

JOSE REYES
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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 wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Once JOSE 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. When the time is right, JOSE can stand up aggressively for what he believes. Relationships with others are warm, personal and lasting. JOSE tends to build a close relationship with a relatively small group of associates. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He is a team player but can also exhibit a desire for independence. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals. When people are involved, he may not always be precise about the use of his time. He can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone.

JOSE 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 prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." JOSE is persistent and persevering in his approach to achieving goals. 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 often thinks over major decisions before acting.

JOSE 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. He likes a friendly, open style of communication. He 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. JOSE 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Adaptable.
- Service-oriented.
- Works for a leader and a cause.
- Flexible.
- Patient and empathetic.
- Turns confrontation into positives.
- Builds good relationships.
- Respect for authority and organizational structure.

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.

- Not let others know where he stands on an issue.
- Need help in prioritizing new assignments.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be dependent on others for decisions, even if he knows he is right.
- Not take action against those who challenge or break the rules or guidelines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Take criticism of his work as a personal affront.
- Be defensive when risk is involved--move towards maintaining status quo.
- Avoid accountability by overstating the complexity of the situation.

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.

- Take your time and be persistent.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Be prepared.
- Define clearly (preferably in writing) individual contributions.
- Take time to be sure that he is in agreement and understands what you said.
- Be sincere and use a tone of voice that shows sincerity.
- Move casually, informally.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Support your communications with correct facts and data.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

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.

- Give your presentation in random order.
- Be abrupt and rapid.
- Be haphazard.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Talk to him when you're extremely angry.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Make promises you cannot deliver.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Push too hard, or be unrealistic with deadlines.
- Offer assurance and guarantees you can't fulfill.

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.

- Able to be a strong listener, who can become a lifelong friend.
- Willing to be the support system behind the cause.
- Will keep sensitive information under lock and key.
- Great at retrieving information for decision makers he trusts.
- Sings the praises of peers and the contributions others make.
- Great at generating excitement in others and getting people on board.
- Thinks outside of the box when gathering information.
- Willing to share knowledge to benefit the team or organization.

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 not always stand up for oneself or others.
- May always place blame on himself.
- May not pursue knowledge if it jeopardizes his security.
- Struggles in adapting to new situations without preparation.
- May overestimate the impact he can have on others.
- Has trouble making difficult decisions that affect others.
- May overlook vital details in his pursuit of information.
- May be too trusting of people as resources.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- An environment in which he may deal with people on a personal, intimate basis.
- Information and time to make decisions.
- Time necessary to gather enough information in order to move forward.
- An environment where interacting with others in an effort to help each person is rewarded.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

