

henna romero
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.

henna can be motivated through teamwork. She likes to know she is a valued team member. When the time is right, henna can stand up aggressively for what she believes. She does not always like being placed in competitive situations. She tends to lose the "team feeling" when she is involved in direct competition. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. henna likes to set her own pace. When others try to rush her, she feels threatened and may balk. She likes to start and finish activities. Others who work with her know they can depend on her. She has great abilities to concentrate on details. This concentration may be intense. Once henna has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. henna doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion.

henna may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. She uses logic to assist her in decision making. This tendency is helpful to others in her group. She may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures. She tries to use balanced judgment. She is the person who brings stability to the entire team. When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is persistent and persevering in her approach to achieving goals.

henna is more motivated by logic than emotion. To her, logic represents tangible research. She tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time. She likes to know what is expected of her 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. henna does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. Most people see her as being a considerate and modest person. She probably won't try to steal the spotlight from others.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Builds good relationships.
- Dependable team player.
- People-oriented.
- Respect for authority and organizational structure.
- Flexible.
- Service-oriented.
- Will gather data for decision making.
- Consistent and steady.

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.

- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Need help in prioritizing new assignments.
- Take criticism of her work as a personal affront.
- Hold a grudge if her personal beliefs are attacked.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not take action against those who challenge or break the rules or guidelines.
- Underestimate her abilities.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.

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.

- Take your time and be persistent.
- Give her time to ask questions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Be prepared.
- Take time to be sure that she is in agreement and understands what you said.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Use scheduled timetable when implementing new action.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.

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.

- Talk to her when you're extremely angry.
- Manipulate or push her into agreeing because she probably won't fight back.
- Be domineering or demanding; don't threaten with position power.
- Use testimonies from unreliable sources.
- Be abrupt and rapid.
- Be haphazard.
- Rush her in the decision-making process.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Talk in a loud voice or use confrontation.
- Overuse gestures.
- Overuse emotions.

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.

- Desire for continuous learning is one of her greatest strengths.
- Delivers her knowledge and wisdom objectively.
- The "glue" that ties multiple visions together.
- Highly in tune to the environment and synergy within it.
- Detailed and compliant about the research process.
- Wants to know everything about the process, which leads to high standards and results.
- Brings a good mixture of procedure orientation and creativity.
- She brings extreme detail and precision to the project in order to enhance the outcome.

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 have difficulty sharing subjective information.
- Resents change without logical facts and reasoning behind the change.
- Not willing to share opinions until comfortable about how others will receive it.
- If environment is shaken, she struggles to speak up to realign it.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- Wants a consistent process but constantly looking to make sure it is correct.
- Takes criticism personally and may need time to bounce back.
- Feels a better job could be done if more focus was on the experience of the project.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- An environment where she can use her intuitive thinking skills.
- Information and time to make decisions.
- A credible manager that provides enough information.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- Time for personal reflection and an appreciation for staying balanced.

