

Adam Melendez
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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.

Adam is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He has high ego strengths and may be viewed by some as egotistical. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. Adam is deadline conscious and becomes irritated if deadlines are delayed or missed. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. Many people see him as a self-starter dedicated to achieving results. He prefers an environment with variety and change. He is at his best when many projects are underway at once. Adam embraces visions not always seen by others. Adam's creative mind allows him to see the "big picture." He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths.

Adam should realize that at times he needs to think a project through, beginning to end, before starting the project. He can be direct in his approach to discovering the facts and data. He maintains his focus on results. He likes to make decisions quickly. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He finds it easy to share his opinions on solving work-related problems. He prefers authority equal to his responsibility. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.

Adam tends to be intolerant of people who seem ambiguous or think too slowly. When communicating with others, Adam must carefully avoid being excessively critical or pushy. He tries to get on with the subject, while others may be trying to work through the details. He is not influenced by people who are overly enthusiastic. They rarely get his attention. He may lack the patience to listen and communicate with slower acting people. Adam could improve his communication with others by being more flexible and showing a sincere interest in what they are saying. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He challenges people who volunteer their opinions. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-starter.
- Objective and realistic.
- Thinks big.
- Innovative.
- Tough-minded.
- Competitive.
- Tenacious.

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.

- Have no concept of the problems that slower-moving people may have with his style.
- Fail to complete what he starts because of adding more and more projects.
- Keep too many balls in the air, and if his support is weak he will have a tendency to drop some of those balls.
- Take on too much, too soon, too fast.
- Be argumentative--creates the devil's advocate position to its highest form--or wears down opposition.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Resist participation as part of the team, unless seen as a leader.
- Set standards for himself and others so high that impossibility of the situation is common place.

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.

- Keep at least three feet away from him.
- Read the body language--look for impatience or disapproval.
- Provide questions, alternatives and choices for making his own decisions.
- Take issue with facts, not the person, if you disagree.
- Motivate and persuade by referring to objectives and results.
- Support and maintain an environment where he can be efficient.
- Respect his quiet demeanor.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Give pros and cons on ideas.
- Listen to him.
- Be prepared with the facts and figures.
- Use expert testimonials.
- Be clear, specific, brief and to the point.

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.

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Pretend to be an expert, if you are not.
- Be superficial.
- Ask rhetorical questions, or useless ones.
- Make statements you cannot prove.
- Ramble on, or waste his time.
- Leave things open to interpretation.
- Use inappropriate buzz words.
- Let disagreement reflect on him personally.
- Come with a ready-made decision, or make it for him.
- Direct or order.

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.

- Tough but fair when others are involved.
- Looks for a better approach to help others.
- Seeks the challenge and opportunity to win.
- Forward-looking to improve himself or a situation.
- Will be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- The ideal right hand to a goal-driven leader.
- Wants to control his destiny, but does so in a soft way.

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 set standards too high that causes others to fall short.
- Can sometimes lack diplomacy in offering assistance.
- Takes on too much, too soon, too fast to maintain control.
- May always want to display his superiority through problems or challenges.
- Struggles with putting his foot down, as he doesn't want to hurt others.
- Sees change for change's sake as negative for himself and others.
- Can come across as stubborn and unwilling to change.
- Listens to others but wants to act to his own interest.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- An innovative and futuristic-oriented environment.
- Work on a team that has common interests and desires.
- An opportunity to help others without being in the limelight.
- Recognition and rewards for consistency, steadiness and being methodical.
- Desires to be seen as the gatekeeper of information and sensitive materials.

