

gabriela peraza
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.

gabriela wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. When challenged, she becomes more objective. At times, gabriela would like to slow the world down and cut out some of the activities people want her involved in. She prefers to help and support others rather than compete against them. gabriela is a team player but can also exhibit a desire for independence. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She is good at maintaining relationships both on and off the job. She manifests a caring and warm demeanor to the people in her life. She may not project a sense of urgency like some people with different behavioral styles. gabriela requires many good reasons, as well as the benefits involved, before agreeing to making changes. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family.

gabriela 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. She often thinks over major decisions before acting. gabriela 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." 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 is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

gabriela 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 likes a friendly, open style of communication. 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 will be open with those she trusts; however, reaching the required trust level may take time. gabriela 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

- Service-oriented.
- Respect for authority and organizational structure.
- Turns confrontation into positives.
- Builds good relationships.
- Dependable team player.
- Patient and empathetic.
- Flexible.
- People-oriented.
- Adaptable.

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 take action against those who challenge or break the rules or guidelines.
- 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.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Take criticism of her work as a personal affront.
- Be dependent on others for decisions, even if she knows she is right.
- Not let others know where she stands on an issue.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Need help in prioritizing new assignments.

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.
- Take your time and be persistent.
- Be prepared.
- Take time to be sure that she is in agreement and understands what you said.
- Move casually, informally.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Be sincere and use a tone of voice that shows sincerity.
- Use scheduled timetable when implementing new action.
- Give her time to ask questions.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Ask "how?" questions to draw her opinions.

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.

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

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.

- Able to be a strong listener, who can become a lifelong friend.
- Wants to methodically solve people-related problems that benefit the greater good.
- Great at retrieving information for decision makers she trusts.
- Will keep sensitive information under lock and key.
- Always willing to offer her time and perspective.
- Sings the praises of peers and the contributions others make.
- Motivates others to continue education.
- Looks for the positive side of every situation.

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 not always stand up for oneself or others.
- Sees change for change's sake as negative for herself and others.
- Struggles in adapting to new situations without preparation.
- May not pursue knowledge if it jeopardizes her security.
- High trust and a desire to help could lead to being taken advantage of.
- May overestimate the impact she can have on others.
- A desire to share information can impede her ability to listen and learn.
- Will tend to elaborate on limited data.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Little conflict between people.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- A credible manager that provides enough information.
- Ability to give of time, talent and resources in order to help the organization.
- An environment where interacting with others in an effort to help each person is rewarded.

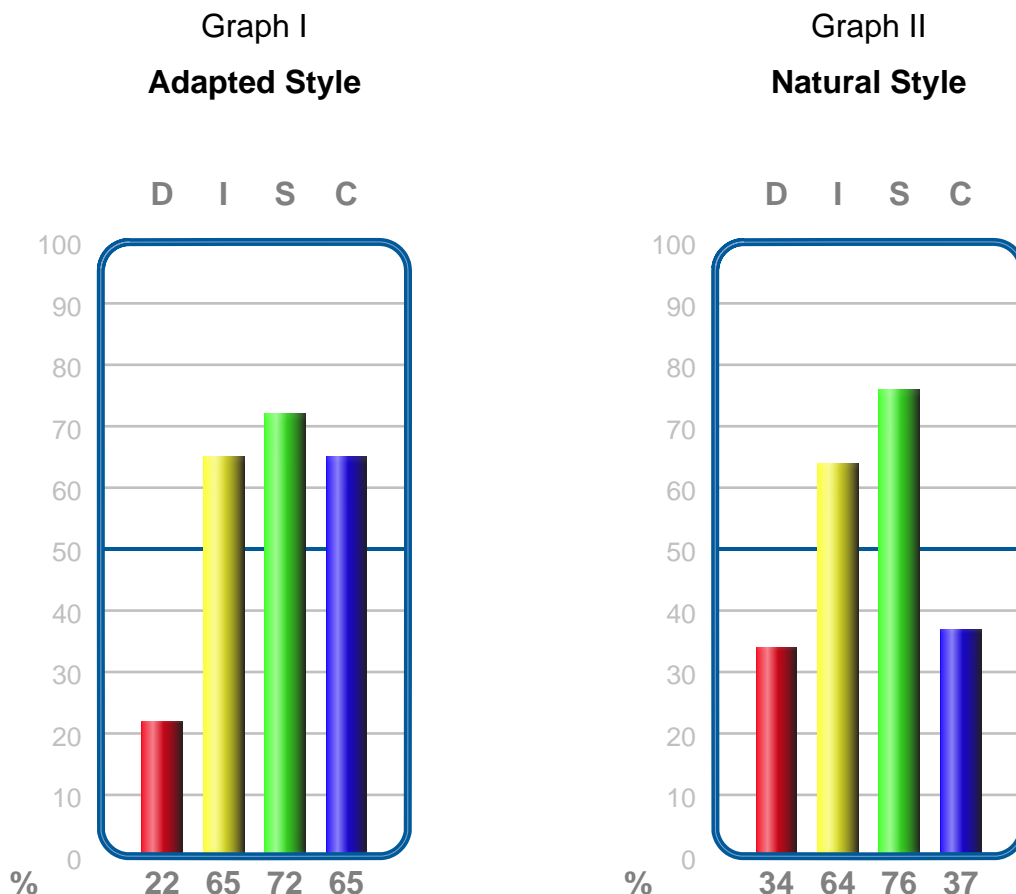
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- A friendly work environment.
- To have the right information to support others so she can feel secure with how the job is being done.
- To be seen as the keeper of information.
- Time to give back both internally and externally in order to quietly change things for the better.
- To be a part of the team that contributes to causes and helping others.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

