

crystal villa
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.

crystal can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. She prefers to help and support others rather than compete against them. She looks to people for support and inner-satisfaction as a way to reach her personal goals. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. crystal is good at maintaining relationships both on and off the job. She manifests a caring and warm demeanor to the people in her life. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She 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 is a team player but can also exhibit a desire for independence. Once crystal 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. She tends to build a close relationship with a relatively small group of associates.

crystal often thinks over major decisions before acting. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. crystal 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. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team.

crystal likes a friendly, open style of communication. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. 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. crystal will be open with those she trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- Respect for authority and organizational structure.
- Builds good relationships.
- Turns confrontation into positives.
- Service-oriented.
- Patient and empathetic.
- Dependable team player.
- Flexible.

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.

- Need help in prioritizing new assignments.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Hold a grudge if her personal beliefs are attacked.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be too conservative--bides time and avoids much that is new.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Be dependent on others for decisions, even if she knows she is right.
- Not let others know where she stands on an issue.

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 friendly environment.
- Ask "how?" questions to draw her opinions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Take time to be sure that she is in agreement and understands what you said.
- Give her time to ask questions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Start, however briefly, with a personal comment. Break the ice.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Define clearly (preferably in writing) individual contributions.
- Support your communications with correct facts and data.
- Be prepared.

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.

- Push too hard, or be unrealistic with deadlines.
- Make promises you cannot deliver.
- Patronize or demean her by using subtlety or incentive.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Give your presentation in random order.
- Be haphazard.
- Talk to her when you're extremely angry.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.

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.

- Highly in tune to the environment and synergy within it.
- Patient with and willing to listen to the feelings of others.
- Able to be a strong listener, who can become a lifelong friend.
- Accommodating and pleasing others is one of her natural talents.
- Brings enthusiasm to the creative process.
- Brings balance to the organization in a positive and friendly way.
- Good at promoting causes that improve society.
- Wants to be seen as a leader in humanitarian issues.

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.

- Not willing to share opinions until comfortable about how others will receive it.
- Keeps to herself resulting in unexpressed viewpoints.
- May not always stand up for oneself or others.
- May have difficulty correcting others as she wants to help but not offend.
- Can over share personal feelings or emotions.
- Spends too much time self-reflecting and not enough time following through.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- When helping others, may talk too much about herself.

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.
- Ability to develop new and out-of-the box ideas with others.
- An environment where interacting with others in an effort to help each person is rewarded.
- A forum to advocate for the greater good as it relates to moving the organization forward.

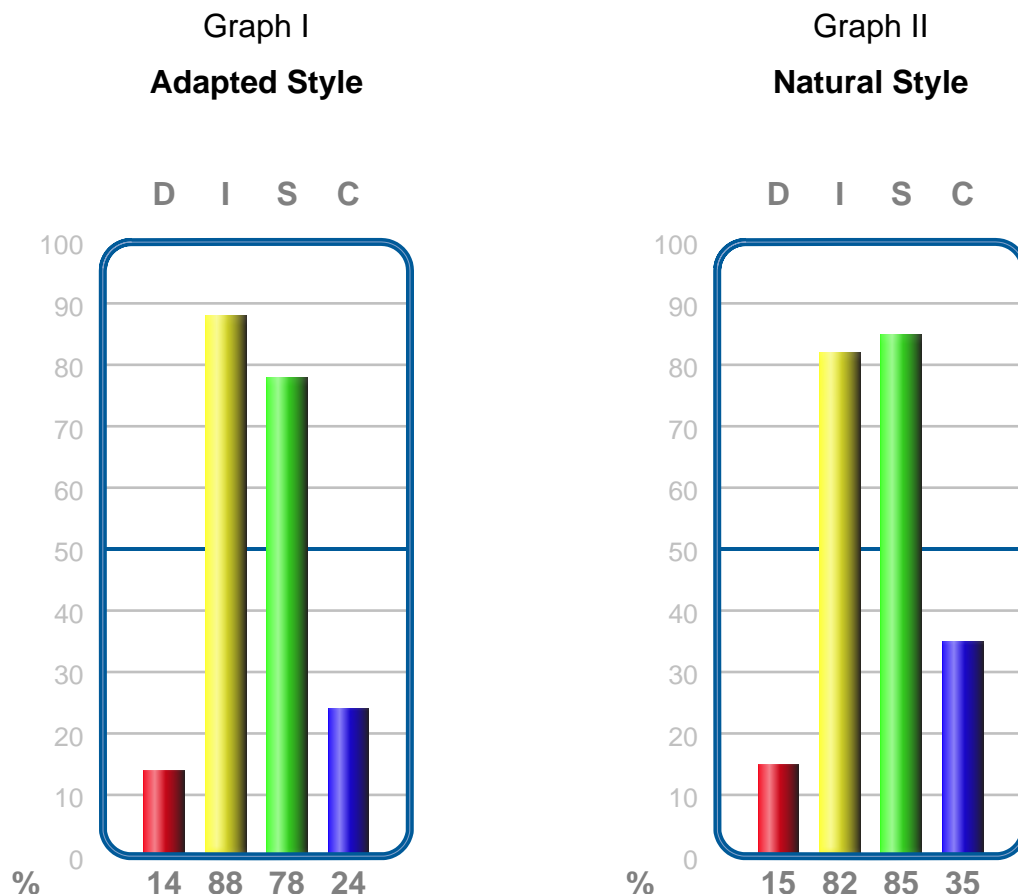
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support her dreams.
- Identification with fellow workers.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- Positive and open interactions between co-workers and management.
- To be a part of the team that contributes to causes and helping others.
- To be seen as an internal resource for people to express problems and challenges.

