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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.

sylvia is often seen as practical and objective. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. When the time is right, sylvia can stand up aggressively for what she believes. sylvia can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She 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 wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Once sylvia 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. When people are involved, she may not always be precise about the use of her time. She wins through hard work and persistence. She likes to stay with one task until it is completed.

sylvia often thinks over major decisions before acting. She is persistent and persevering in her approach to achieving goals. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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."

sylvia will be open with those she trusts; however, reaching the required trust level may take 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. 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 a friendly, open style of communication. sylvia usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted.

STYLE: WHAT OTHERS MAY VALUE IN YOU

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

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be too conservative--bides time and avoids much that is new.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Underestimate her abilities.
- Dislike change if she feels the change is unwarranted.
- Hold a grudge if her personal beliefs are attacked.
- Be defensive when risk is involved--move towards maintaining status quo.
- Avoid accountability by overstating the complexity of the situation.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

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 personal assurances, clear, specific solutions with maximum guarantees.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Give her time to ask questions.
- Ask "how?" questions to draw her opinions.
- Use scheduled timetable when implementing new action.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Take your time and be persistent.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- 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.

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

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.

- Will maintain consistency for the team that supports the legacy.
- Steady communicator of structure and process and the way it "should" be.
- Leads by example and in a quiet and methodical way.
- Methodically follows a strategy to achieve.
- Always looking to say or do the "right" thing.
- Tends to promote traditional ideas and beliefs of the organization.
- Positively promotes the image of the organization.
- Utilizes people to win and accomplish goals.

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.

- Can come off passive/aggressive especially when beliefs are challenged.
- Diverse situations can be highly stressful when trying to stay in line with her system of living.
- Forgives but has a hard time forgetting.
- A fear of change prevents her from advancing.
- Will be frustrated when new and exciting opportunities conflict with the system.
- May be ineffective in sharing her system of living with others.
- May only interact with those she feels complement her goals.
- As a leader may over focus on self and her own needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Freedom from control and detail.
- A forum to celebrate successes as an individual.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- To be seen as a reliable and trustworthy team player working for the organizational system.
- Rewards for consistently following established systems and processes.

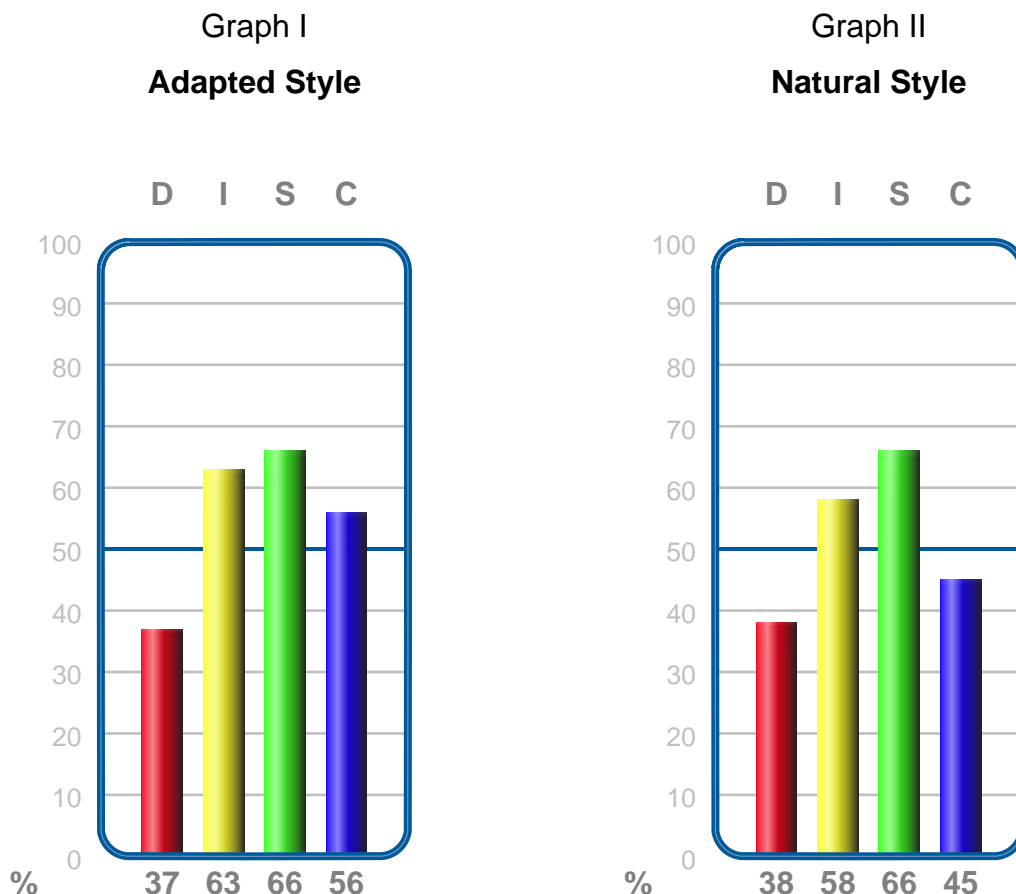
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Freedom from control and detail.
- Opportunities for advancement and new experiences.
- Control over keeping the process consistent and methodical.
- Time to adjust to changes as it relates to systems and structure.
- Respect for privacy of her beliefs.

