

Samuel Acosta
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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.

Samuel wins through hard work and persistence. He likes to stay with one task until it is completed. Once Samuel has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. Samuel can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. He may not project a sense of urgency like some people with different behavioral styles. When people are involved, he may not always be precise about the use of his time. He 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. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. Samuel's flexibility will allow him to fit into almost any environment.

Samuel often thinks over major decisions before acting. 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 prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is persistent and persevering in his approach to achieving goals. Samuel finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts."

Samuel likes a friendly, open style of communication. 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. He will be open with those he trusts; however, reaching the required trust level may take time. Samuel 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Dedicated to his own ideas.
- Patient and empathetic.
- Bottom line-oriented.
- Service-oriented.
- Works for a leader and a cause.
- Big thinker.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- People-oriented.

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.

- Hold a grudge if his personal beliefs are attacked.
- Be defensive when risk is involved--move towards maintaining status quo.
- Need help in prioritizing new assignments.
- Underestimate his abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Not take action against those who challenge or break the rules or guidelines.
- Be too conservative--bides time and avoids much that is new.

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.

- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Use a motivating approach, when appropriate.
- Clarify any parameters in writing.
- Provide solutions--not opinions.
- Ask "how?" questions to draw his opinions.
- Define the problem in writing.
- Define clearly (preferably in writing) individual contributions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Move casually, informally.
- Look for his oversights.

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.

- Be abrupt and rapid.
- Patronize or demean him by using subtlety or incentive.
- Offer assurance and guarantees you can't fulfill.
- Ramble.
- Be domineering or demanding; don't threaten with position power.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Muffle or overcontrol.
- Let him overpower you with verbiage.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

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.

- Wants to methodically solve people-related problems that benefit the greater good.
- Will be persistent about moving toward the greater cause.
- Steady communicator of structure and process and the way it "should" be.
- Great at maintaining a system or process.
- Demonstrates a will and desire to help others in the organization.
- Great at generating excitement in others and getting people on board.
- The "megaphone" to spreading a message.
- Willing to talk to "naysayers" about conforming to the system or structure.

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.

- Sees change for change's sake as negative for himself and others.
- May not always stand up for oneself or others.
- Can come off passive/aggressive especially when beliefs are challenged.
- Difficulty making ambiguous choices when confronted with changing the system.
- Does not always listen to those he is helping.
- Has trouble making difficult decisions that affect others.
- Has difficulty hearing what others are saying if it contradicts his beliefs.
- May use inappropriate forums to express beliefs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- A stable and predictable environment.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to achieve results through the interaction with and helping of others.
- Ability to blend his creative and traditional problem solving skills within established parameters.
- A leader that understand the need to talk through the system in order to have buy-in.

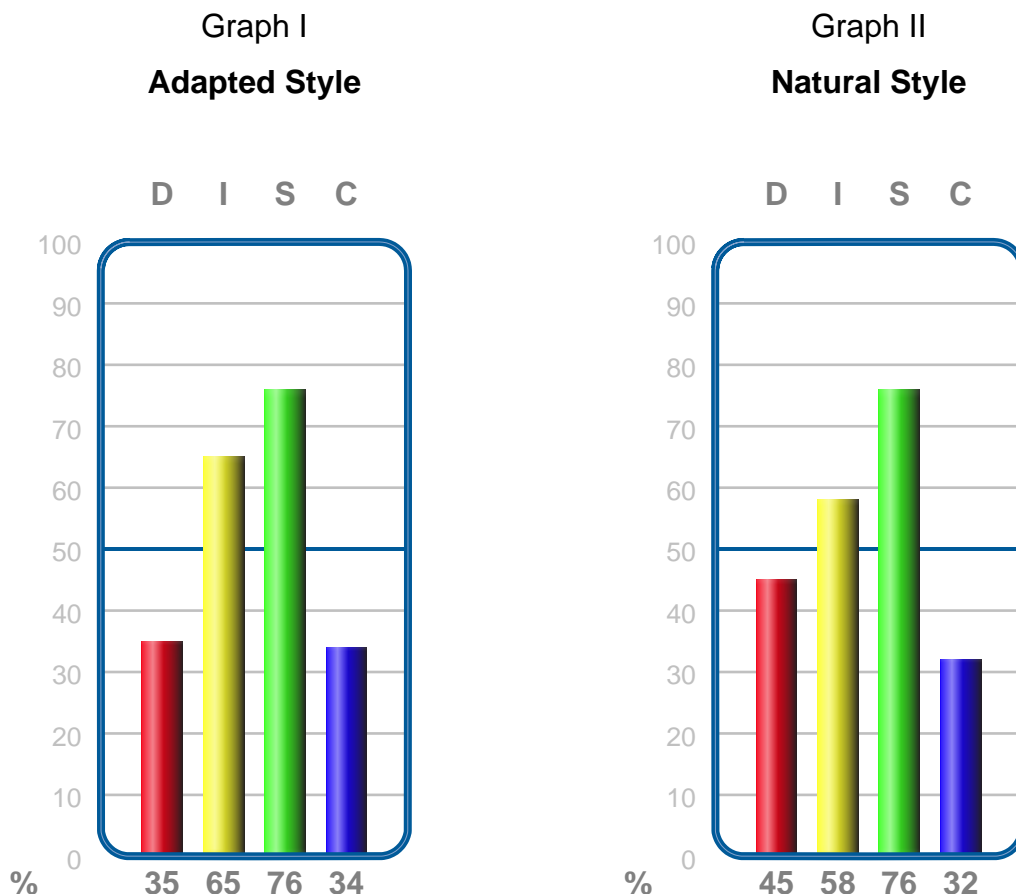
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- A friendly work environment.
- The flexibility to be creative in the way he and the organization help others and causes.
- An opportunity to express how he can improve society.
- To be recognized as a promoter for the organization and the belief system within the organization.
- A manager that values his optimism about the ability to live and stand for a system of living and doing business.