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:

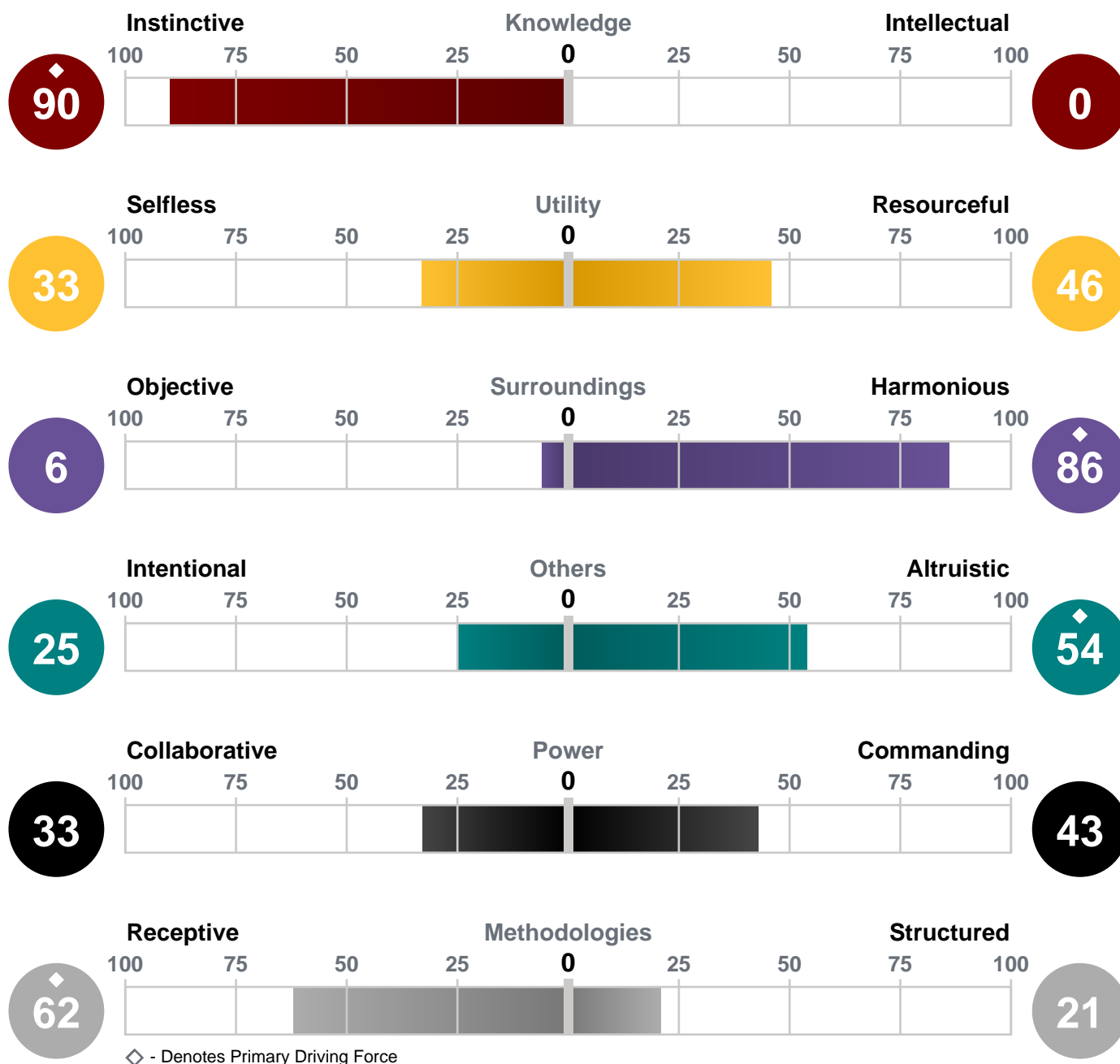
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- crystal seeks self-realization and fulfillment.
- crystal enjoys the beauty of her surroundings and would like others to share her passion.
- Looking good and feeling good is one of her goals.
- crystal needs a sense of harmony and balance in her surroundings and relationships.
- Being recognized for creativity is the highest form of achievement for her.
- She is in tune with her inner feelings and likes surroundings that compliment these feelings.

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

- Saying "no" is difficult when others need her time or talent.
- She is generous with her time, talent and resources for those in need.
- crystal is patient and sensitive to others.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.

