

WILL PORTILLO
10-11-2016



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.

WILL is a team player but can also exhibit a desire for independence. When people are involved, he may not always be precise about the use of his time. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. WILL tends to build a close relationship with a relatively small group of associates. He is usually steady, easygoing and relaxed. He is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. He 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. WILL is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He likes to win through persistence. He uses his strong, steady tendencies to accomplish his goals.

WILL 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 prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He often thinks over major decisions before acting. WILL 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."

WILL will be open with those he trusts; however, reaching the required trust level may take time. 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 likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. WILL 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

- Adaptable.
- Builds good relationships.
- Flexible.
- People-oriented.
- Turns confrontation into positives.
- Service-oriented.
- Patient and empathetic.

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.

- Need help in prioritizing new assignments.
- Avoid accountability by overstating the complexity of the situation.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Underestimate his abilities.
- Be dependent on others for decisions, even if he knows he is right.
- Take criticism of his work as a personal affront.
- Not let others know where he stands on an issue.

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.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Move casually, informally.
- Take your time and be persistent.
- Give him time to ask questions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Take time to be sure that he is in agreement and understands what you said.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Start, however briefly, with a personal comment. Break the ice.
- Be prepared.
- Use scheduled timetable when implementing new action.

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 domineering or demanding; don't threaten with position power.
- Patronize or demean him by using subtlety or incentive.
- Push too hard, or be unrealistic with deadlines.
- Be haphazard.
- Offer assurance and guarantees you can't fulfill.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Talk to him when you're extremely angry.
- Make promises you cannot deliver.
- Give your presentation in random order.
- Be abrupt and rapid.
- 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.

- Accommodating and pleasing others is one of his natural talents.
- Will be persistent about moving toward the greater cause.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when his position or status is questioned.
- Good at promoting causes that improve society.
- Demonstrates a will and desire to help others in the organization.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.

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 have difficulty correcting others as he wants to help but not offend.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- May let other's criticism of his work continually frustrate him.
- Can come across as stubborn and unwilling to change.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- Does not always listen to those he is helping.
- May only interact with those he feels complement his goals.
- He may overestimate his authority.

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.
- A stable and predictable environment.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- An environment where interacting with others in an effort to help each person is rewarded.
- An environment where he can "lead the parade".
- An environment to express ideas to influence people.

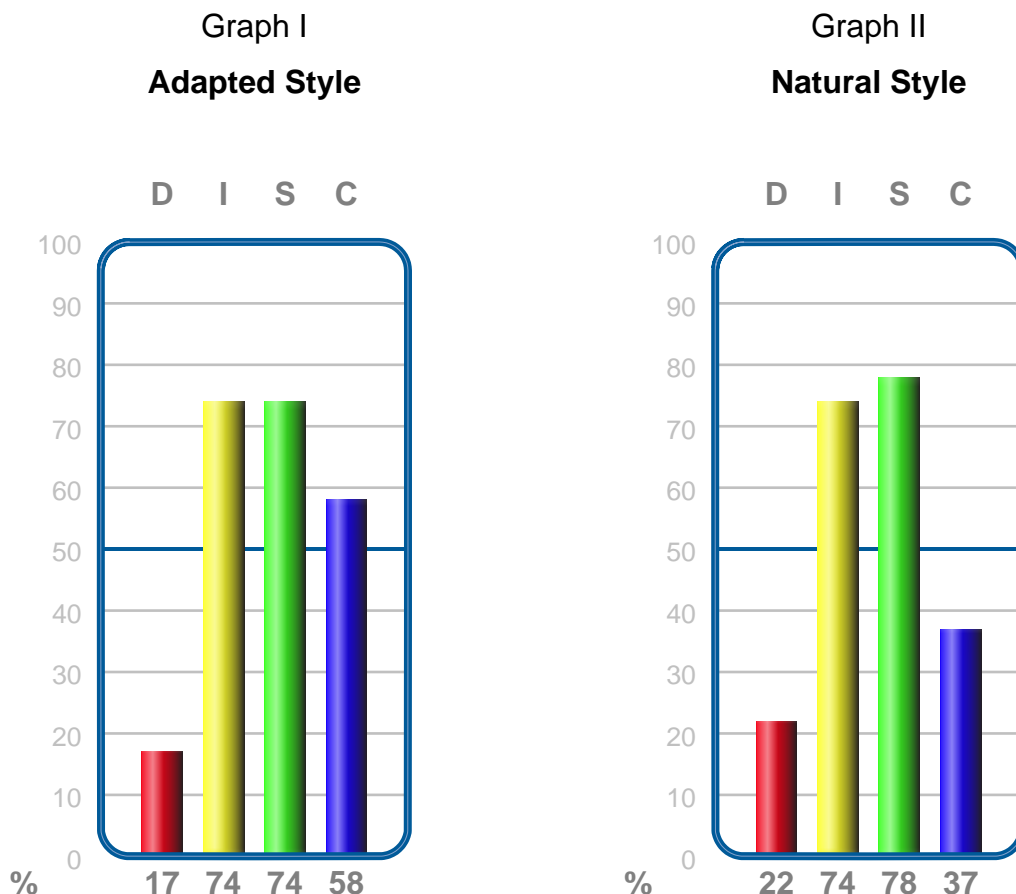
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support his dreams.
- Identification with fellow workers.
- To be seen as an internal resource for people to express problems and challenges.
- To be a part of the team that contributes to causes and helping others.
- A podium to express ideas, vision and experiences.
- Public recognition of power and prestige.

