

Ruben Martinez
10-11-2016



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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.

Ruben requires many good reasons, as well as the benefits involved, before agreeing to making changes. Once Ruben has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. He does not always like being placed in competitive situations. He tends to lose the "team feeling" when he is involved in direct competition. Relationships with others are warm, personal and lasting. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. When challenged, he becomes more objective. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. Ruben likes to set his own pace. When others try to rush him, he feels threatened and may balk. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family.

Ruben tries to use balanced judgment. He is the person who brings stability to the entire team. Making plans and following those plans is important to him. 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 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." Ruben is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." Occasionally he will underplay bad news, if telling it as it is will offend someone. He may fear it would disturb the relationship. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

Ruben 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 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. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. Ruben is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. He likes a friendly, open style of communication. He will be open with those he trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Works for a leader and a cause.
- Turns confrontation into positives.
- Will gather data for decision making.
- Good at reconciling factions--is calming and adds stability.
- Dependable team player.
- Patient and empathetic.
- Adaptable.

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 too conservative--bides time and avoids much that is new.
- Avoid accountability by overstating the complexity of the situation.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- 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 dependent on others for decisions, even if he knows he is right.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not take action against those who challenge or break the rules or guidelines.

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.

- Provide solid, tangible, practical evidence.
- Take time to be sure that he is in agreement and understands what you said.
- Provide a friendly environment.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Support your communications with correct facts and data.
- Be sincere and use a tone of voice that shows sincerity.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- 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.
- Give him time to ask questions.
- Take your time and be persistent.

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.

- Offer assurance and guarantees you can't fulfill.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Rush him in the decision-making process.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Be domineering or demanding; don't threaten with position power.
- Debate about facts and figures.
- Make promises you cannot deliver.
- Be haphazard.
- Talk to him when you're extremely angry.
- Give your presentation in random order.
- Talk in a loud voice or use confrontation.
- Be abrupt and rapid.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.
- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.
- Always willing to offer his time and perspective.
- Sings the praises of peers and the contributions others make.
- Motivates others to be the best they can be.
- Being an optimistic leader.

STYLE: SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- Sees change for change's sake as negative for himself and others.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- A fear of change prevents him from advancing.
- Has strong opinions but may not always share them.
- High trust and a desire to help could lead to being taken advantage of.
- May overestimate the impact he can have on others.
- He may overestimate his authority.
- May be viewed as someone who over promises and under delivers.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs personal attention from his manager and compliments for each assignment well done.
- Democratic supervisor with whom he can associate.
- An environment where understanding and appreciating others is rewarded.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Recognition and rewards for consistency, steadiness and being methodical.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

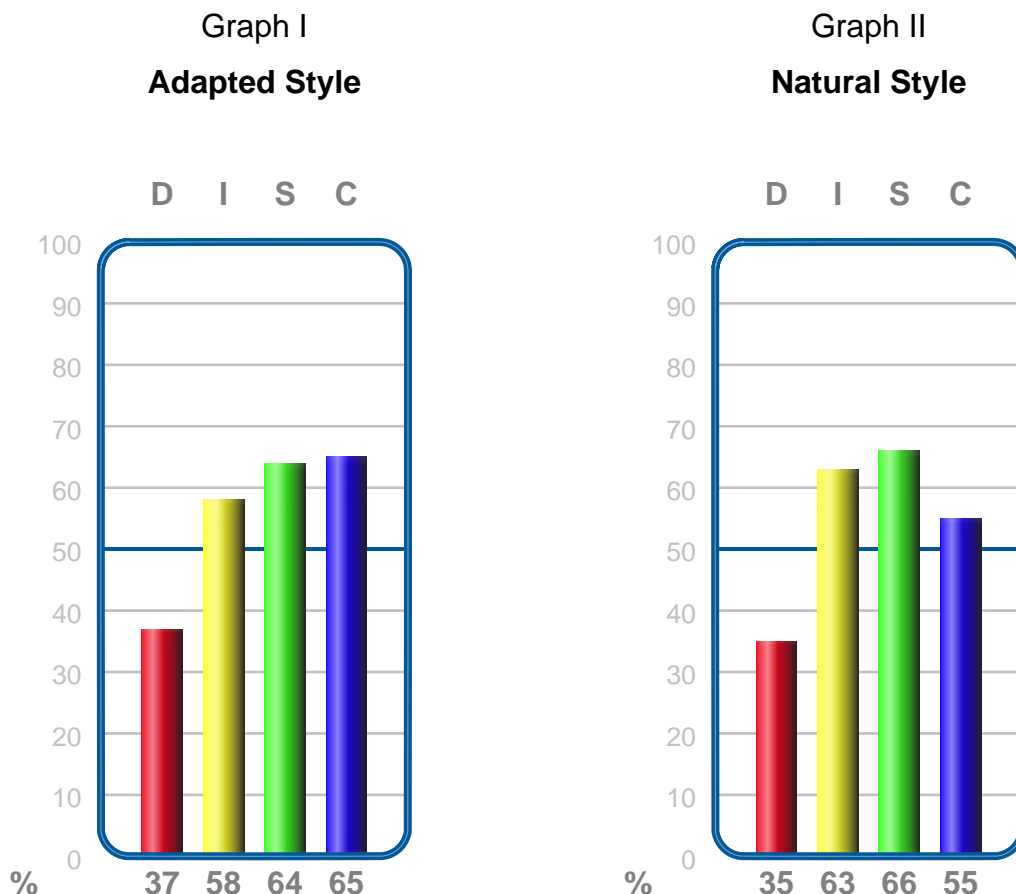
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Freedom to talk and participate on the team.
- Support others in the organization's quest to make a difference.
- Consistency in ways he can contribute to people, the organization and causes.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.
- Control over keeping the process consistent and methodical.