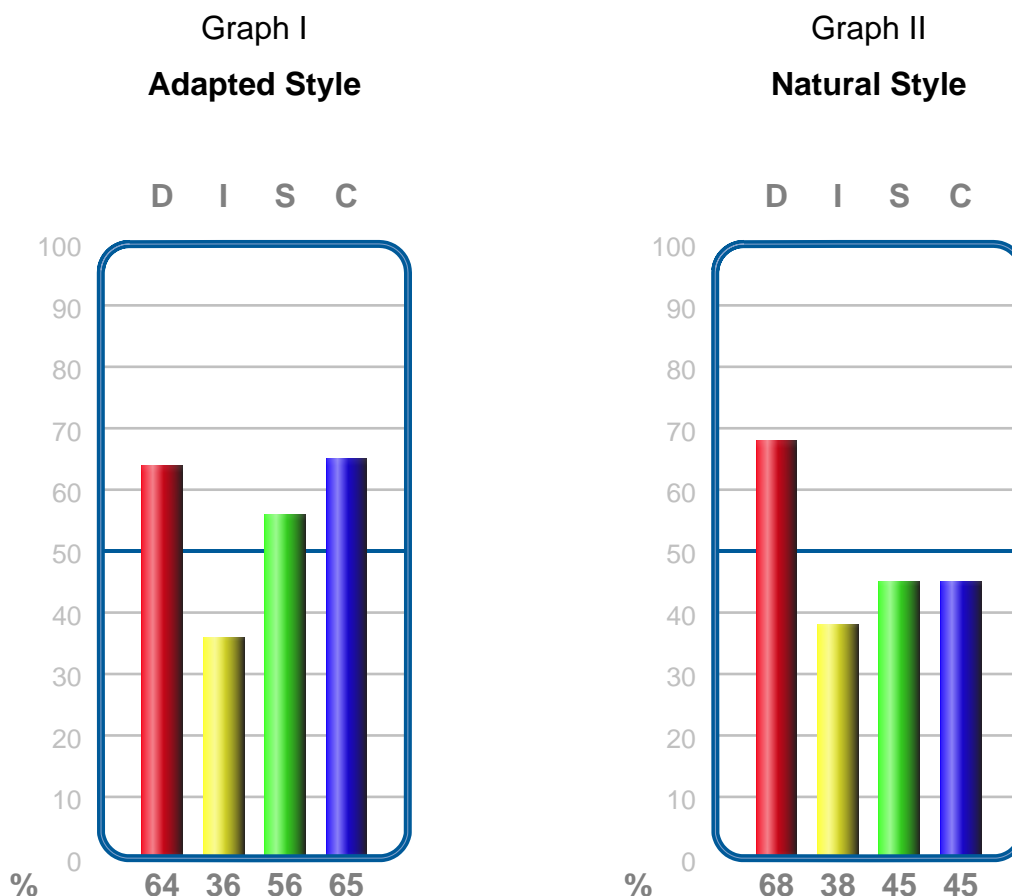
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- New challenges and problems to solve.
- Opportunity to verbalize his ideas and demonstrate his skills.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- To develop methodical and fair ways to help others.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- The power to protect those he trusts or is loyal to.

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:

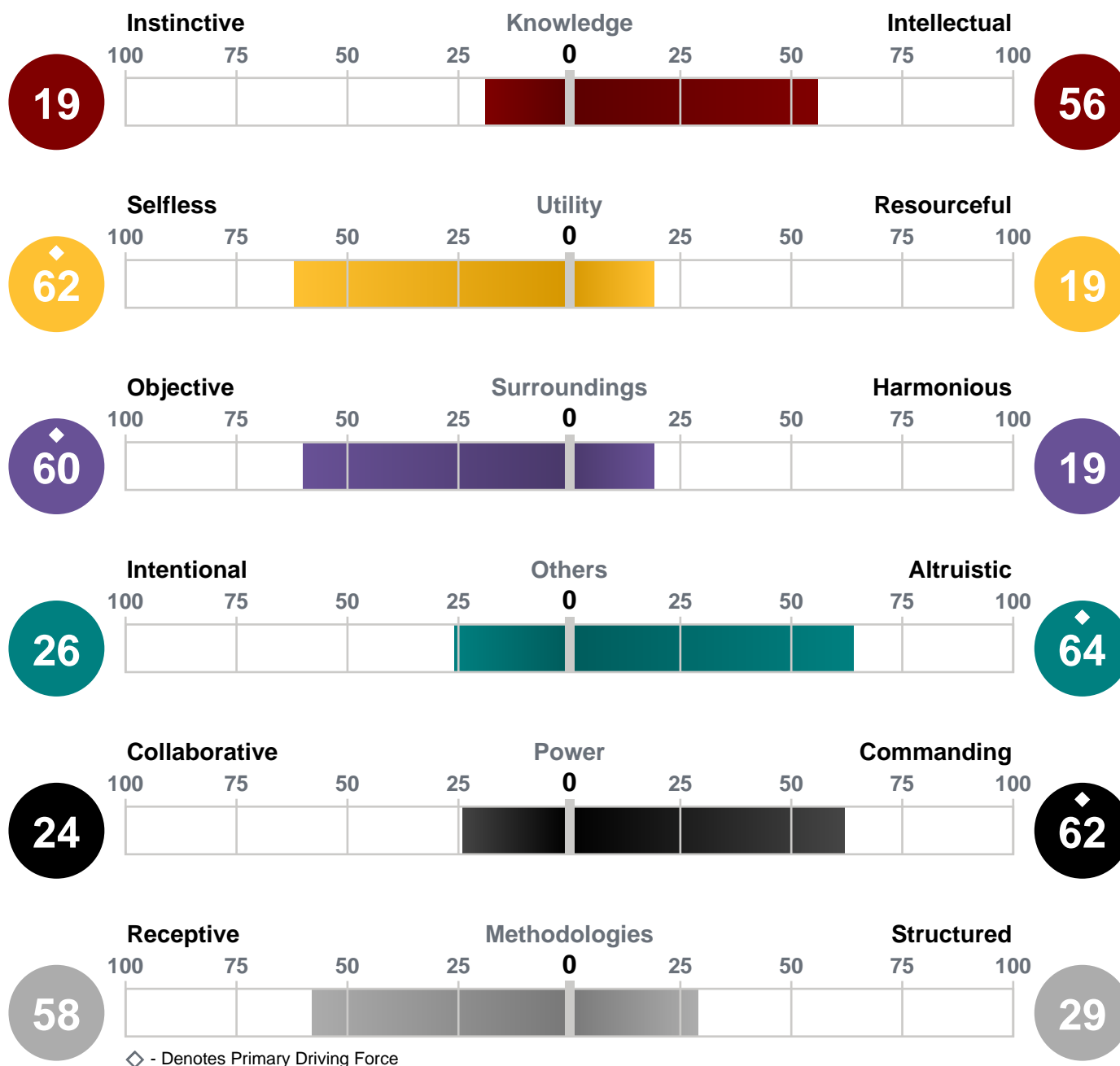
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 believes charities should be supported.
- He is generous with his time, talent and resources for those in need.
- Helping the homeless may be one of his concerns.
- Adam will be generous with time, research and information on social problems.
- Adam is patient and sensitive to others.
- He will have a keen interest in improving society.

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.

- He wants to control his own destiny and display his independence.
- Adam believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by Adam.
- Maintaining individuality is strived for in relationships.
- He believes "if at first you don't succeed try, try again."
- Adam 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.
- If necessary, Adam will be assertive in meeting his own needs.
- Adam has the desire to assert himself and to be recognized for his accomplishments.
- Adam takes responsibility for his actions.

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.

- Adam will seek knowledge based on his needs in individual situations.
- If Adam is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth.
- If knowledge of a specific subject is not of interest, or is not required for success, Adam will have a tendency to rely on his intuition or practical information in this area.
- In those areas where Adam has a special interest he will be good at integrating past knowledge to solve current problems.
- Adam has the potential to become an expert in his chosen field.
- A job that challenges the knowledge will increase his job satisfaction.
- Adam will usually have the data to support his convictions.

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 "traditionalists" 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.

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

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.

