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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.

andres can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. Many people see him as a self-starter dedicated to achieving results. He has high ego strengths and may be viewed by some as egotistical. He is often frustrated when working with others who do not share the same sense of urgency. andres is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He wants to be viewed as self-reliant and willing to pay the price for success. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." andres seeks his own solutions to problems. In this way, his independent nature comes into play. He embraces visions not always seen by others. andres' creative mind allows him to see the "big picture."

andres should realize that at times he needs to think a project through, beginning to end, before starting the project. Sometimes he becomes emotionally involved in the decision-making process. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He finds it easy to share his opinions on solving work-related problems. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He prefers authority equal to his responsibility. When faced with a tough decision, he will try to sell you on his ideas.

andres challenges people who volunteer their opinions. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. 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 tends to influence people by being direct, friendly and results-oriented. andres tends to be intolerant of people who seem ambiguous or think too slowly. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. 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. He may sometimes mask his feelings in friendly terms. If pressured, andres' true feelings may emerge.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Few dull moments.
- Deadline conscious.
- Ability to change gears fast and often.
- Challenges the status quo.
- Innovative.
- Usually makes decisions with the bottom line in mind.
- Creative in his approach to solving problems.
- Change agent--looks for faster and better ways.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be a one-way communicator--doesn't listen to the total story before introducing his opinion.
- Be so concerned with big picture; he forgets to see the little pieces.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Take on too much, too soon, too fast.

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.

- Stick to business--let him decide if he wants to talk socially.
- Read the body language--look for impatience or disapproval.
- Use his jargon.
- Be open, honest and informal.
- Provide facts and figures about probability of success, or effectiveness of options.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Put projects in writing, with deadlines.
- Support the results, not the person, if you agree.
- Provide time for fun and relaxing.
- Be specific and leave nothing to chance.
- Provide systems to follow.
- Present the facts logically; plan your presentation efficiently.

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.

- Try to build personal relationships.
- Assume he heard what you said.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Be put off by his "cockiness."
- Let him change the topic until you are finished.
- Forget to follow-up.
- Try to convince by "personal" means.
- Direct or order.
- Dictate to him.
- Be redundant.
- Use paternalistic approach.
- Ask rhetorical questions, or useless ones.

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.

- Seeks the challenge and opportunity to win.
- Innovative with strategies for success.
- Sees championing a worthy cause as a challenge.
- Initiates the activity of developing others.
- Motivates others to be the best they can be.
- Utilizes people to win and accomplish goals.
- Always willing to offer his time and perspective.
- Sings the praises of peers and the contributions others make.

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 always want to display his superiority through problems or challenges.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May try to help too many people.
- Needs immediate results when helping others.
- He may overestimate his authority.
- As a leader may over focus on self and his own needs.
- High trust and a desire to help could lead to being taken advantage of.
- May overestimate the impact he can have on others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Tasks involving motivated groups and establishing a network of contacts.
- Work tasks that change from time to time.
- Groups and committees are present in order to assist charities and social causes.
- Ability to achieve results through the interaction with and helping of others.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- Continual opportunity to challenge and win.