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:

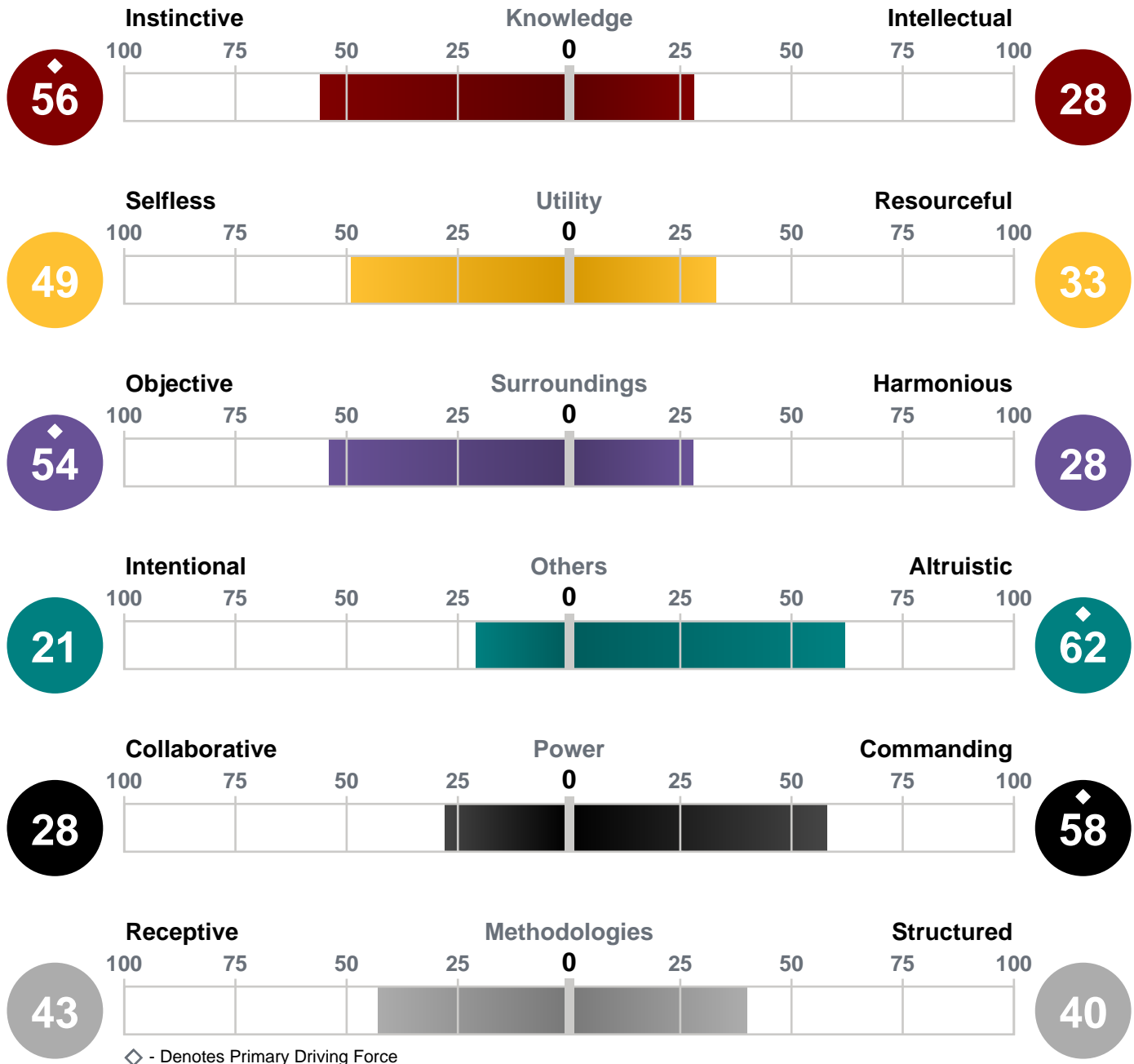
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