- Adam is not necessarily worried about form and beauty in his environment.
- The utility of "something" is more important than its beauty, form and harmony.
- Adam's passion in life will be found in one or two of the other motivators discussed in this report.
- He wants to take a practical approach to events.
- Intellectually, Adam 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.
- Unpleasant surroundings will not stifle his creativity.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

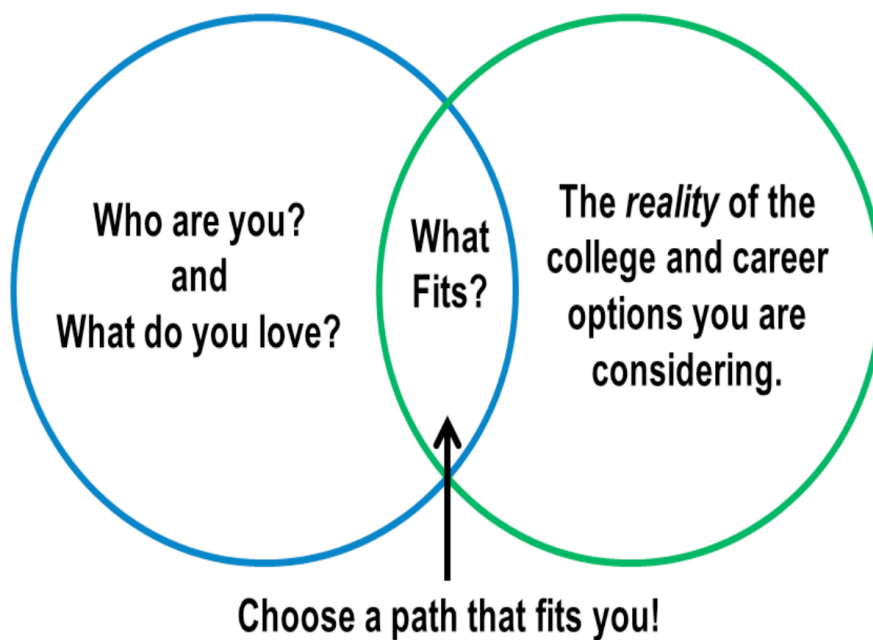
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Adam will not use money as a scorecard to impress others.
- Adam will use his money to satisfy his true motivation.
- There is not a tremendous need for Adam to have great sums of money.
- Adam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

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
Audio Engineering
Biochemistry, Biophysics
Biology
Botany
Chemistry
Criminology, Forensics
Economics
Ethnic, Cultural and Gender Studies
Film and Television Production
Geology, Earth Sciences
Humanities
Information Technology
Literature Studies, Classics
Mathematics, Applied Math
Microbiology
Neuroscience
Paleontology
Philosophy, Religious Studies
Physics, Applied Physics
Quantitative Analysis
Sociology
Statistics
Theology
Urban Studies
Web Design, Web Administration

Business

Facilities Planning and Management
Human Resources, Organizational Development

Career and Technical

Chef, Food Preparation
Emergency Medical Technician

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

- Bio Engineering
- Civil Engineering
- Electrical Engineering
- Materials Engineering
- Mechanical Engineering

Environmental, Agriculture and Food

- Agriculture and Farming
- Animal Sciences
- Natural Sciences
- Plants and Horticulture

Evolving Opportunities

- Biotechnology
- Community Planning and Development
- Diagnostic, Scanning Technician
- Genetics, Reproductive Technology and Research
- Health Technology
- Nonprofit Management
- Nutrition and Diet Science
- Renewable Energy
- Social Entrepreneurism
- Urban and City Planning

Health Sciences

- Clinical Research
- Hospital and Health Administration
- Human Development and Family Services
- Nursing
- Pre-Medicine
- Pre-Veterinary Medicine
- Psychology

Other Career Paths

- Law Enforcement
- Military Service
- Police and Fire Services
- Publishing

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
53-2021	4+	Air Traffic Controller
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
13-1061	4+	Emergency Management Specialist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
55-1016	4	Infantry Officer
41-4011	4	Sales Representative
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
35-1011	2-4	Chef & Head Cook
25-1194	2-4	Teacher, Post-secondary Vocation Education

NEXT STEPS: POSSIBLE CAREER IDEAS

17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
47-4011	2	Construction and Building Inspector
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

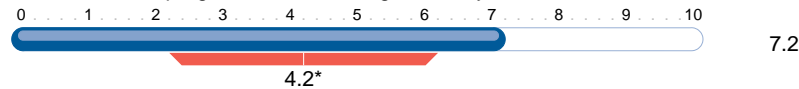
- Plan ahead - don't put off completing assignments until the last minute.
- Don't listen so critically that you miss the intended ideas.
- Listen for ideas and think how they may apply to your future.
- Chunk big assignments into smaller pieces.
- Break your habit of studying alone and study or share new insights with friends.
- Organize your study area and keep it organized.
- Think positively about each class.
- Work on your listening skills.
- Think visually - convert words into pictures.
- Set up an area for studying only.
- Plan your study week on Sunday.
- Plan tomorrow today and put your plan in writing.