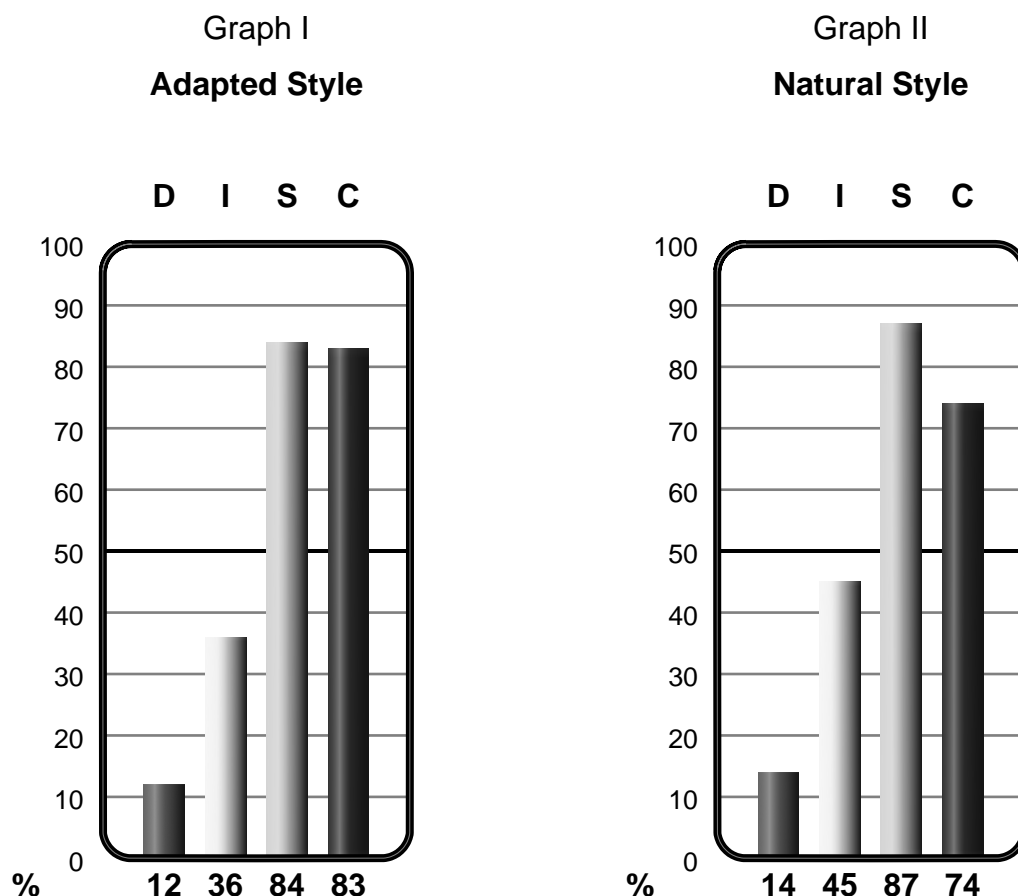
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Specific questions--not general or open-ended.
- To support others through the gathering and delivery of information.
- To be seen as the keeper of information.
- Clearly defined start and finish points on each project or task.
- Time for the beautification of the workplace and areas around her.

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:

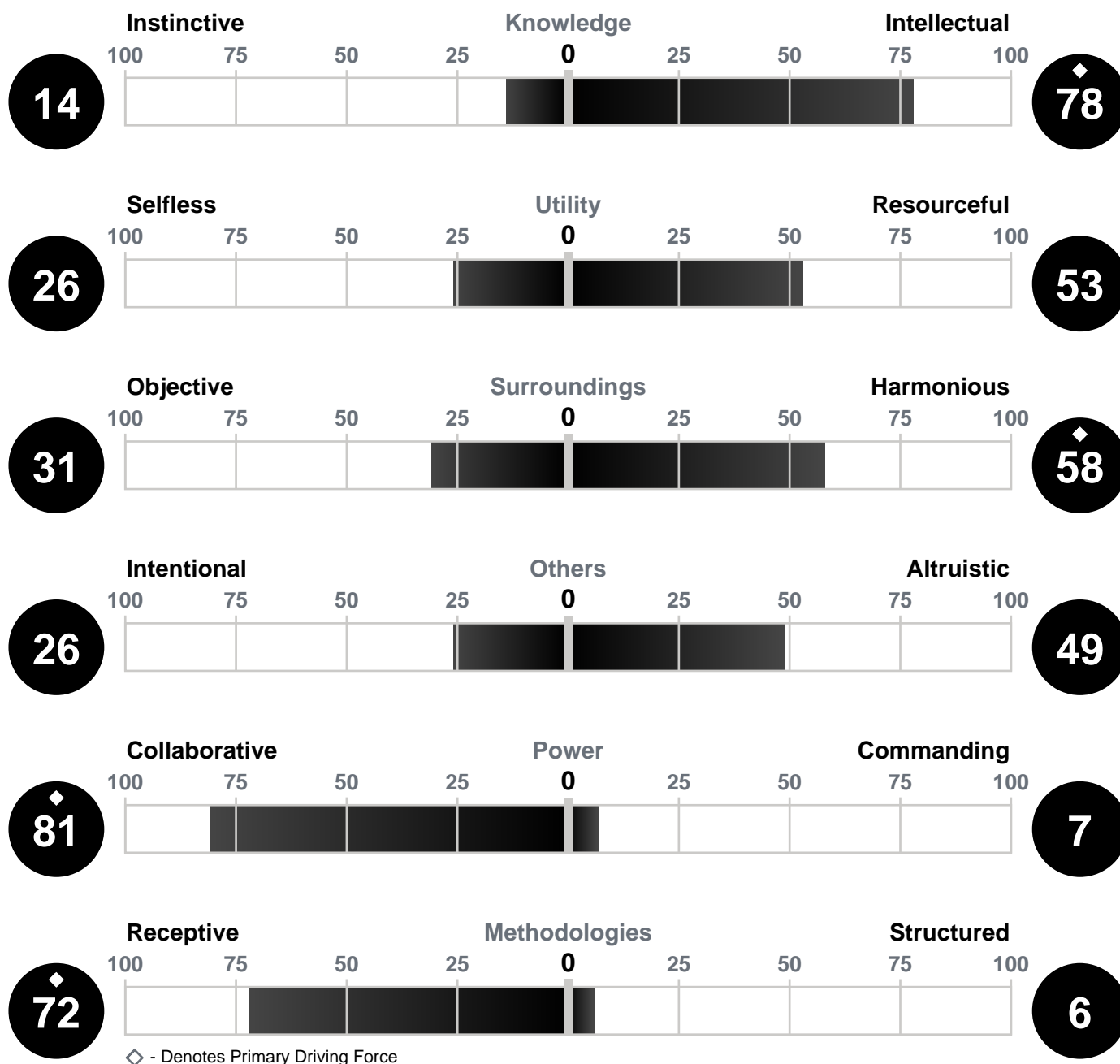
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- henna will seek the "truth," yet "truth" is relative and will be defined by her own standards.
- The process is not as important to her as the results.
- henna never walked by a bookstore or library she didn't want to visit.
- henna will spend time and money helping people who have committed their lives to educating themselves and others.
- She sees the value in having good libraries and bookstores in every community.
- henna is good at integrating the past, present and future.
- Many may see her as an intellectual.