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:

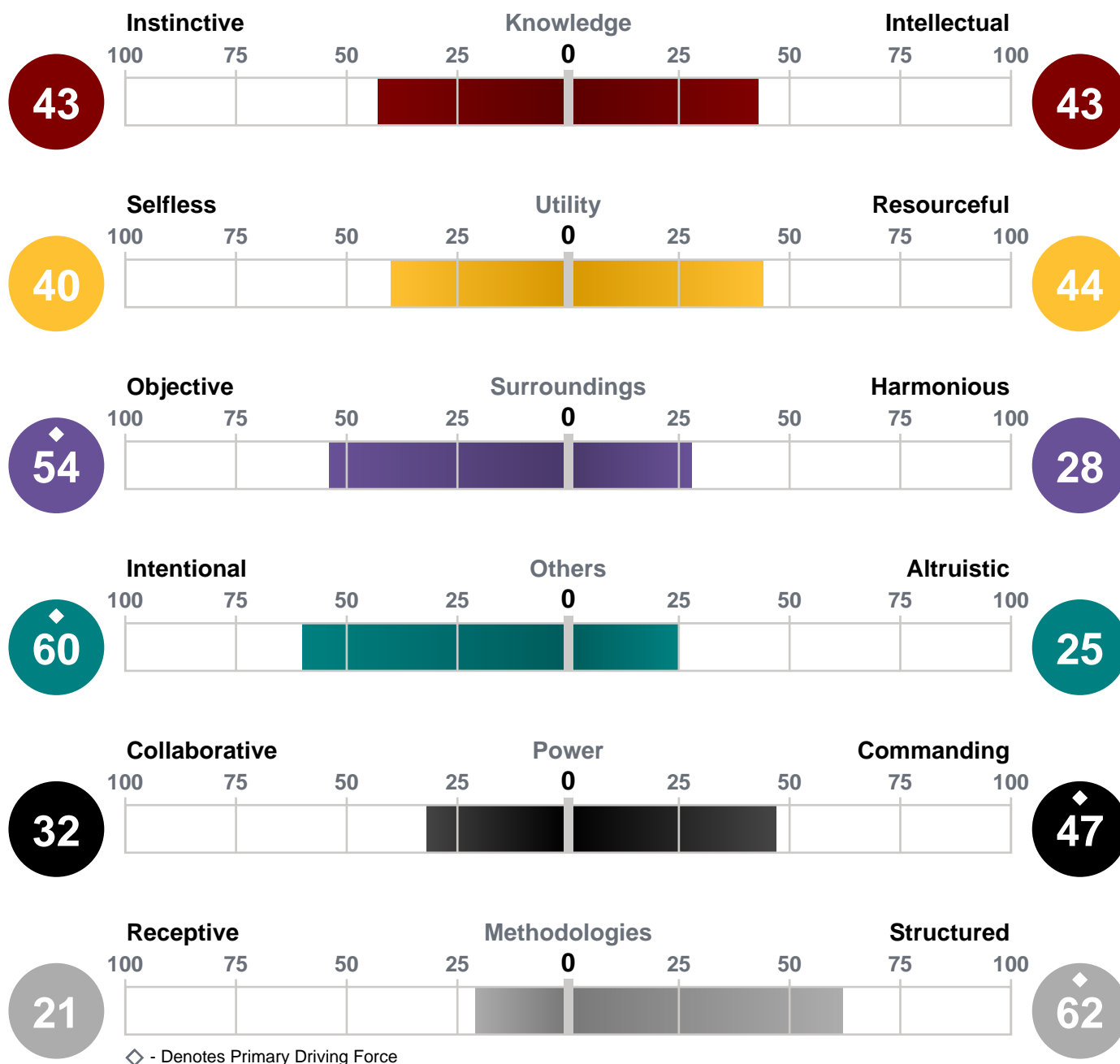
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 is true to her personal vision.
- She will evaluate others based on her rules for living.
- sylvia lets her conscience be her guide.
- Following proven procedures is more important than quick fixes.
- She believes strongly in her opinions.
- sylvia likes unity and order in her life.