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:

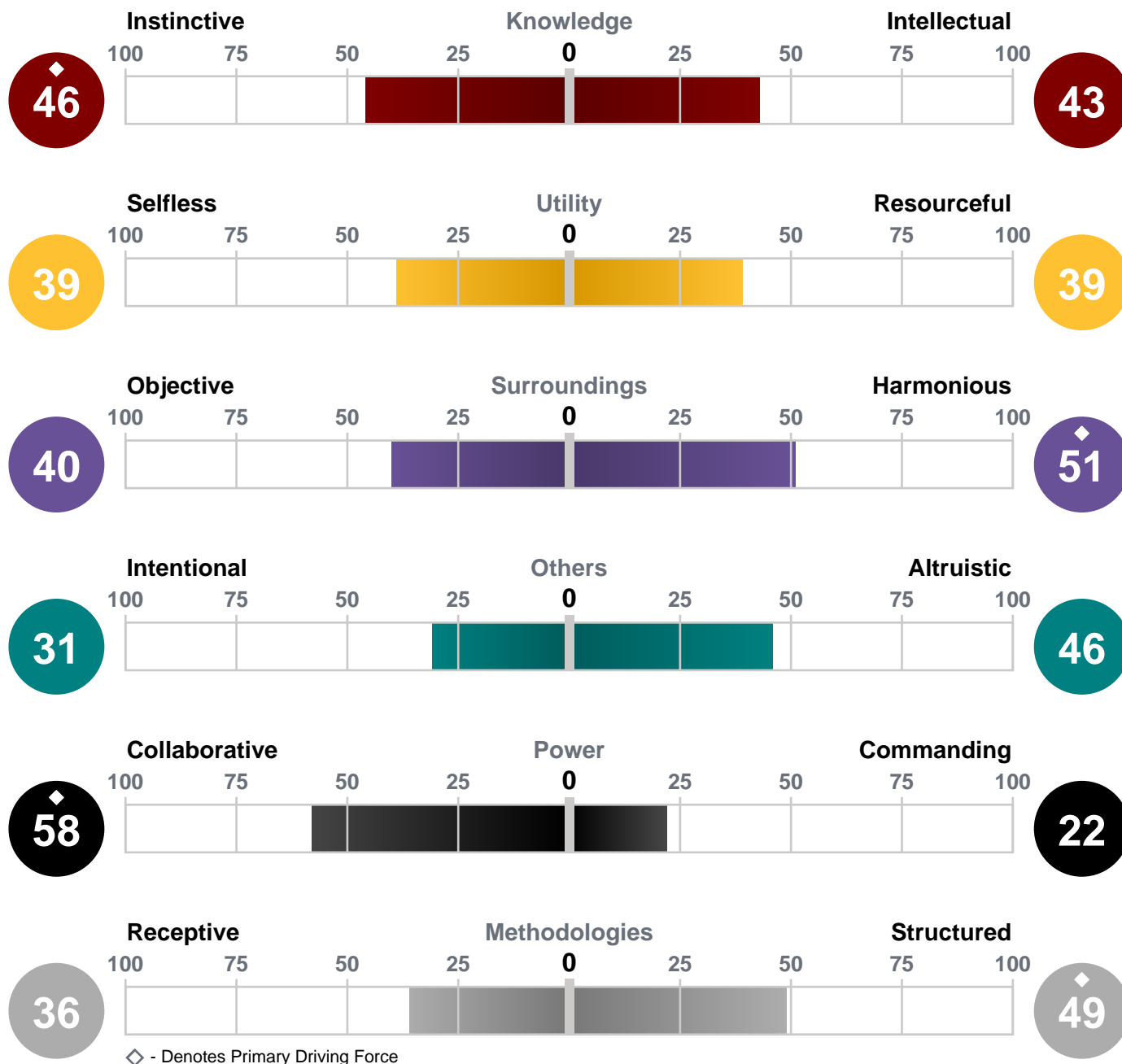
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

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

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.

