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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.

christopher is good at creating enthusiasm in others. He is enthusiastic and usually slow to anger. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He prefers working for a participative manager. He does his best work in this kind of environment. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He wants to be seen as his own person, but usually projects it in friendly terms. He believes in getting results through other people. He prefers the "team approach." He likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." christopher, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes to develop people and build organizations.

christopher likes working for managers who make quick decisions. He likes to participate in decision making. He is good at solving problems that deal with people. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. christopher prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful.

christopher tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is both a good talker and a good listener. He judges others by their verbal skills and warmth. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, christopher will attempt to put them at ease. christopher has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He usually uses many gestures when talking. It is important for christopher to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Builds confidence in others.
- Self-reliant.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Accomplishes goals through people.
- Verbalizes his feelings.
- Negotiates conflicts.
- Big thinker.

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.

- Overuse praise in motivating others.
- Make decisions based on surface analysis.
- Be too verbal in expressing criticism.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Be so enthusiastic that he can be seen as superficial.
- Act impulsively--heart over mind, especially if his security is not perceived to be threatened.
- Be unrealistic in appraising people--especially if the person is a "friend."

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 a warm and friendly environment.
- Provide "yes" or "no" answers--not maybe.
- Provide testimonials from people he sees as important.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Provide solutions--not opinions.
- Talk about him, his goals and the opinions he finds stimulating.
- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Use a balanced, objective and emotional approach.
- Provide ideas for implementing 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.

- Legislate or muffle--don't overcontrol the conversation.
- "Dream" with him or you'll lose time.
- Let him overpower you with verbiage.
- Drive on to facts, figures, alternatives or abstractions.
- Leave decisions hanging in the air.
- Talk down to him.
- Ramble.
- Be curt, cold or tight-lipped.
- Be dictatorial.

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.

- Always willing to offer his time and perspective.
- Demonstrates a will and desire to help others in the organization.
- Brings enthusiasm to the creative process.
- Will convey optimism for new ideas.
- Able to be a strong listener, who can become a lifelong friend.
- Will be persistent about moving toward the greater cause.
- Supports a leader and a cause that brings beauty or creativity.
- Steady, consistent and balanced member of the team.

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.

- High trust and a desire to help could lead to being taken advantage of.
- Does not always listen to those he is helping.
- Can over share personal feelings or emotions.
- Situational listener to other's perspective on the experience.
- Can take a long time in addressing sensitive issues that could help others.
- May always place blame on himself.
- Dislikes unwarranted change in his environment because of the disruption of balance.
- Difficulty dealing with diverse situations involving objective views.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Freedom from control and detail.
- Working conditions that allow for creativity and people-interaction.
- Ability to complete projects and tasks through a stable and harmonious team.
- Ability to showcase altruistic achievements in order to get others involved.
- An environment where understanding and appreciating others is rewarded.