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.

- Maintaining individuality is strived for in relationships.
- She wants to control her own destiny and display her independence.
- sylvia believes "when the going gets tough, the tough get going."
- People who are determined and competitive are liked by sylvia.
- She believes "if at first you don't succeed try, try again."
- If necessary, sylvia will be assertive in meeting her own needs.
- sylvia takes responsibility for her actions.
- sylvia likes to be in situations that allow her the freedom to control her destiny and the destiny of others. Her team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- sylvia has the desire to assert herself and to be recognized for her accomplishments.

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

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.

- A job that challenges the knowledge will increase her job satisfaction.
- sylvia will usually have the data to support her convictions.
- sylvia has the potential to become an expert in her chosen field.
- If knowledge of a specific subject is not of interest, or is not required for success, sylvia will have a tendency to rely on her intuition or practical information in this area.
- If sylvia is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- In those areas where sylvia has a special interest she will be good at integrating past knowledge to solve current problems.
- sylvia will seek knowledge based on her needs in individual situations.

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.

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

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.

- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- sylvia will be torn if helping others proves to be detrimental to her.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- sylvia is willing to help others if they are working as hard as possible to achieve their goals.
- sylvia's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.

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

Audio Engineering
Criminology, Forensics
Economics
Film and Television Production
Information Technology
Interior Design
Mathematics, Applied Math
Microbiology
Photography and Studio Art
Physics, Applied Physics
Quantitative Analysis
Statistics
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Career and Technical

Building Inspector
Carpentry
Chef, Food Preparation
Electrician
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Civil Engineering
Computer Engineering
Electrical Engineering
Industrial Engineering
Materials Engineering
Mechanical Engineering
Operations Research

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Culinary Science
Forestry, Natural Resources
Landscape Architecture
Natural Sciences

Evolving Opportunities

Computer Programming
Ecommerce
Nutrition and Diet Science
Online Marketing, Social Media

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Apparel Fashion
Military Service

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
27-3031	4	Public Relations Specialist
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-2022	4	Teacher, Middle School
13-1121	4	Meeting & Convention Planner
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-5111	HS	Weights and Measure Checker
39-3011	HS	Gaming Dealer
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Study or review notes before each class starts.
- Quiz yourself and others about ideas you are learning.
- Meditate and think positive thoughts before taking an exam.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Put words you have trouble spelling on your mirror so you see them daily.
- Try new ways of learning.
- Ask questions about things for which you are unsure.
- Set realistic goals.
- Identify the time of day you feel best and try to fit studying into these hours.