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.
- crystal tends to give freely of time and resources, but will want and expect a return on her investment.
- crystal is good at achieving goals.

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 crystal can be very competitive.
- crystal can be assertive in meeting her 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.

- She will not be afraid to explore new and different ways of interpreting her own belief system.
- Traditions will not place limits or boundaries on crystal.
- She will work within a broadly defined set of beliefs.
- In many cases, crystal will want to set her own rules which will allow her own intuition to guide and direct her actions.
- crystal can be creative in interpreting other systems or traditions and selective in applying those traditions.
- crystal'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 crystal because she has not defined a philosophy or system that can provide immediate answers to every situation.

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.

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

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
Education Counselor
Web Design, Web Administration

Business

Advertising
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Health Aide, Medical Assistance
Massage Therapy
Rehabilitation Therapy

Environmental, Agriculture and Food

Agriculture and Farming
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Desktop Publishing
Ecommerce
Environment, Conservation and Sustainability
Graphic Design
Inside Sales
Life Coaching
Medical Ethics
Multimedia, Digital Communications
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Outside Sales

NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

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

Other Career Paths

Apparel Fashion
Business Sales
Child Care, Family Services
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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
43-4051	2-4	Customer Service Representative
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
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Highly in tune to the environment and synergy within it.

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

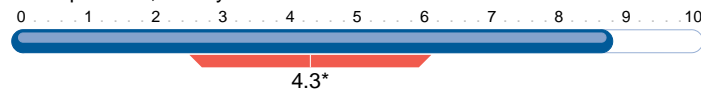
Able to be a strong listener, who can become a lifelong friend.

Accommodating and pleasing others is one of her natural talents.

Brings enthusiasm to the creative process.

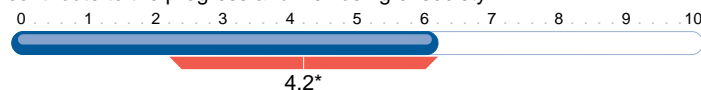
Motivators

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



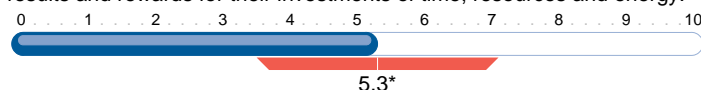
8.8

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



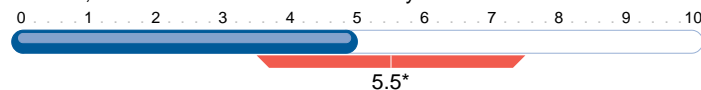
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



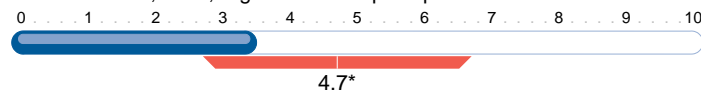
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4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



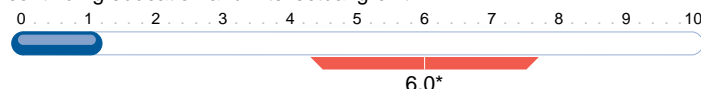
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

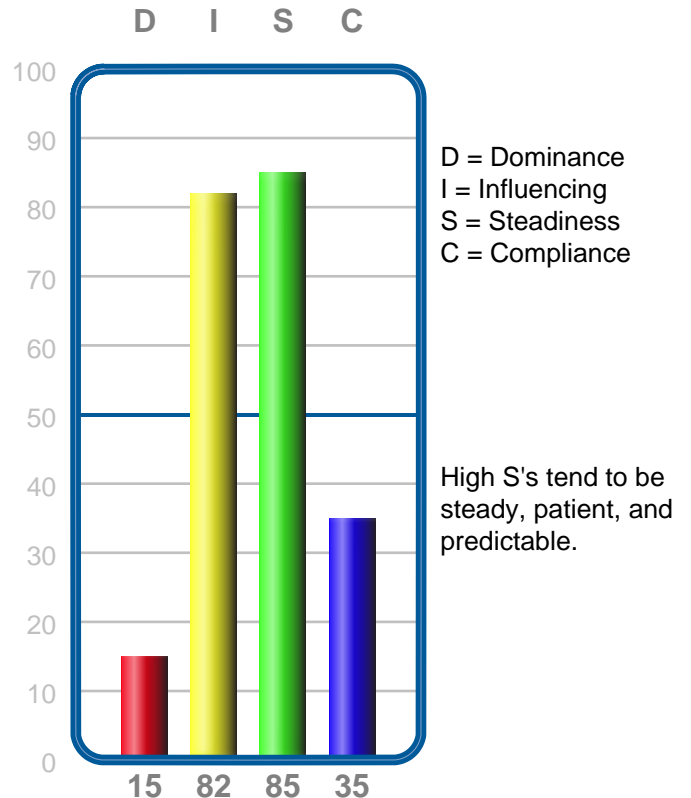


3.5

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



1.2



Value to a Team

Dependable team player.

Adaptable.

Service-oriented.

Turns confrontation into positives.

Flexible.

People-oriented.