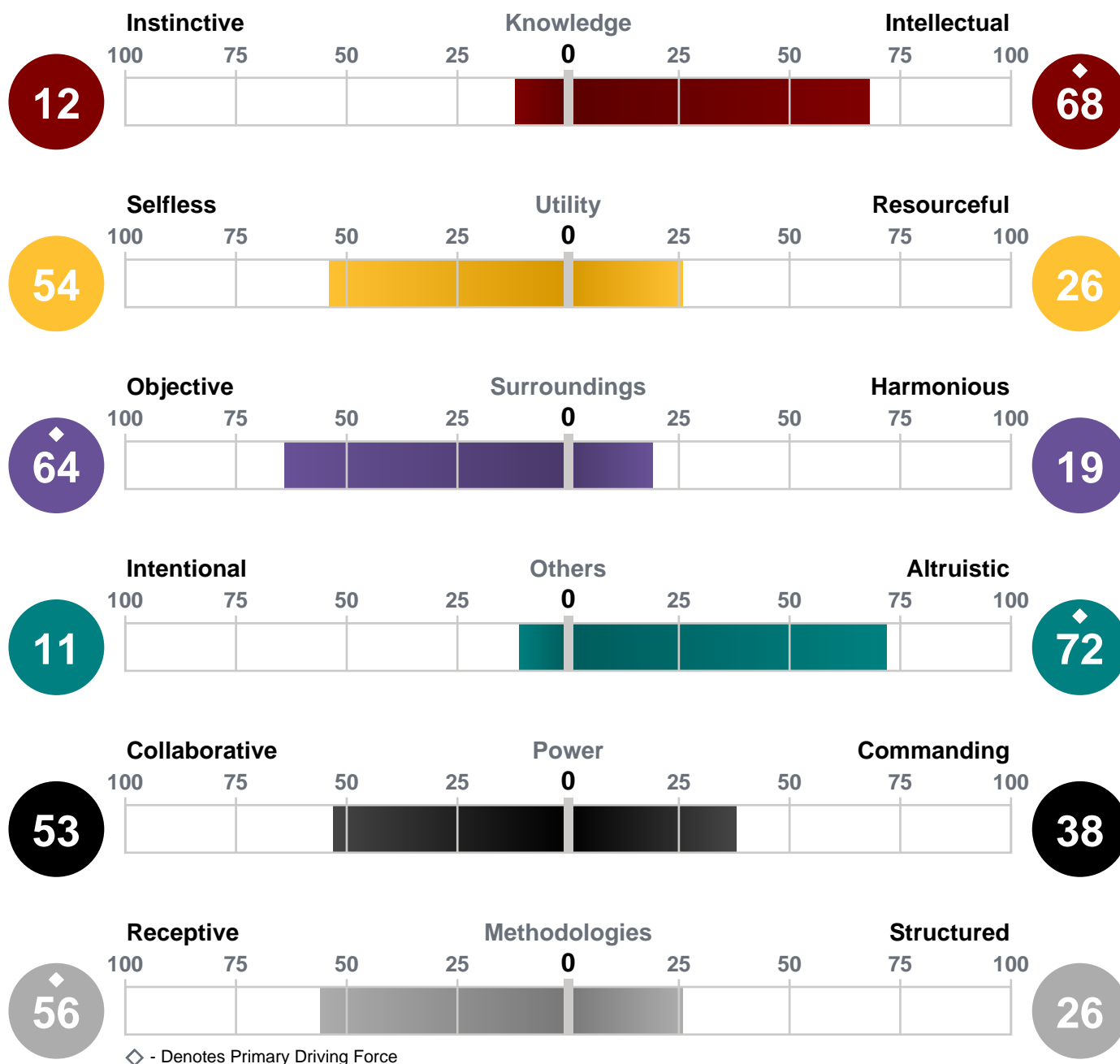
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- She will usually have the data to support her convictions.
- gabriela is comfortable around people who share her interest for knowledge and especially those people with similar convictions.
- A comfortable job for gabriela is one that challenges her knowledge.
- gabriela has the potential to become an expert in her chosen field.
- She may have difficulty putting down a good book.
- gabriela is very good at integrating past knowledge to solve present problems.

