

maya carter
10-11-2016



TABLE OF CONTENTS

MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

maya can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She projects a self-assured and self-confident image. She is good at creating enthusiasm in others. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. maya can combine and balance enthusiasm and patience. She prefers working for a participative manager. She does her best work in this kind of environment. She is optimistic and usually has a positive sense of humor. She believes in getting results through other people. She prefers the "team approach." maya tends to trust people and may be taken advantage of because of her high trust level. She likes feedback from her manager on how she is doing.

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

maya judges others by their verbal skills and warmth. She usually uses many gestures when talking. She is both a good talker and a good listener. She is good at negotiating conflict between others. maya feels that "if everyone would just talk it out, everything would be okay!" It is important for maya to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She is people-oriented and verbally fluent. She will optimistically interact with people in an assured, diplomatic and poised manner. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Negotiates conflicts.
- Big thinker.
- Dedicated to her own ideas.
- Creative problem solving.
- Positive sense of humor.
- Team player.
- Self-reliant.
- Bottom line-oriented.

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 inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Overestimate her ability to motivate people or change others' behavior.
- Overuse praise in motivating others.
- Make decisions based on surface analysis.
- Take information at face value without validation or substantial investigation.
- Be so enthusiastic that she can be seen as superficial.
- 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.

- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Look for her oversights.
- Read the body language for approval or disapproval.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide testimonials from people she sees as important.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits she will receive.
- Provide solutions--not opinions.
- Provide "yes" or "no" answers--not maybe.
- Leave time for relating, socializing.
- Define the problem in writing.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

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

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.

- Brings balance to the organization in a positive and friendly way.
- Will convey optimism for new ideas.
- Great at recruiting membership in organizations to which she belongs.
- Always looking to say or do the "right" thing.
- Patient with and willing to listen to the feelings of others.
- Highly in tune to the environment and synergy within it.
- Acts as the eyes and ears for a leader.
- Great at maintaining a system or process.

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.

- Spends too much time self-reflecting and not enough time following through.
- Situational listener to other's perspective on the experience.
- May interpret her beliefs as flawless.
- Will be frustrated when new and exciting opportunities conflict with the system.
- Wants to enhance surroundings, but struggles with the need to change.
- Keeps to herself resulting in unexpressed viewpoints.
- May struggle with change even when it complements her way of living.
- Difficulty making ambiguous choices when confronted with changing the system.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Little conflict between people.
- The need to be liked and to feel a part of a harmonious team.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- An environment that does not advocate change for the sake of change.
- An environment that instills a sense of security through the reliance on an established system.