Strengths

Will maintain consistency for the team that supports the legacy.

Steady communicator of structure and process and the way it "should" be.

Leads by example and in a quiet and methodical way.

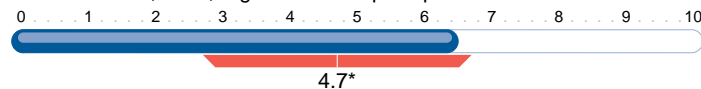
Methodically follows a strategy to achieve.

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

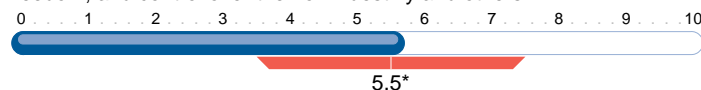
Positively promotes the image of the organization.

Motivators

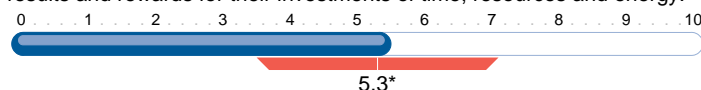
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



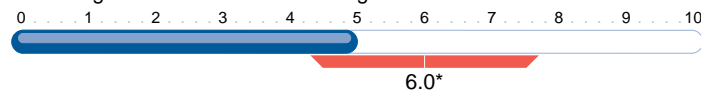
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



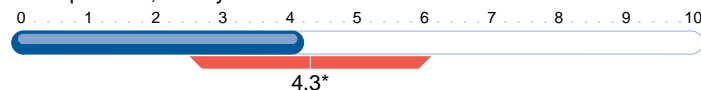
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



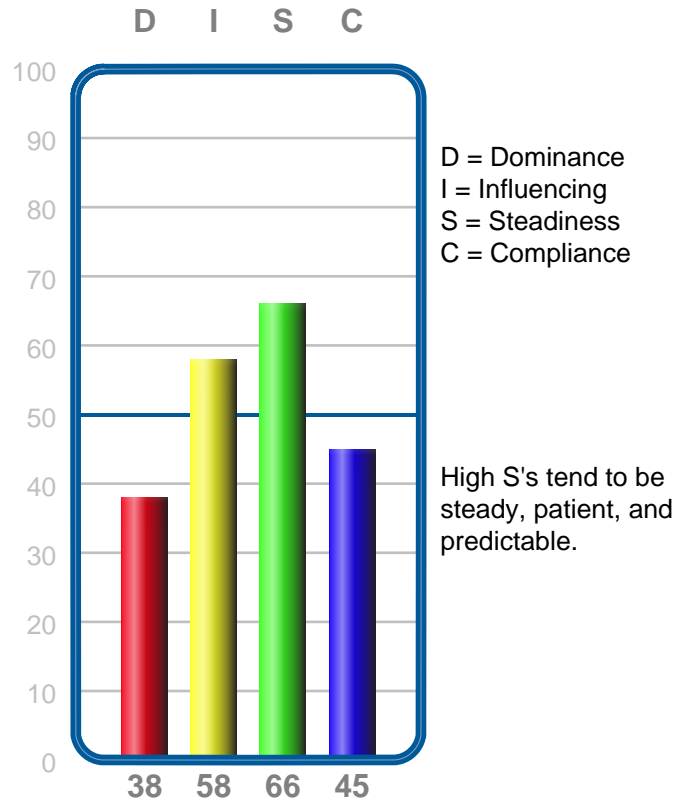
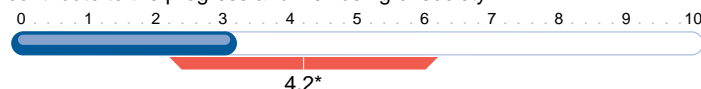
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

Respect for authority and organizational structure.

Builds good relationships.

Dependable team player.

Service-oriented.

Turns confrontation into positives.

Works for a leader and a cause.