- Ruben has the desire to assert himself and to be recognized for his accomplishments.
- Ruben takes responsibility for his actions.
- Ruben 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 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 Ruben.
- Ruben believes "when the going gets tough, the tough get going."
- He believes "if at first you don't succeed try, try again."
- If necessary, Ruben will be assertive in meeting his own needs.

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.

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

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.

- Ruben will not alter his lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- Ruben will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- Ruben can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- Money itself is not as important as what it will buy.
- He will use wealth as a yardstick to measure his work effort with certain activities.

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.

- Ruben is not necessarily worried about form and beauty in his environment.
- He wants to take a practical approach to events.
- The utility of "something" is more important than its beauty, form and harmony.
- He is a very practical person who is not sensitive to being in harmony with his surroundings.
- Ruben's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, Ruben can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle his creativity.

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.

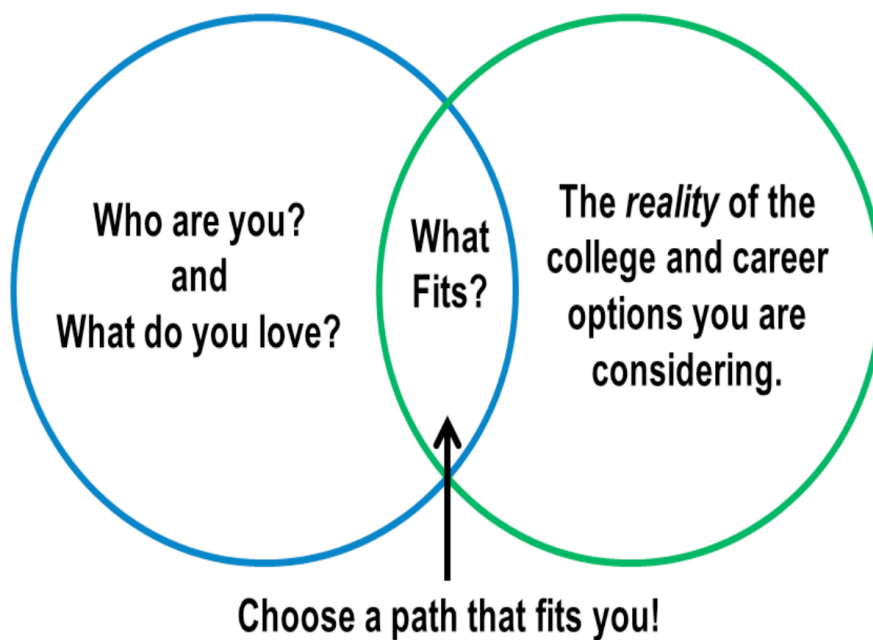
- Ruben will have a tendency to read only the articles in newspapers or magazines that appeal to his special interests.
- When required, Ruben will seek knowledge to better understand a particular situation.
- Ruben will use an instinctual approach to problem solving.
- Ruben will not seek knowledge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

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

Criminology, Forensics
Information Technology
Interior Design
Library Science
Photography and Studio Art

Career and Technical

Speech and Language Pathology

Engineering

Civil Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Counseling
Exercise Science
Hospital and Health Administration

NEXT STEPS: POSSIBLE DEGREE MATCHES

Kinesiology
Nursing

Other Career Paths

Military Service

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
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
49-3011	2-4	Aircraft Mechanic

NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Study or review notes before each class starts.
- 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.
- Try new ways of learning.
- Set realistic goals.
- Set goals which challenge your abilities.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Ask questions about things for which you are unsure.
- Put words you have trouble spelling on your mirror so you see them daily.