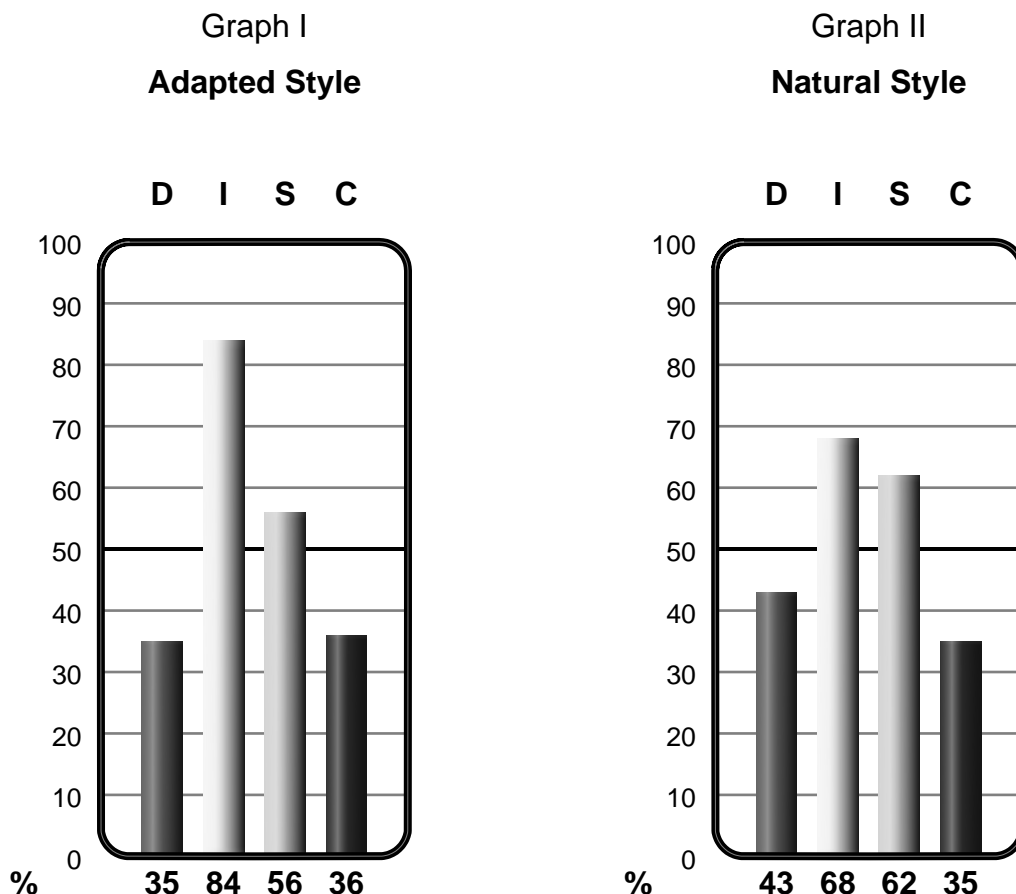
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Activities that don't infringe on family life.
- To be trusted.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- Clearly defined start and finish points on each project or task.
- Appreciation for her patient and steady following of the system and organization.
- An understanding that the resistance to change comes from loyalty to the system.

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.



Norm 2015 R4

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:

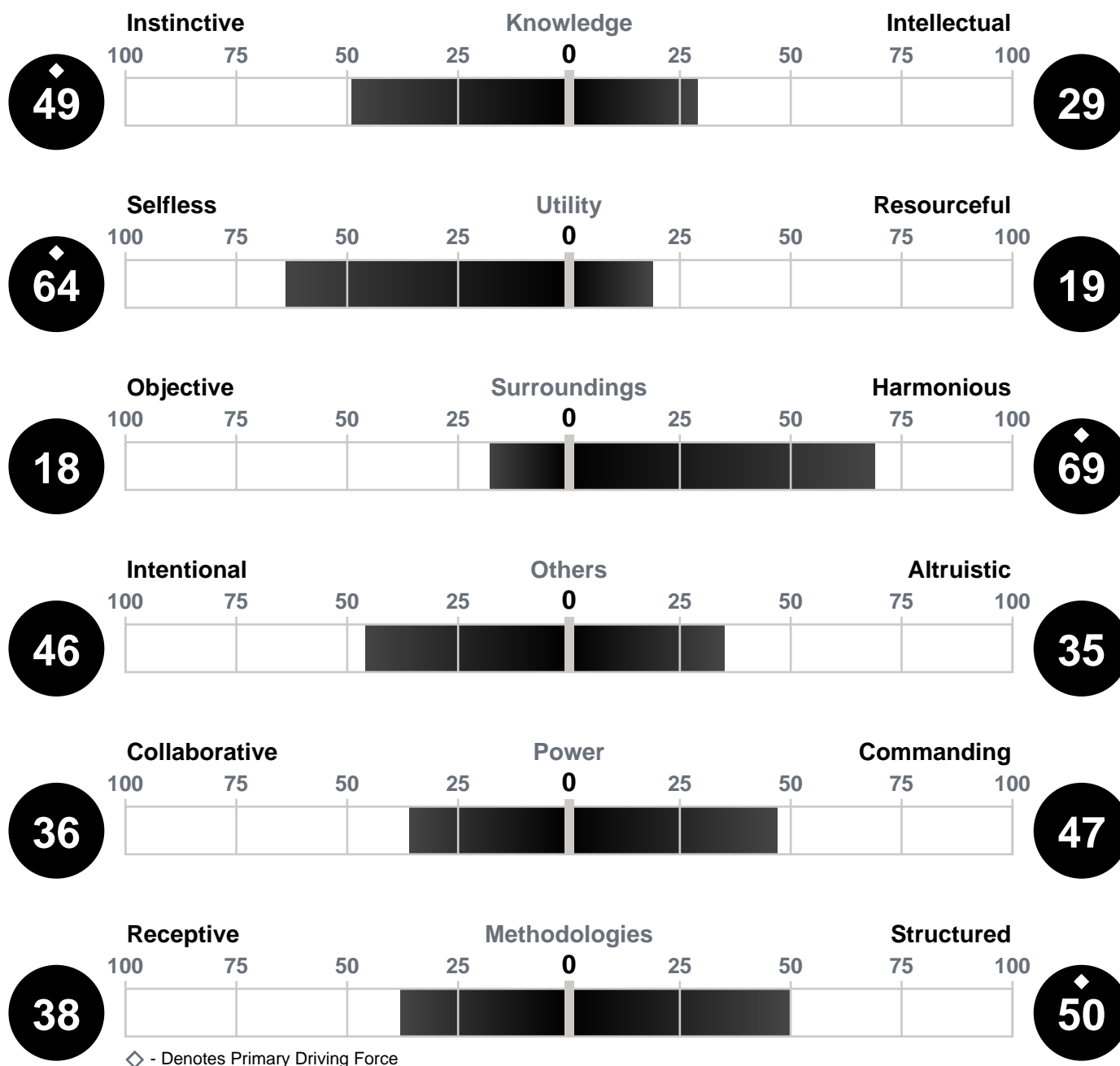
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