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:

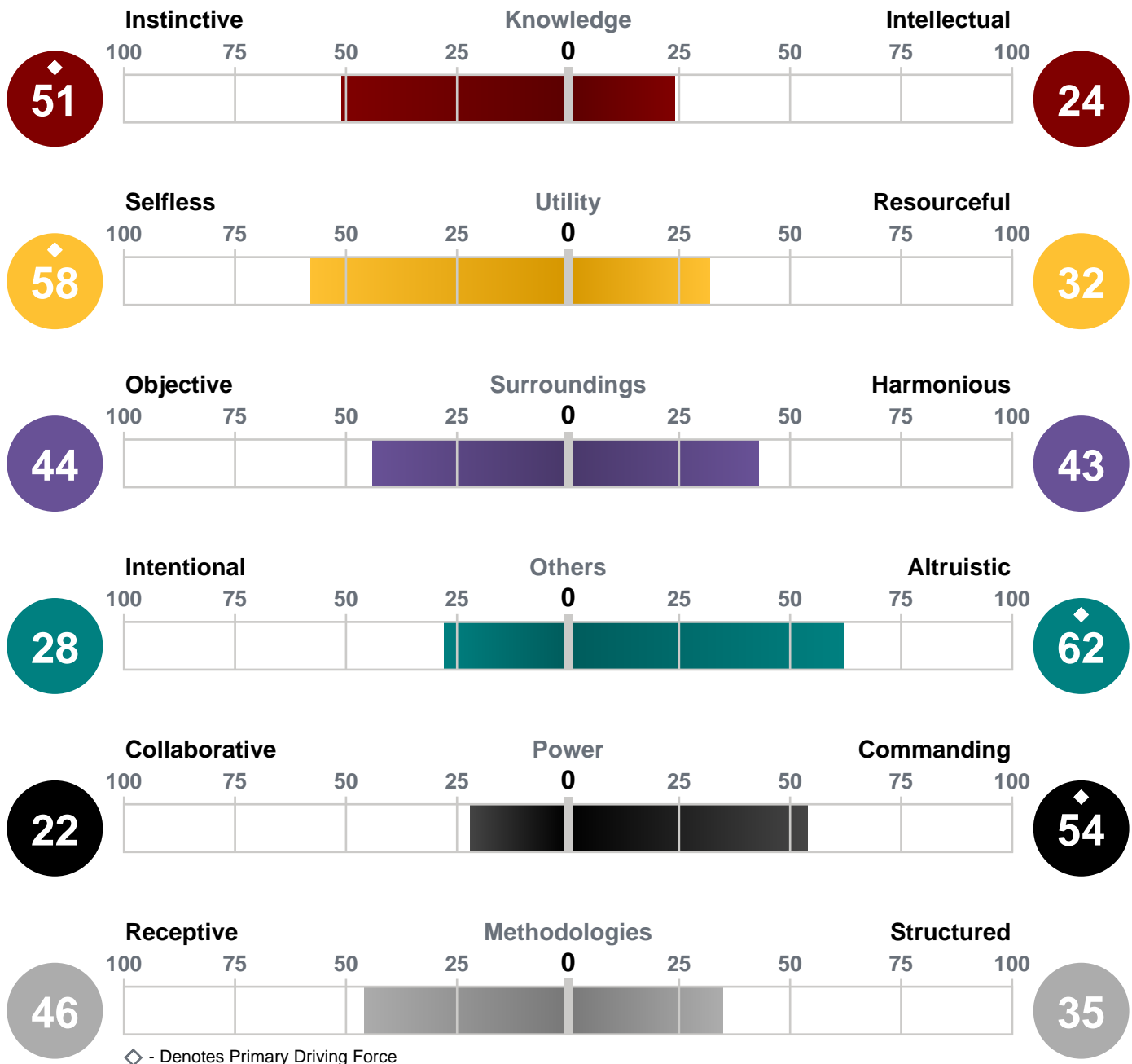
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 is generous with his time, talent and resources for those in need.
- He will have a keen interest in improving society.
- WILL is patient and sensitive to others.
- He believes charities should be supported.
- Saying "no" is difficult when others need his time or talent.

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.