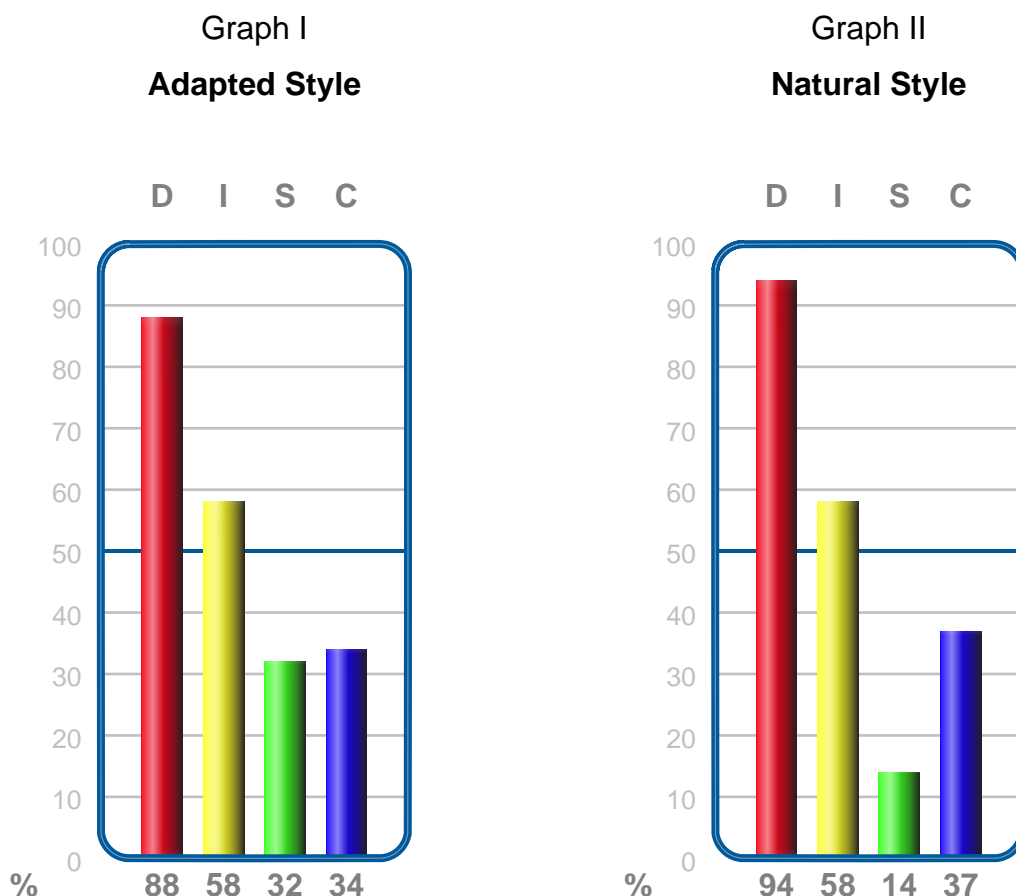
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Working conditions with freedom to move and to talk to people.
- Work assignments that provide opportunity for recognition.
- To be the promoter for programs that assist others, both on and off the job.
- An opportunity to express how he can improve society.
- Power and control over outcomes and goals.
- New and difficult challenges that lead to prestige and status.

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:

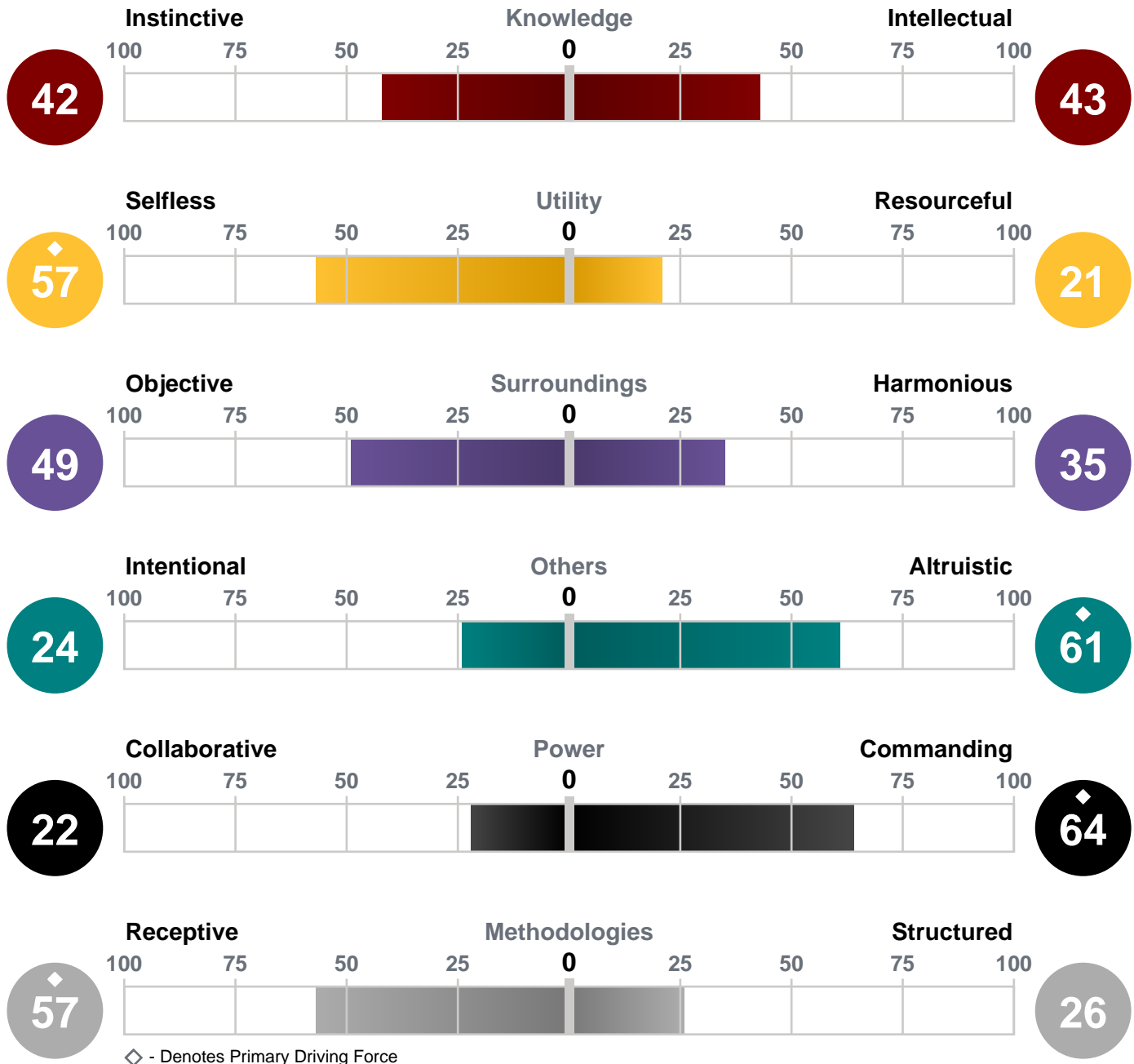
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

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

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.
- andres may desire fine things for his spouse or family members.
- At times andres 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.

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

- Traditions will not place limits or boundaries on andres.
- In many cases, andres will want to set his own rules which will allow his own intuition to guide and direct his actions.
- He will work within a broadly defined set of beliefs.
- andres can be creative in interpreting other systems or traditions and selective in applying those traditions.
- andres' passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- It may be hard to manipulate andres because he has not defined a philosophy or system that can provide immediate answers to every situation.

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

Broadcasting
Entertainment and Arts Management
Film and Television Production
Meteorology
Radio and Broadcast Communications

Business

Advertising
Business Communications, Public Relations
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Entrepreneurism

Engineering

Bio Engineering
Computer Engineering

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Entrepreneurial Studies
Life Coaching
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Social Entrepreneurism
Urban and City Planning

Health Sciences

Nursing
Psychology

Other Career Paths

Apparel Fashion
Event Planning

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
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
41-4011	4	Sales Representative
27-3091	4	Interpreter & Translator
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
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
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

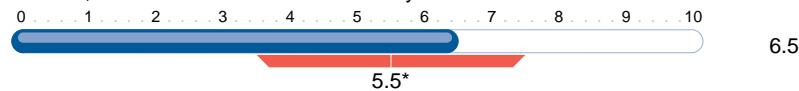
- Underline or highlight when you read; make study notes.
- Cut down on some of your activities and devote this time to studying.
- Use a quiet place for studying when possible.
- Plan tomorrow today and put your plan in writing.
- Plan ahead - don't put off completing assignments until the last minute.
- Organize your study area and keep it organized.
- Think visually - convert words into pictures.
- Determine the grade you want in each class before the term begins and study accordingly.
- Set up an area for studying only.
- Set aside time to plan.
- Write detailed instructions for each class assignment.
- Chunk big assignments into smaller pieces.
- Do only one class assignment at a time.