- She will evaluate others based on her rules for living.
- She believes strongly in her opinions.
- She is true to her personal vision.
- maya likes unity and order in her life.
- maya lets her conscience be her guide.
- Following proven procedures is more important than quick fixes.

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.

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

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.

- maya's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- maya will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

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.

- maya will use an instinctual approach to problem solving.
- maya can be turned off by people who talk about things in detail if she has no interest in the subject.
- maya will not seek knowledge based on curiosity or just for the sake of knowledge.
- For maya, personal experiences are a key factor in decision making.
- maya will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- She will attempt to take the practical approach and not over-analyze the process.
- maya will only read books that relate to her chosen field or special interests.
- When required, maya will seek knowledge to better understand a particular situation.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.

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.

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

NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.

Arts and Sciences

Botany
Composition, Writing
Creative Writing
Dance
Entertainment and Arts Management
Film and Television Production
Geology, Earth Sciences
Library Science
Paleontology
Performing Arts, Theatre
Philosophy, Religious Studies
Photography and Studio Art
Teaching, Education
Theology
Web Design, Web Administration

Business

Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Home Maintenance and Repair
Massage Therapy

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Graphic Design
Inside Sales
Life Coaching

NEXT STEPS: POSSIBLE DEGREE MATCHES

Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography
Web Development
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Occupational Therapy

Other Career Paths

Interior Design
Personal Care Technician
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
27-2031	4 & exp	Dancer
29-1127	4+	Speech-Language Pathologist
27-1011	4+	Art Director
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-3021	4	Teacher Self-Enrichment Education
25-1053	4	Teacher, Post-secondary Environmental Science
11-9061	2-4	Funeral Director
41-2031	2	Retail Salesperson
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
21-1093	HS-4	Social & Human Services Assistant
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

NEXT STEPS: POSSIBLE CAREER IDEAS

STUDY TIPS

- Don't put off studying until the last minute.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Listen for ideas and facts to support the main idea.
- Think positively about subjects that give you difficulty.
- Use recitation to embed fact and ideas.
- Take meaningful notes.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't doodle.