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.

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

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.

- She evaluates things for their utility and economic return.
- She will work long and hard to satisfy her needs.
- henna is good at achieving goals.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- henna tends to give freely of time and resources, but will want and expect a return on her investment.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.
- She may use wealth as a yardstick to measure her work effort.

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.

- henna's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- henna 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 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.

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

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.

- henna will be less concerned about her ego than others may be.
- henna feels that struggles should be the burden of the team, not just the individuals.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Being in total control of a situation is not a primary motivating factor.
- As long as henna's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- She will not attempt to overpower others' points of view or change their thinking.
- henna's passion in life will be found in one or two of the other dimensions discussed in this report.

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

Architecture
Biochemistry, Biophysics
Botany
Composition, Writing
Geography
Geology, Earth Sciences
Interior Design
Microbiology
Paleontology
Web Design, Web Administration

Career and Technical

Biomedical Equipment Technician
Drafting
Rehabilitation Therapy

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Diagnostic, Scanning Technician

NEXT STEPS: POSSIBLE DEGREE MATCHES

Ecommerce
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Renewable Energy
Videography
Yoga Therapy and Training

Health Sciences

Clinical Research
Exercise Science
Kinesiology
Pharmaceutical

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
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1051	4+	Pharmacist
29-1021	4+	Dentist
27-1021	4+	Commercial & Industrial Designer
25-4021	4+	Librarian
25-3011	4+	Adult Educator
23-1011	4+	Lawyer
21-1091	4+	Health Educator
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2141	4+	Mechanical Engineer
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-2071	4+	Electrical Engineer
17-1012	4+	Landscape Architect
17-1011	4+	Architect, Except Landscape & Naval
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist

NEXT STEPS: POSSIBLE CAREER IDEAS

27-4021	4	Photographer
27-3043	4	Writer & Author
27-3021	4	News Analyst
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
17-3013	4	Mechanical Drafter
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
17-1021	4	Cartographer & Photogrammetrist
15-1041	4	Computer Support Specialist
13-2051	4	Financial Analyst
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3023	2-4	Electrical & Electronic Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician

NEXT STEPS: POSSIBLE CAREER IDEAS

27-4012	2	Broadcast Technician
25-9041	HS-2	Teacher Assistant
25-4031	HS-2	Library Technician
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2041	HS	Carpet Installer
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4121	HS	Library Assistant, clerical
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
27-1023	HS	Floral Designer

STUDY TIPS

- Try new ways of learning.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study and review notes just before class starts.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Study in groups of two or more.
- Set realistic goals.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Study or review notes before each class starts.