- WILL has the desire to assert himself and to be recognized for his accomplishments.
- He wants to control his own destiny and display his independence.
- People who are determined and competitive are liked by WILL.
- Maintaining individuality is strived for in relationships.
- If necessary, WILL will be assertive in meeting his own needs.
- WILL believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- WILL likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- WILL takes responsibility for his actions.

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.

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

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

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.

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

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.

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

Botany
Composition, Writing
Criminology, Forensics
Ethnic, Cultural and Gender Studies
Geology, Earth Sciences
Humanities
Journalism
Library Science
Paleontology
Philosophy, Religious Studies
Sociology
Teaching, Education
Theology
Urban Studies

Business

Marketing

Career and Technical

Dental Assistance
Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Environment, Conservation and Sustainability
Medical Ethics
Multimedia, Digital Communications
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Child Care, Family Services
Fitness and Exercise Science
Personal Care Technician

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
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
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
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
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
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Accommodating and pleasing others is one of his natural talents.

Will be persistent about moving toward the greater cause.

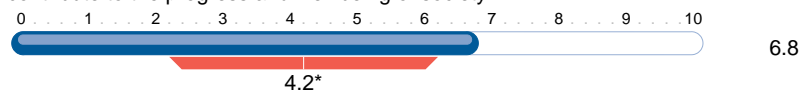
A "winner" who is consistent but does not brag about accomplishments.

Will take a firm stance when his position or status is questioned.

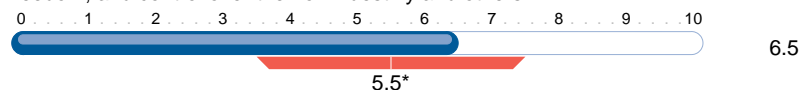
Good at promoting causes that improve society.

Motivators

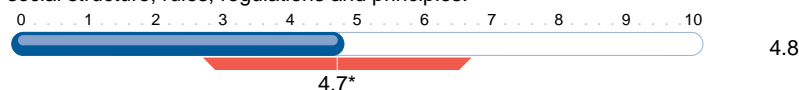
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



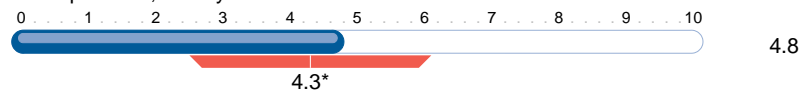
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



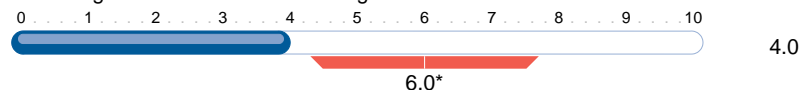
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



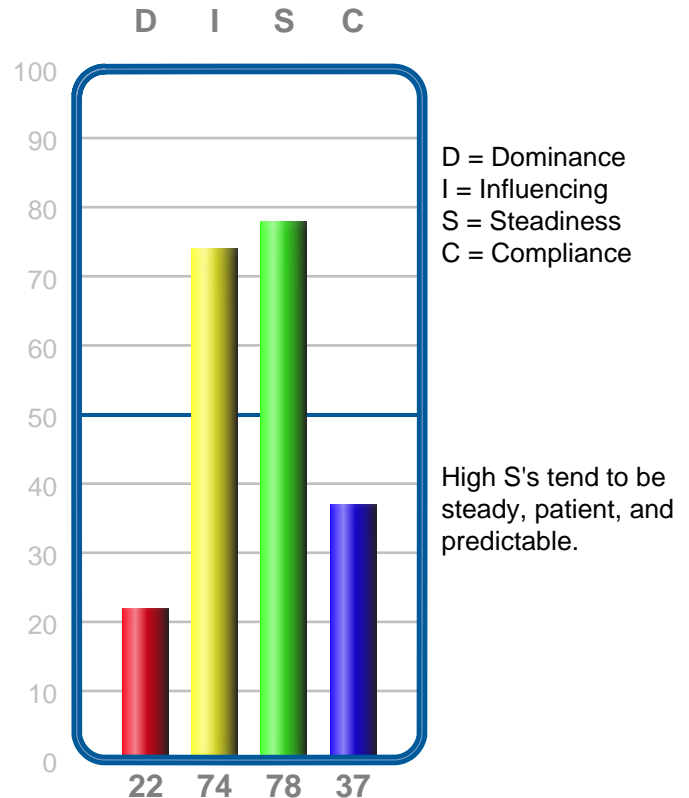
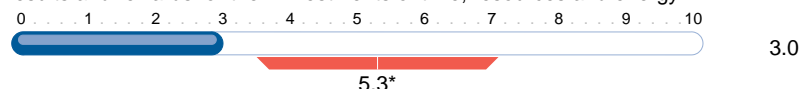
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Dependable team player.

Turns confrontation into positives.

Builds good relationships.

Service-oriented.

Works for a leader and a cause.

Respect for authority and organizational structure.