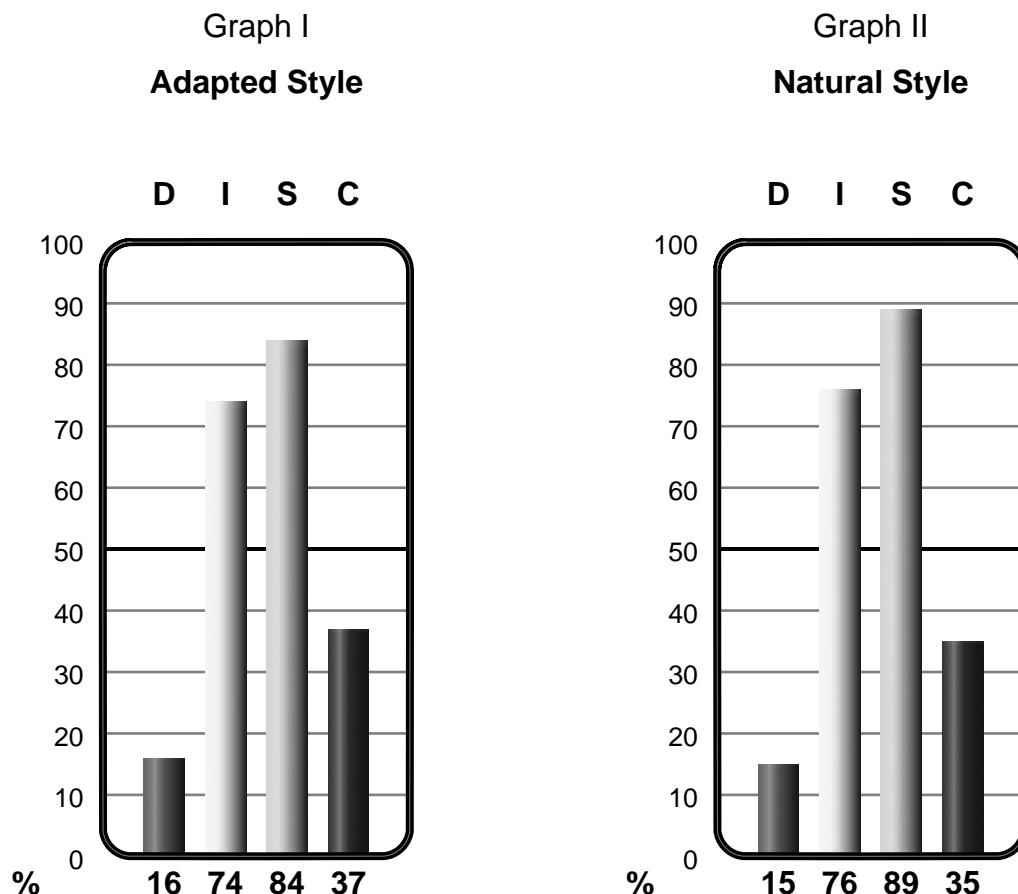
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Work assignments that provide opportunity for recognition.
- To support others through the gathering and delivery of information.
- The time to research and layout information in a methodical way.
- To be a part of the team that contributes to causes and helping others.
- 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.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

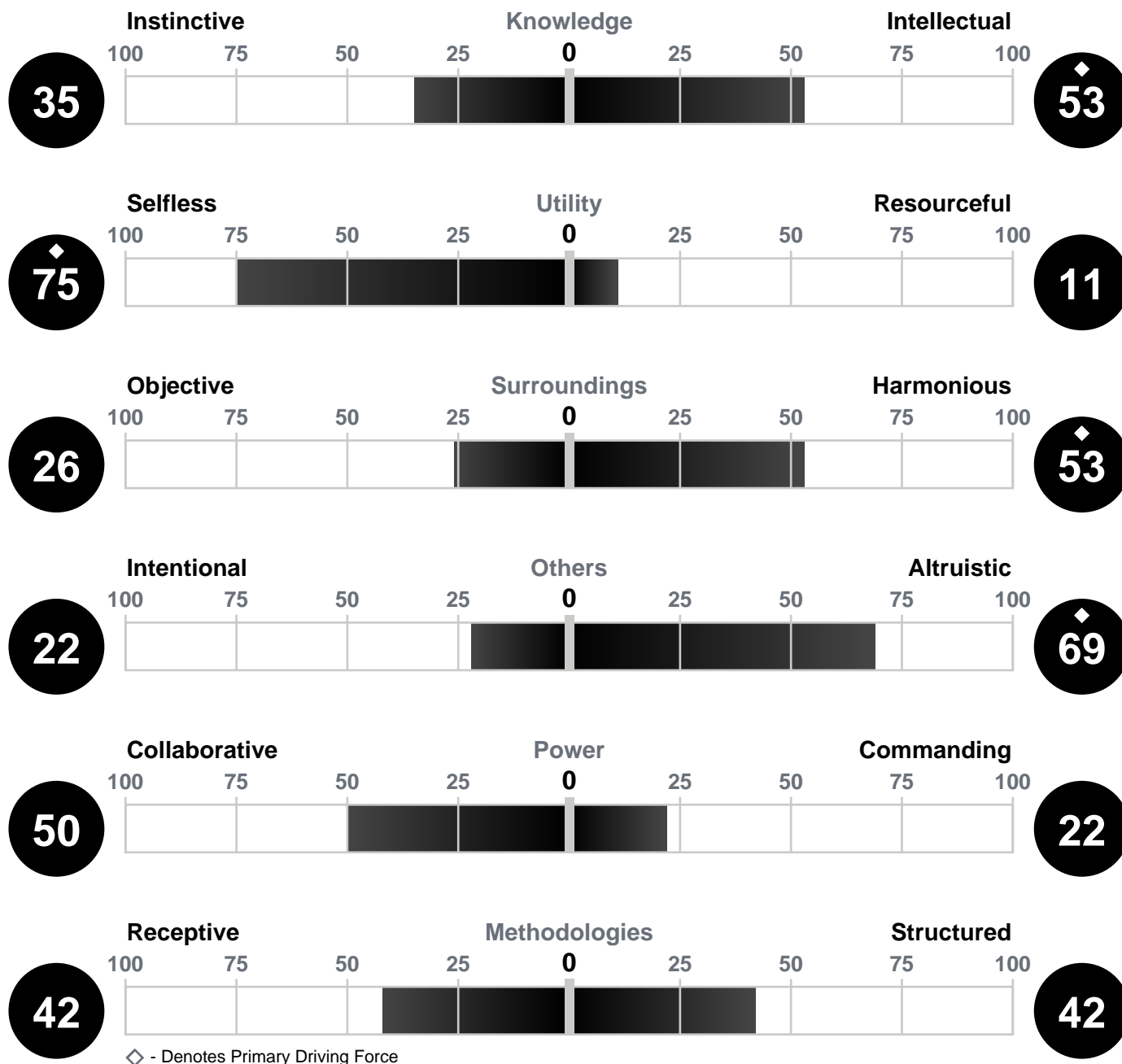
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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