Strengths

Desire for continuous learning is one of her greatest strengths.

Delivers her knowledge and wisdom objectively.

The "glue" that ties multiple visions together.

Highly in tune to the environment and synergy within it.

Detailed and compliant about the research process.

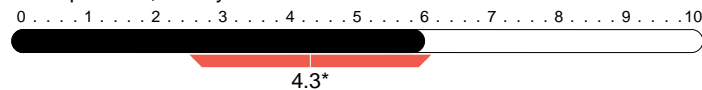
Brings a good mixture of procedure orientation and creativity.

Motivators

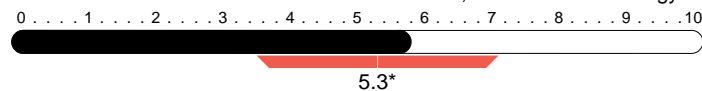
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



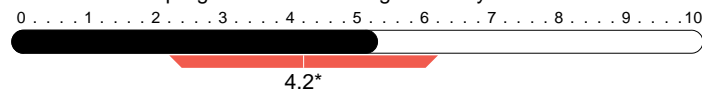
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



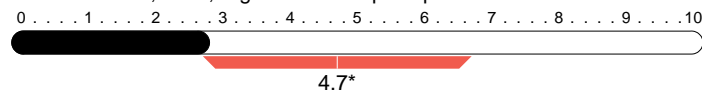
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



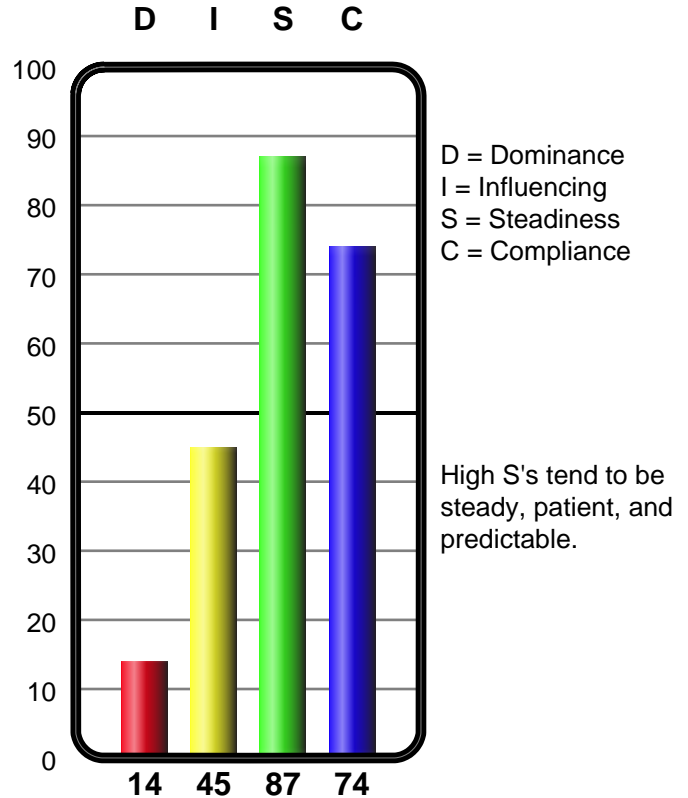
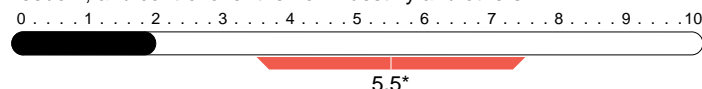
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

People-oriented.

Builds good relationships.

Patient and empathetic.

Works for a leader and a cause.

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

Respect for authority and organizational structure.