action.
- Provide a warm and friendly environment.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide "yes" or "no" answers--not maybe.
- Look for his oversights.
- Define the problem in writing.
- Use a balanced, objective and emotional approach.
- Clarify any parameters in writing.
- Provide testimonials from people he sees as important.
- Provide solutions--not opinions.
- Read the body language for approval or disapproval.
- Appeal to the benefits he will receive.

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

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.

- Volunteers his knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.
- Good at promoting causes that improve society.
- Always willing to offer his time and perspective.
- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Wants to methodically solve people-related problems that benefit the greater good.
- Able to be a strong listener, who can become a lifelong friend.

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.

- May present facts and figures with too much emotion.
- May be too trusting of people as resources.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- High trust and a desire to help could lead to being taken advantage of.
- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.
- Sees change for change's sake as negative for himself and others.
- May not always stand up for oneself or others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- An environment in which he may deal with people on a personal, intimate basis.
- A forum to be curious about the discovery of new information.
- Time necessary to gather enough information in order to move forward.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- An environment where understanding and appreciating others is rewarded.

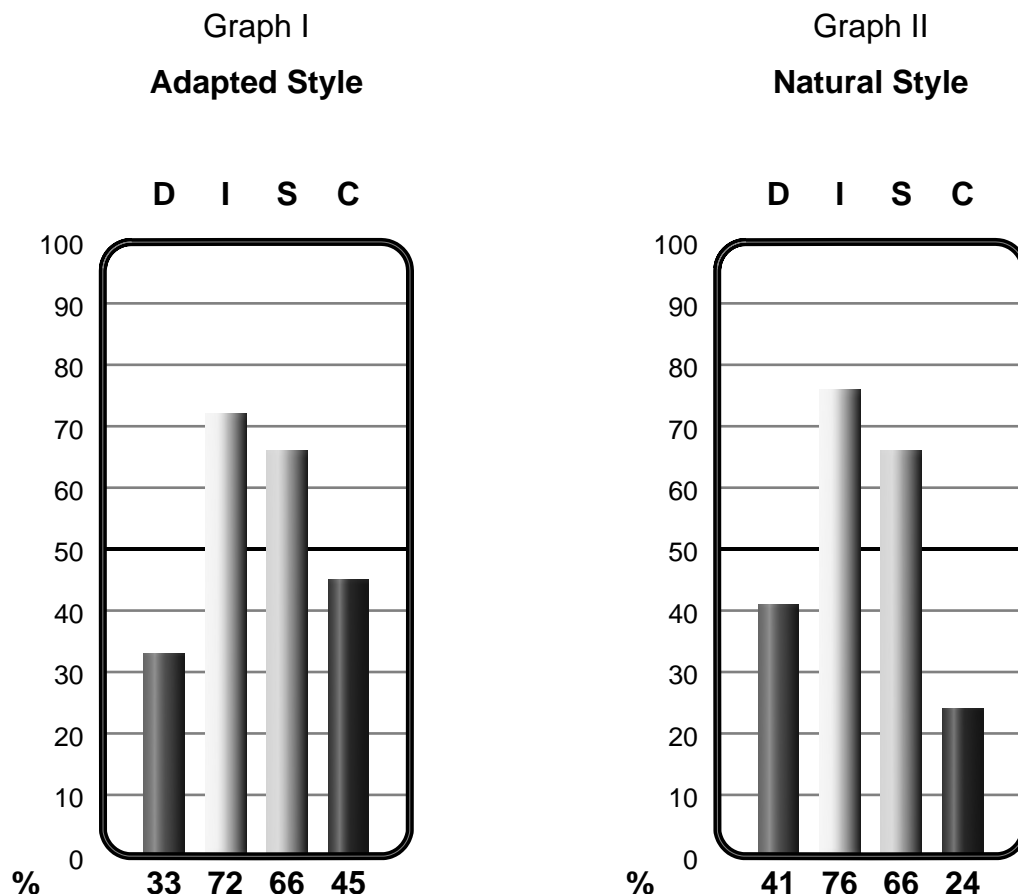
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of his ideas and results.
- Recognition for loyalty and long service.
- To be able to seek out new information that will be valuable to share with others.
- The time to research and layout information in a methodical way.
- Consistency in ways he can contribute to people, the organization and causes.
- Support others in the organization's quest to make a difference.