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.
- JOSE may desire fine things for his spouse or family members.
- At times JOSE will look for the beauty in all things.

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 lets his conscience be his guide.
- 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 needs to be able to pick and choose the traditions and set of beliefs to which he will adhere.

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 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.
- 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.
- 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.

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.

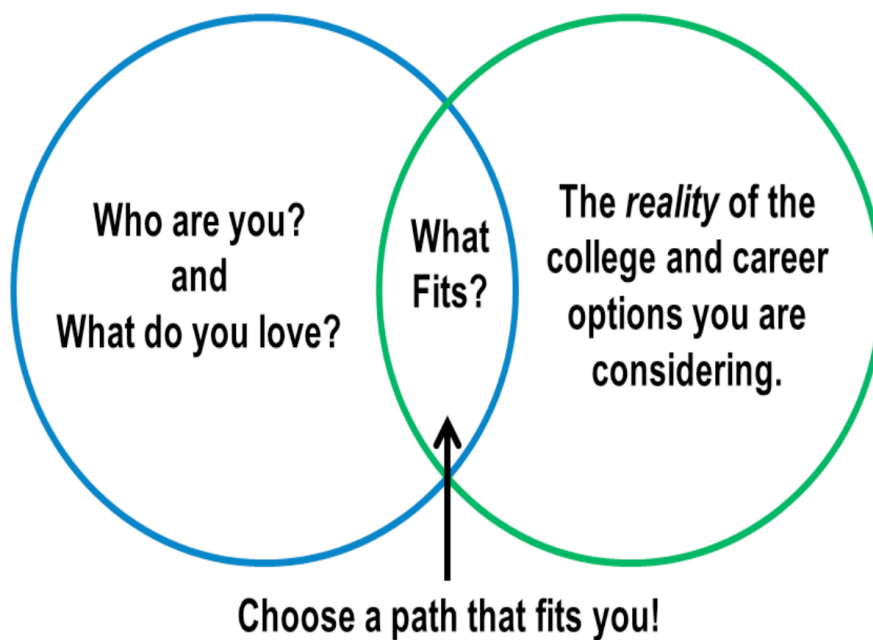
- Overemphasizing the value of money will bore JOSE and turn him off.
- JOSE will seek a comfort level in his standard of living and try to maintain that level.
- JOSE will not use money as a scorecard to impress others.
- JOSE will not be swayed or motivated by what he feels are excessive material goals.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