Strengths

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

Strong supporter, therefore, always willing to help.

Methodically follows a strategy to achieve.

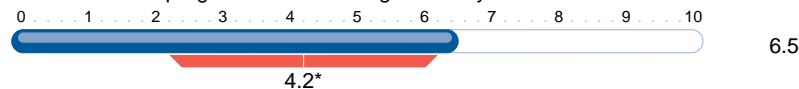
The ideal right hand to a goal-driven leader.

Always willing to offer his time and perspective.

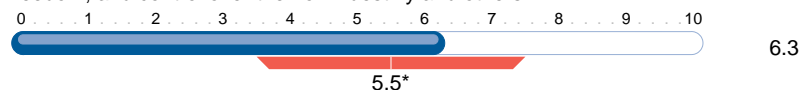
Motivates others to be the best they can be.

Motivators

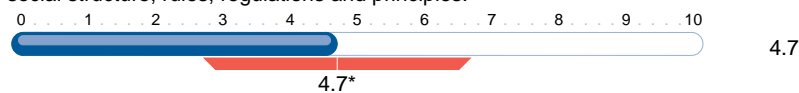
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



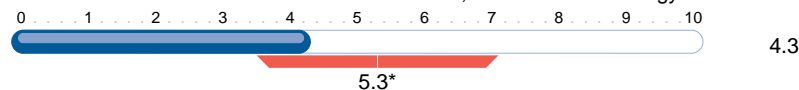
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



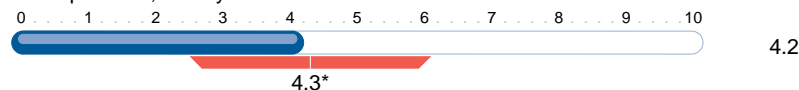
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



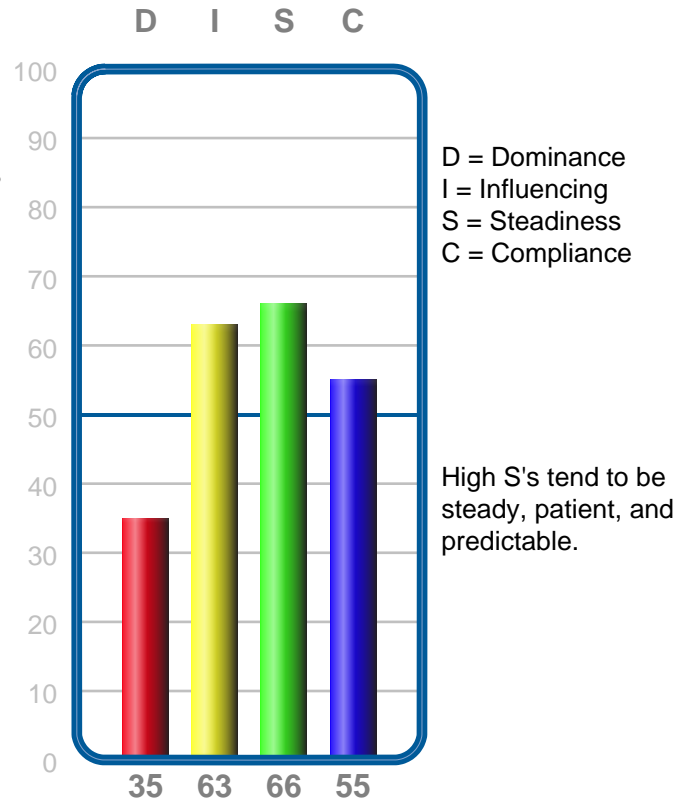
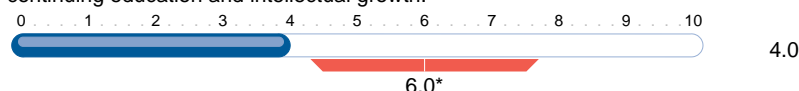
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Flexible.

Good at reconciling factions--is calming and adds stability.

Will gather data for decision making.

Turns confrontation into positives.

Adaptable.

Dependable team player.