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:

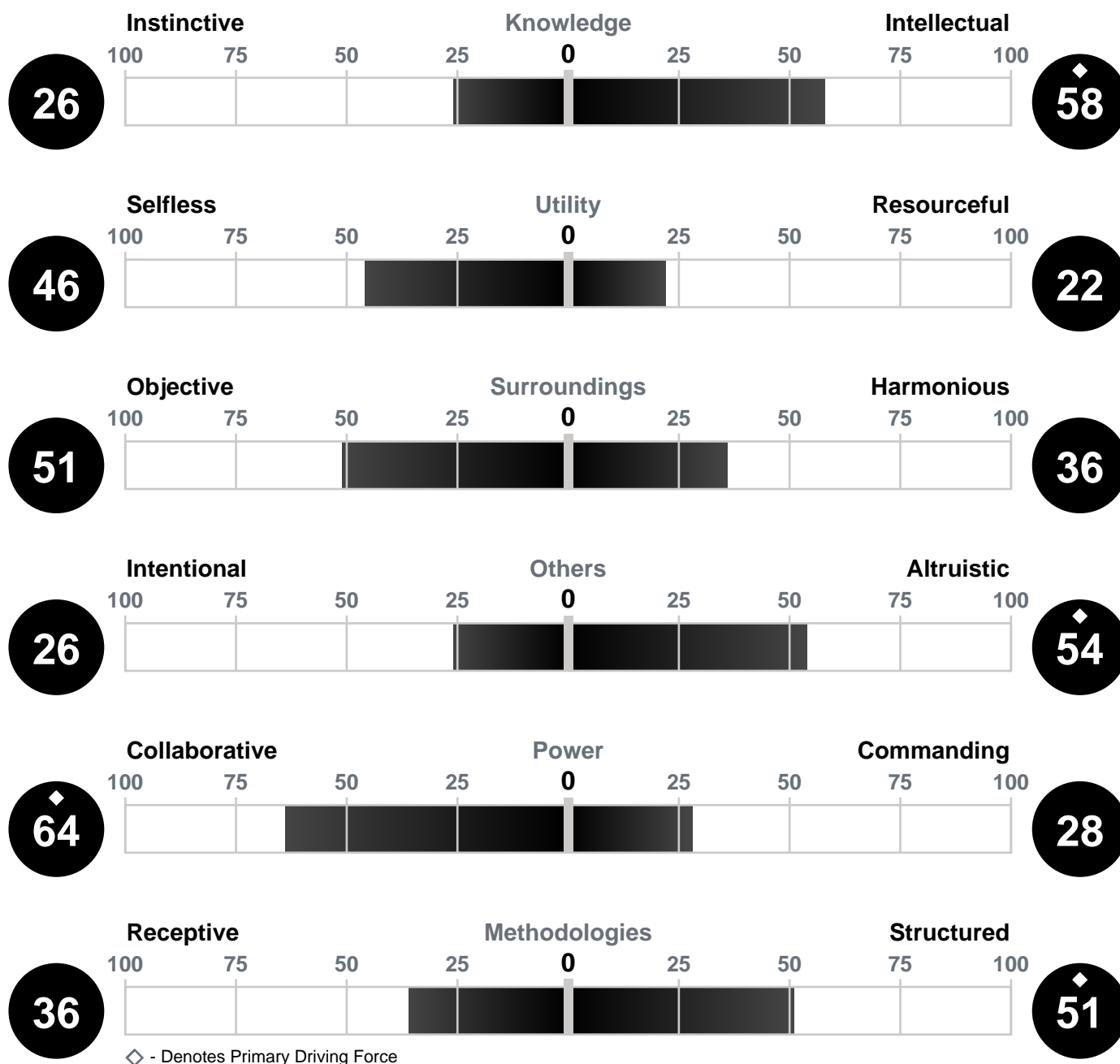
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- jose is very good at integrating past knowledge to solve present problems.
- jose has the potential to become an expert in his chosen field.
- A comfortable job for jose is one that challenges his knowledge.
- He may have difficulty putting down a good book.
- He will usually have the data to support his convictions.
- jose is comfortable around people who share his interest for knowledge and especially those people with similar convictions.

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.
- jose will be generous with time, research and information on social problems.
- He believes charities should be supported.
- Helping the homeless may be one of his concerns.
- He will have a keen interest in improving society.
- jose is patient and sensitive to others.

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.

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

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.

- jose will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- jose can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will use wealth as a yardstick to measure his work effort with certain activities.
- Money itself is not as important as what it will buy.
- jose will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.

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

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.

- jose's passion in life will be found in one or two of the other dimensions discussed in this report.
- Being in total control of a situation is not a primary motivating factor.
- jose will be less concerned about his ego than others may be.
- As long as jose's belief systems are not threatened, he will allow others to set the tone and direction of his work.
- jose feels that struggles should be the burden of the team, not just the individuals.
- He will not attempt to overpower others' points of view or change their thinking.
- Stability is a primary concern. Patience and fortitude will win in the long run.