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

Anthropology
Archaeology
Art History
Botany
Education Counselor
Geography
Geology, Earth Sciences
History
Journalism
Library Science
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Teaching, Education
Theology

Career and Technical

Rehabilitation Therapy
Speech and Language Pathology

Engineering

Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Environment, Conservation and Sustainability
Medical Ethics
Nutrition and Diet Science
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

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
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
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
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
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
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
27-1023	HS	Floral Designer

STUDY TIPS

- Study in groups of two or more.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- 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.
- Quiz yourself and others about ideas you are learning.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Try new ways of learning.
- Don't let others intrude upon your study time.
- Set realistic goals.
- Study and review notes just before class starts.

Strengths

Able to be a strong listener, who can become a lifelong friend.

Willing to be the support system behind the cause.

Will keep sensitive information under lock and key.

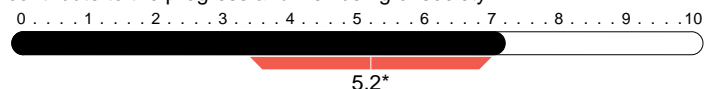
Great at retrieving information for decision makers he trusts.

Sings the praises of peers and the contributions others make.

Thinks outside of the box when gathering information.

Motivators

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



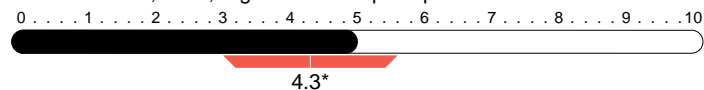
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



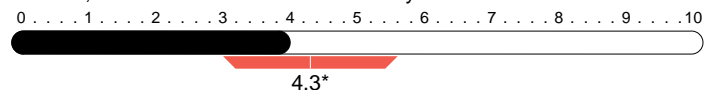
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



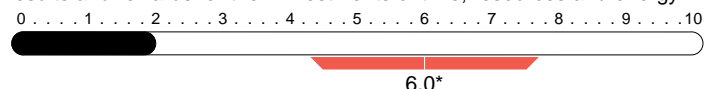
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5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

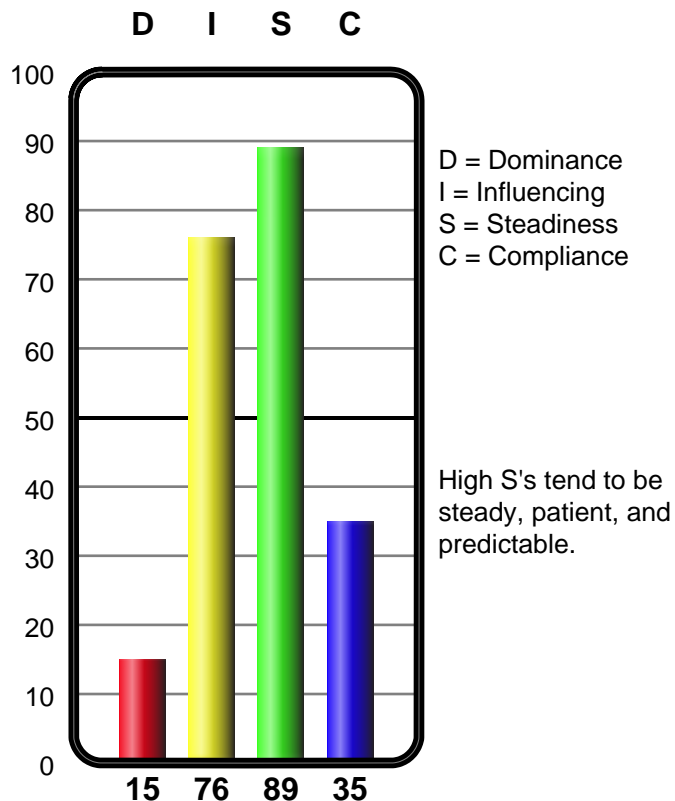


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.0



Value to a Team

Builds good relationships.

Flexible.

Respect for authority and organizational structure.

Works for a leader and a cause.

People-oriented.

Patient and empathetic.