Strengths

Brings balance to the organization in a positive and friendly way.

Will convey optimism for new ideas.

Great at recruiting membership in organizations to which she belongs.

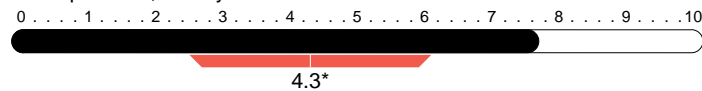
Always looking to say or do the "right" thing.

Patient with and willing to listen to the feelings of others.

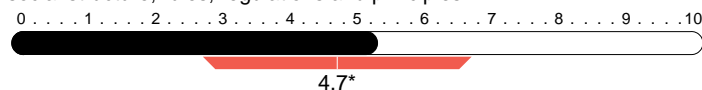
Acts as the eyes and ears for a leader.

Motivators

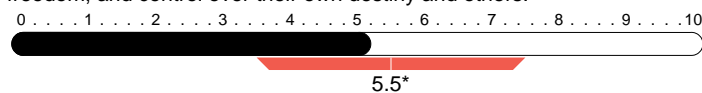
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



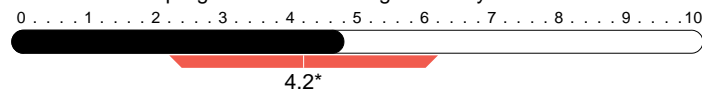
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



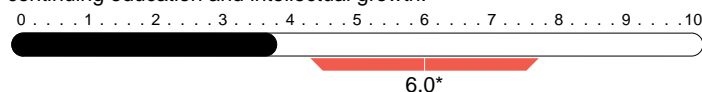
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



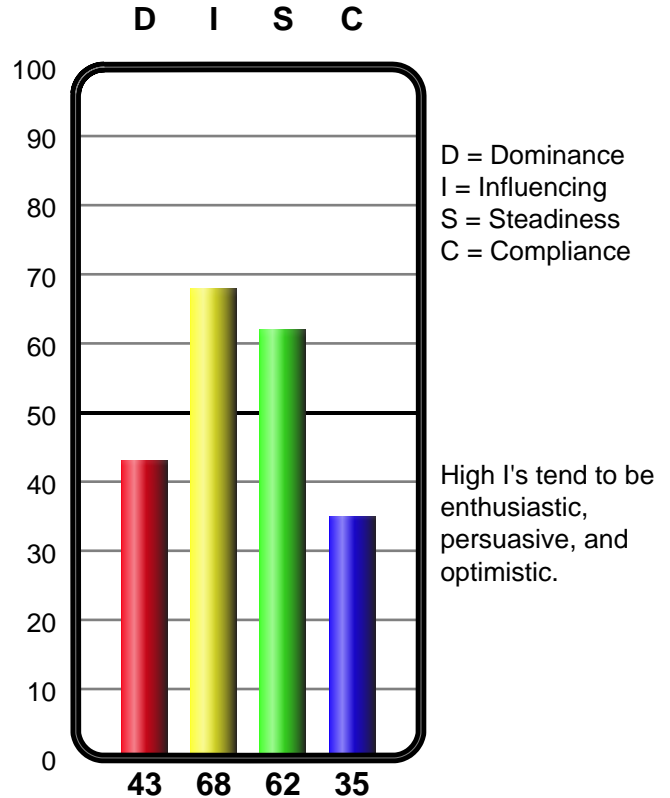
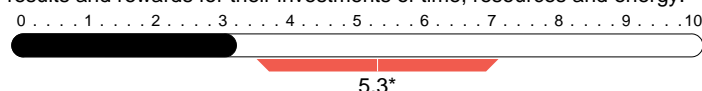
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

Big thinker.

Accomplishes goals through people.

Bottom line-oriented.

Positive sense of humor.

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

Dedicated to her own ideas.