- Samuel will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- Samuel 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.
- Samuel 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.

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.

- Samuel can be turned off by people who talk about things in detail if he has no interest in the subject.
- 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.
- For Samuel, personal experiences are a key factor in decision making.
- When required, Samuel will seek knowledge to better understand a particular situation.
- Samuel will only read books that relate to his chosen field or special interests.
- Samuel will use an instinctual approach to problem solving.
- Samuel will not seek knowledge based on curiosity or just for the sake of knowledge.
- Samuel will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.

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.

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

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

Entertainment and Arts Management
Library Science
Web Design, Web Administration

Business

Business Communications, Public Relations
Construction Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Dental Assistance
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Videography

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

Apparel Fashion

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
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
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1023 HS Floral Designer

STUDY TIPS

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

Strengths

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

Will be persistent about moving toward the greater cause.

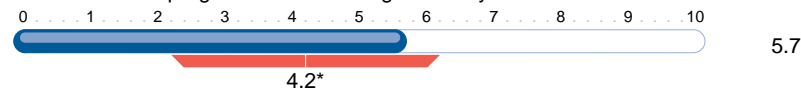
Steady communicator of structure and process and the way it "should" be.

Great at maintaining a system or process.

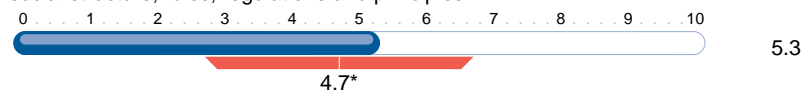
Demonstrates a will and desire to help others in the organization.

Motivators

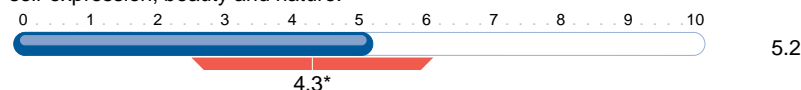
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



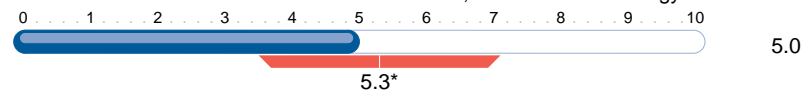
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



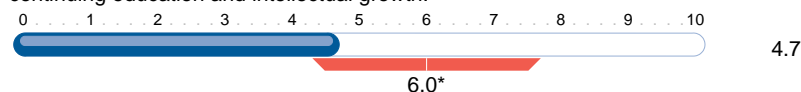
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



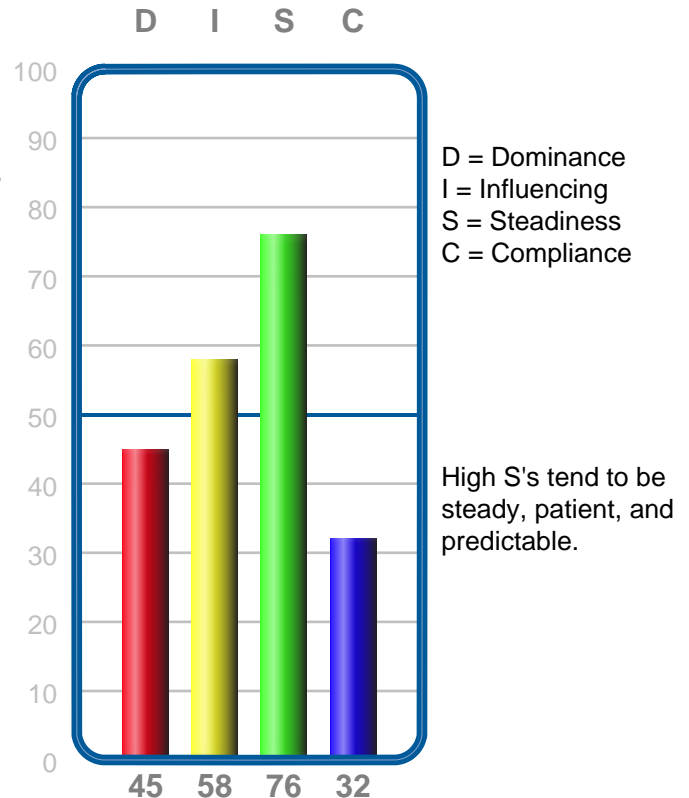
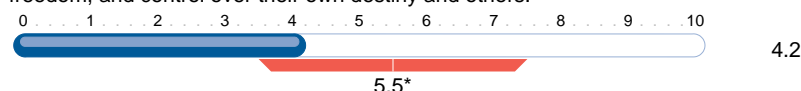
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Self-reliant.

Bottom line-oriented.

Big thinker.

Dependable team player.

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

Works for a leader and a cause.