Strengths

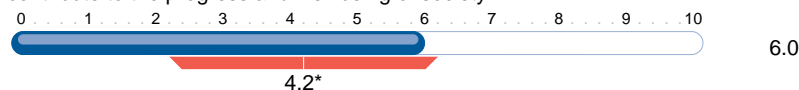
- Seeks the challenge and opportunity to win.
- Innovative with strategies for success.
- Sees championing a worthy cause as a challenge.
- Initiates the activity of developing others.
- Motivates others to be the best they can be.
- Always willing to offer his time and perspective.

Motivators

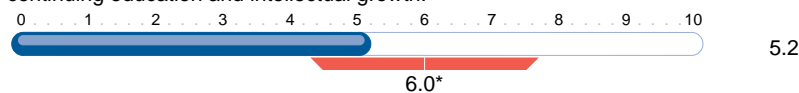
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



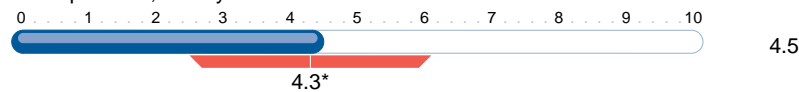
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



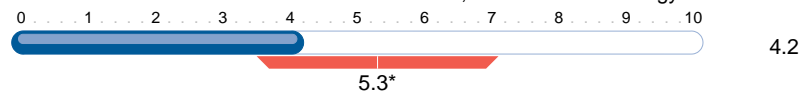
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



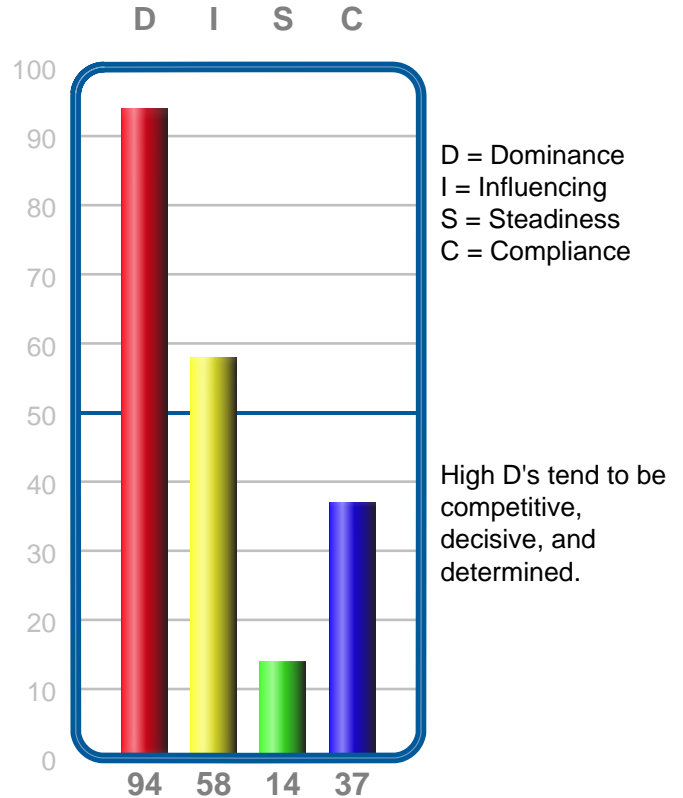
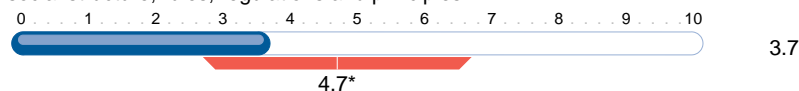
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

- Accomplishes goals through people.
- Deadline conscious.
- Competitive.
- Change agent--looks for faster and better ways.
- Challenges the status quo.
- Will join organizations to represent the company.