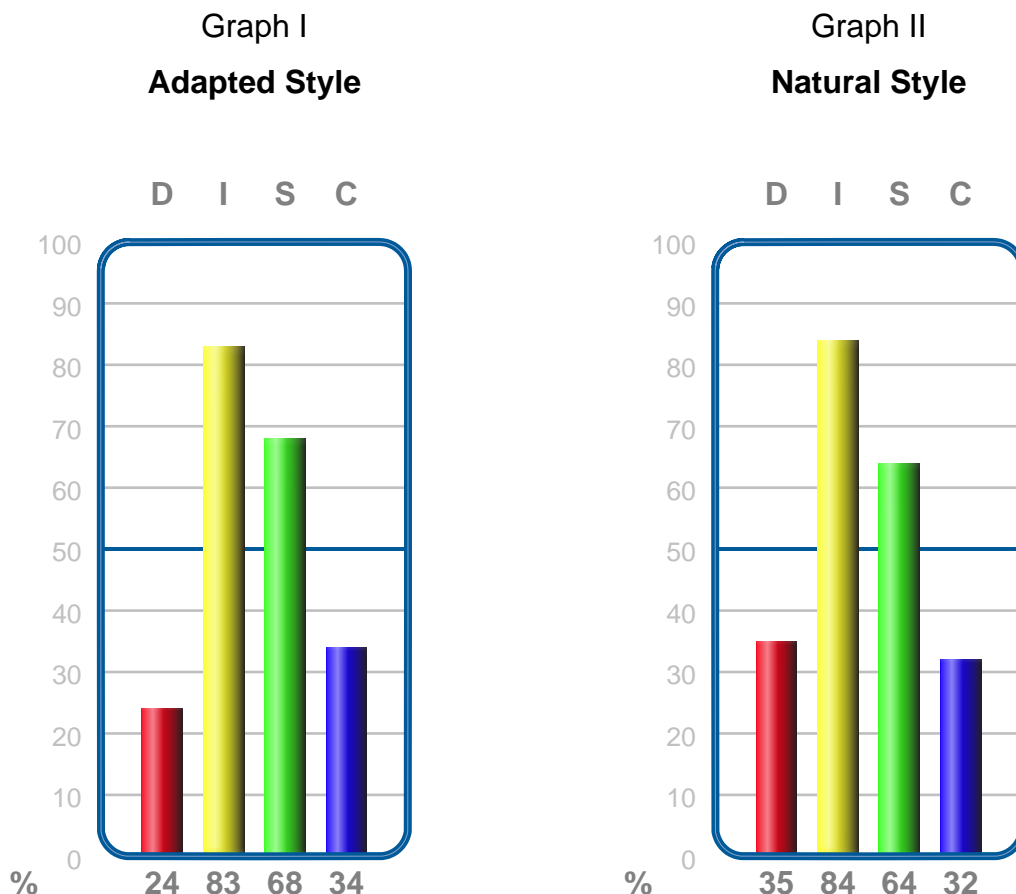
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Freedom from control and detail.
- The ability to express enthusiasm and creativity necessary for successful projects.
- To support company morale and harmonious causes.
- The flexibility to be creative in the way he and the organization help others and causes.
- Support others in the organization's quest to make a difference.

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:

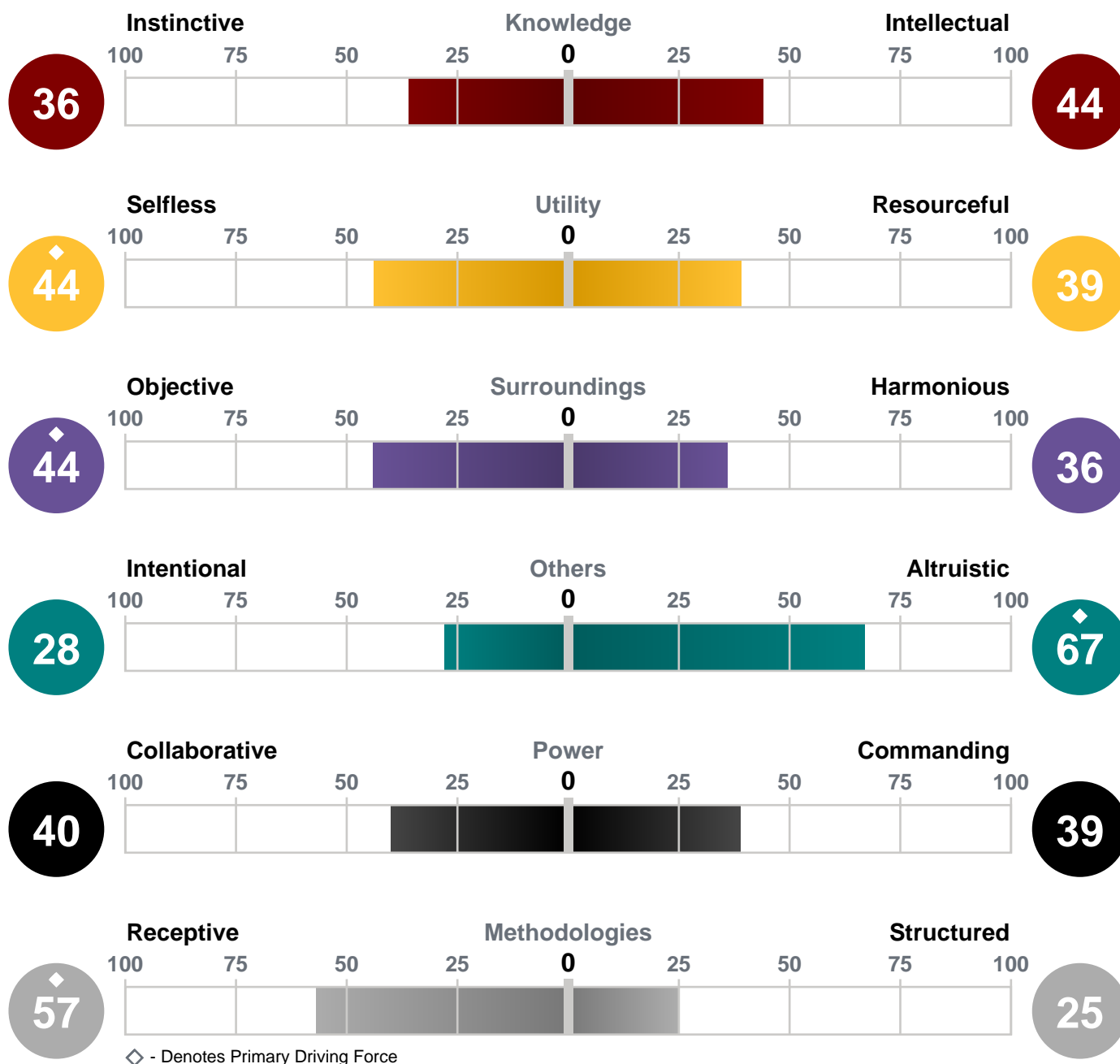
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- christopher is patient and sensitive to 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.
- Helping the homeless may be one of his concerns.
- christopher will be generous with time, research and information on social problems.
- He believes charities should be supported.