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.

- gabriela can be assertive in meeting her needs.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- At times gabriela can be very competitive.
- 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.

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.

- gabriela will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- gabriela can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- gabriela will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- Money itself is not as important as what it will buy.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- She will use wealth as a yardstick to measure her work effort with certain activities.

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.

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

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.

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

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

Criminology, Forensics
Economics
Education Counselor
Ethnic, Cultural and Gender Studies
Humanities
Journalism
Legal Assistance, Paralegal Studies
Library Science
Sociology
Urban Studies
Web Design, Web Administration

Business

Marketing

Career and Technical

Emergency Medical Technician
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Computer Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Computer Programming
Genetics, Reproductive Technology and Research
Health Technology
Life Coaching
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning

Health Sciences

Chiropractic Assistance
Counseling
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Optometry
Pre-Dental
Pre-Veterinary Medicine
Psychology

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 |
|------------|-----------|---|
| 29-2031 | 4+ | Cardiovascular Technician |
| 29-1127 | 4+ | Speech-Language Pathologist |
| 29-1126 | 4+ | Respiratory Therapist |
| 29-1122 | 4+ | Occupational Therapist |
| 29-1071.00 | 4+ | Physician Assistant |
| 29-1041 | 4+ | Optometrist |
| 25-4012 | 4+ | Curator |
| 21-2011 | 4+ | Clergy |
| 21-1029 | 4+ | Social Worker |
| 21-1019 | 4+ | Counselor |
| 19-3093 | 4+ | Historian |
| 19-3092 | 4+ | Geographer |
| 19-3091 | 4+ | Anthropologist & Archaeologist |
| 19-3051 | 4+ | Urban & Regional Planner |
| 19-3041 | 4+ | Sociologist |
| 19-3031.02 | 4+ | Psychologist |
| 19-2043 | 4+ | Hydrologist |
| 19-2041 | 4+ | Environmental Scientist & Specialist including Health |
| 19-1023 | 4+ | Zoologist & Wildlife Biologist |
| 17-2131 | 4+ | Materials Engineer |
| 11-3011 | 4+ | Administrative Services Manager |
| 41-3041 | 4 | Travel Agent |
| 29-9091 | 4 | Athletic Trainer |
| 29-2021 | 4 | Dental Hygienist |
| 29-2011 | 4 | Medical & Clinical Lab Technician |
| 29-1031 | 4 | Dietician & Nutritionist |
| 27-3043 | 4 | Writer & Author |
| 27-3031 | 4 | Public Relations Specialist |
| 27-1024 | 4 | Graphic Designer |
| 25-2031 | 4 | Teacher, Secondary |

NEXT STEPS: POSSIBLE CAREER IDEAS

| | | |
|------------|------|---|
| 25-1053 | 4 | Teacher, Post-secondary Environmental Science |
| 17-3012 | 4 | Electrical & Electronic Drafter |
| 17-3011 | 4 | Architectural & Civil Drafter |
| 17-2199.10 | 4 | Wind Energy Engineer |
| 15-1081 | 2-4+ | Network Systems & Data Communications Analyst |
| 43-4051 | 2-4 | Customer Service Representative |
| 43-1011 | 2-4 | Office and Administrative Support |
| 41-1012 | 2-4 | Manager, Supervisor, non retail |
| 17-3024 | 2-4 | Electro-mechanical Technician |
| 11-9061 | 2-4 | Funeral Director |
| 27-1014 | 2+ | Artist & Animator, multi-media |
| 25-2011 | 2+ | Teacher, Preschool |
| 49-2094 | 2 | Electrical and Electronic Repairer |
| 49-2011 | 2 | Computer Teller/Office Machine Repairer |
| 41-2031 | 2 | Retail Salesperson |
| 39-9032 | 2 | Recreational Worker |
| 39-6031 | 2 | Flight Attendant |
| 39-5011 | 2 | Barber & Cosmetologist |
| 31-9092 | 2 | Medical Assistant |
| 31-9011 | 2 | Massage Therapist |
| 31-2022 | 2 | Physical Therapist Aide |
| 29-2061 | 2 | LPN (Licensed Practical Nurse) |
| 25-9031 | 2 | Instructional Coordinator |
| 11-3051 | 2 | Industrial Production Manager |
| 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 |
| 43-4151 | HS | Order Clerk |
| 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 |
| 39-9011 | HS | Child Care Worker |
| 29-2041 | HS | Emergency Medical Technician & Paramedic |
| 27-1023 | HS | Floral Designer |

STUDY TIPS

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

Strengths

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

Wants to methodically solve people-related problems that benefit the greater good.