Strengths

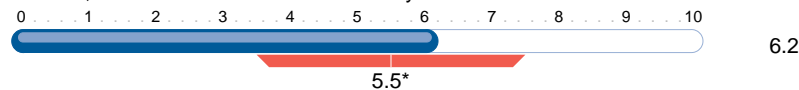
- Tough but fair when others are involved.
- Looks for a better approach to help others.
- Seeks the challenge and opportunity to win.
- Forward-looking to improve himself or a situation.
- Will be persistent about moving toward the greater cause.
- The ideal right hand to a goal-driven leader.

Motivators

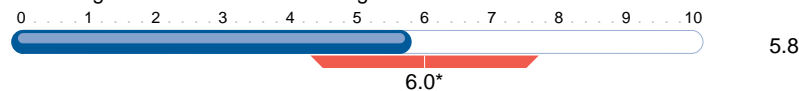
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



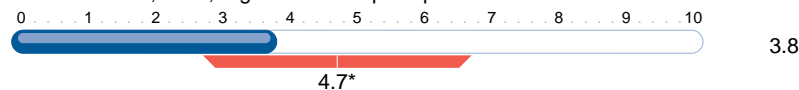
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



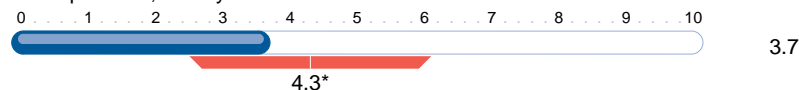
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



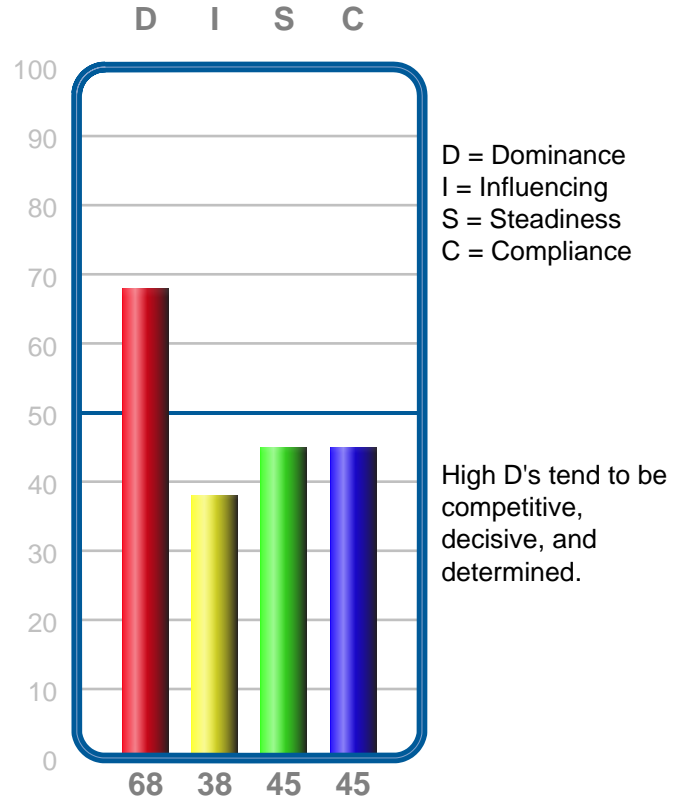
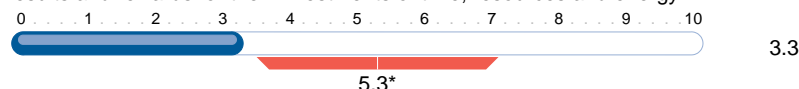
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

- Challenges the status quo.
- Tenacious.
- Forward-looking and future-oriented.
- Competitive.
- Excellent troubleshooter.
- Places high value on time.