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.

- christopher looks for and appreciates the beauty in things.
- Decorating his surroundings so they are visually pleasing is enjoyable for christopher.
- christopher uses his aesthetic talent to impress others.
- Dressing for success comes naturally to christopher. He enjoys the latest designer clothes when he has the funds to purchase them.
- Form and harmony provide him with an experience to remember.

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.

- christopher has the potential to become an expert in his chosen field.
- christopher 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, christopher will have a tendency to rely on his intuition or practical information in this area.
- A job that challenges the knowledge will increase his job satisfaction.
- In those areas where christopher has a special interest he will be good at integrating past knowledge to solve current problems.
- If christopher 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.
- christopher will usually have the data to support his convictions.

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 will evaluate each situation individually and determine how much or how little control he will want to exercise.
- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- At times christopher can be very competitive.
- christopher can be assertive in meeting his needs.

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.

- There is not a tremendous need for christopher to have great sums of money.
- christopher will use his money to satisfy his true motivation.
- Money and material possessions are not a high priority for christopher.
- Overemphasizing the value of money will bore christopher and turn him off.
- christopher will not use money as a scorecard to impress others.
- christopher will not be swayed or motivated by what he feels are excessive material goals.
- christopher will seek a comfort level in his standard of living and try to maintain that level.
- christopher will accept his financial situation and not strive to change it.
- Financial security is not a necessity, but a long-term goal.
- 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 christopher.
- In many cases, christopher 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.
- He will not be afraid to explore new and different ways of interpreting his own belief system.
- christopher can be creative in interpreting other systems or traditions and selective in applying those traditions.
- christopher's passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate christopher 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

International Studies and Relations
Political Science

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Desktop Publishing
Environment, Conservation and Sustainability
Life Coaching
Medical Ethics
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Other Career Paths

Apparel Fashion
Camp Operations
Child Care, Family Services
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
27-2031	4 & exp	Dancer
29-1126	4+	Respiratory Therapist
27-1011	4+	Art Director
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
25-3021	4	Teacher Self-Enrichment Education
25-1053	4	Teacher, Post-secondary Environmental Science
15-1099.12	4	Electronic Commerce Specialist
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
43-6011	HS	Secretary & Administrative Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker

NEXT STEPS: POSSIBLE CAREER IDEAS

STUDY TIPS

- Don't doodle.
- Track your time and see how you are spending it and add more time for studying if needed.
- Think positively about subjects that give you difficulty.
- Don't put off studying until the last minute.
- Don't let your ego keep you from studying.
- Take meaningful notes.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Review your notes after class.
- Use short sentences when taking notes - leave out unnecessary words.
- Socialize after studying - not before.