Great at retrieving information for decision makers she trusts.

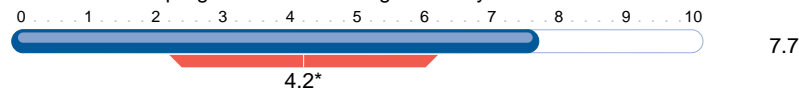
Will keep sensitive information under lock and key.

Always willing to offer her time and perspective.

Motivates others to continue education.

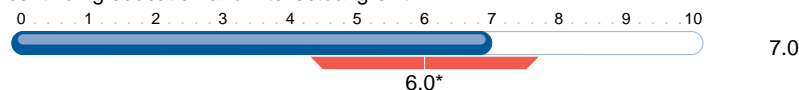
Motivators

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



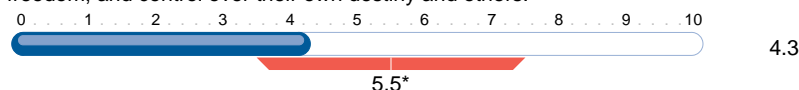
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



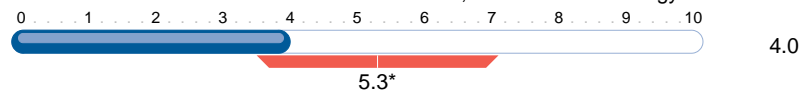
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



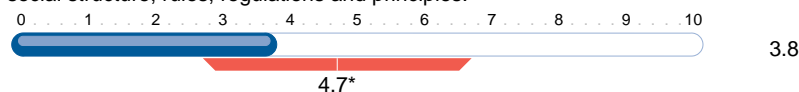
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



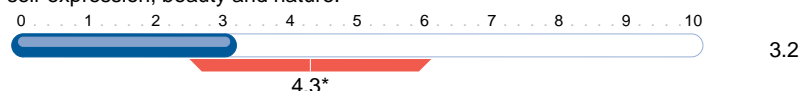
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

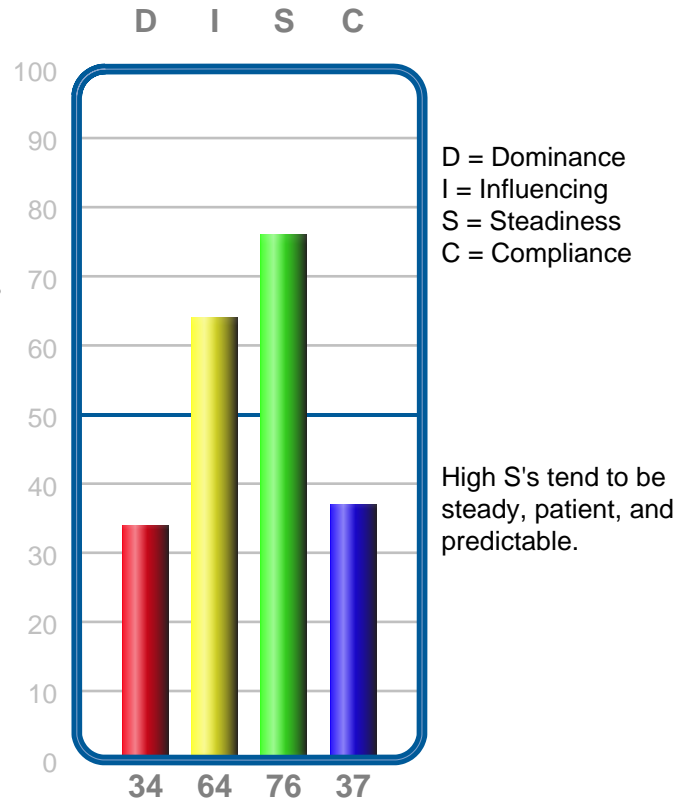


3.8

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



3.2



Value to a Team

Builds good relationships.

Respect for authority and organizational structure.

Turns confrontation into positives.

Service-oriented.

Adaptable.

Patient and empathetic.