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
Composition, Writing
Economics
Geology, Earth Sciences
Library Science
Paleontology
Philosophy, Religious Studies
Theology
Web Design, Web Administration

Business

Business Communications, Public Relations
Facilities Planning and Management
Marketing

Engineering

Bio Engineering

Environmental, Agriculture and Food

Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Educational Administrator
Environment, Conservation and Sustainability
Medical Ethics
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Apparel Fashion
Fitness and Exercise Science
Ministry

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
29-1126	4+	Respiratory Therapist
27-1011	4+	Art Director
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
41-9031	4	Sales Engineer
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

- Use recitation to embed fact and ideas.
- Socialize after studying - not before.
- Read an article on listening and note taking.
- Review notes from previous lessons to prepare yourself for the next.
- Don't let your ego keep you from studying.
- Review your notes after class.
- Don't doodle.
- Take meaningful notes.
- Use short sentences when taking notes - leave out unnecessary words.
- Develop good study habits and follow them everyday.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't put off studying until the last minute.

Strengths

Volunteers his knowledge on many subjects.

Willing to share knowledge to benefit the team or organization.

Good at promoting causes that improve society.

Always willing to offer his time and perspective.

Methodical and reliable researcher.

Wants to methodically solve people-related problems that benefit the greater good.

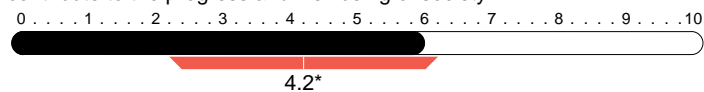
Motivators

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



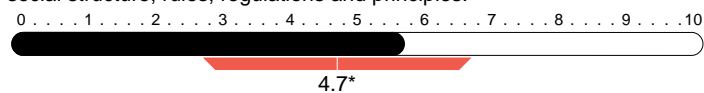
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



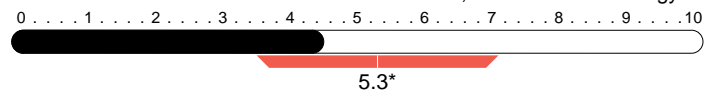
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



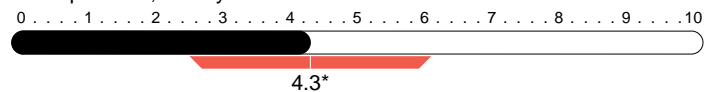
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



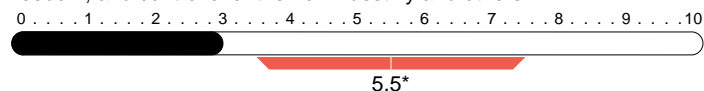
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

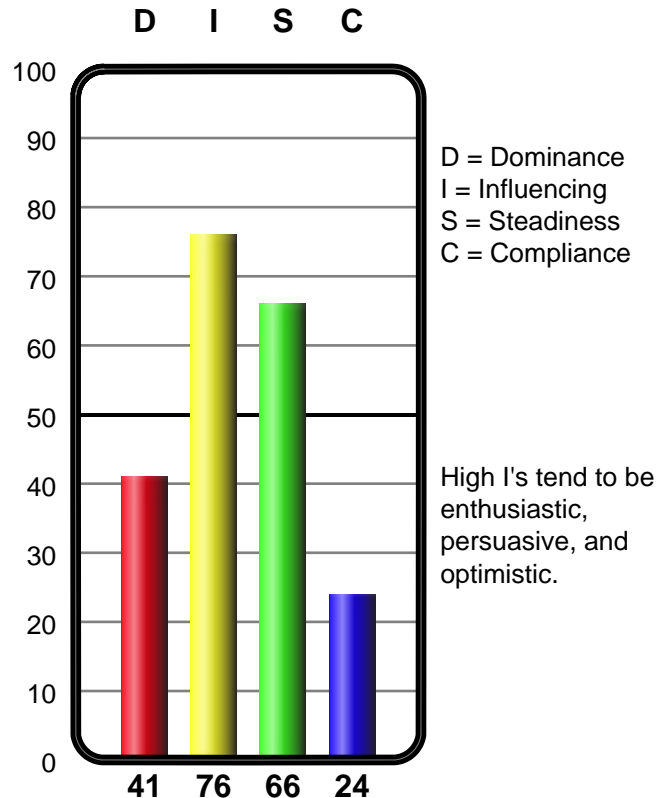


4.3

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



3.0



Value to a Team

Positive sense of humor.

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

Creative problem solving.

Verbalizes his feelings.

Big thinker.

Negotiates conflicts.