Strengths

Always willing to offer his time and perspective.

Demonstrates a will and desire to help others in the organization.

Brings enthusiasm to the creative process.

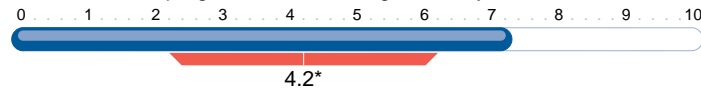
Will convey optimism for new ideas.

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

Supports a leader and a cause that brings beauty or creativity.

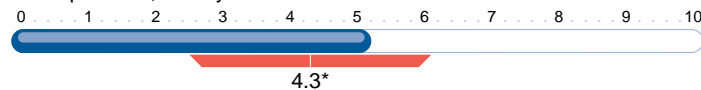
Motivators

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



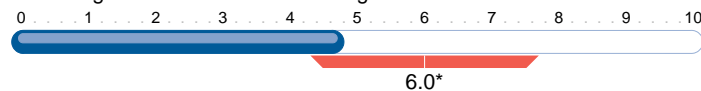
7.3

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



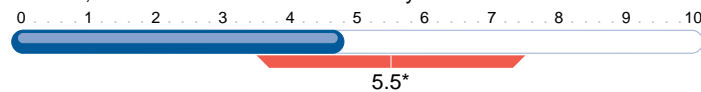
5.2

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



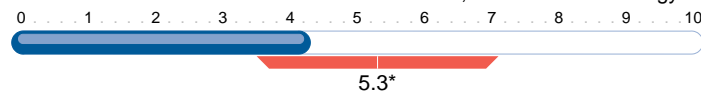
4.8

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



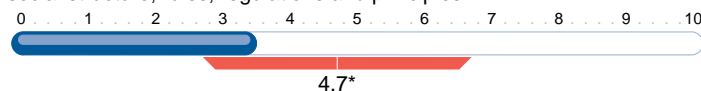
4.8

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

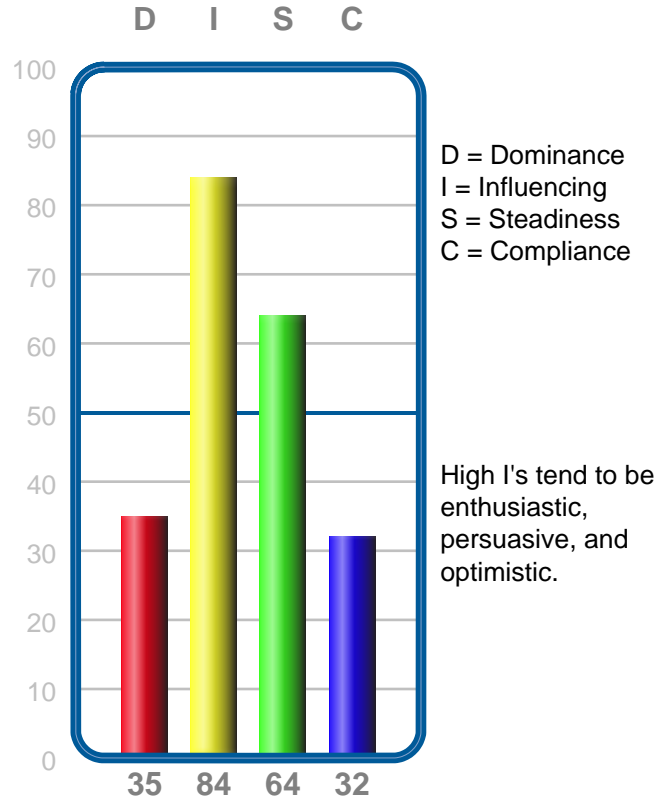


4.3

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



3.5



Value to a Team

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Builds confidence in others.

Self-reliant.

Verbalizes his feelings.

Positive sense of humor.

Negotiates conflicts.