

**Seleney Orozco**  
10-13-2016



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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.*

Seleney likes to develop people and build organizations. She projects a self-assured and self-confident image. She tends to trust people and may be taken advantage of because of her high trust level. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." Seleney is gregarious and sociable. She will be seen as a good mixer both on or off the job. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She wants to be liked by everyone and to be recognized for her willingness to help others in time of need. She is good at creating enthusiasm in others. Seleney does not like close supervision. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group.

Seleney likes to be involved in the decision-making process. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She may be inconsistent in disciplining others. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. Seleney is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She usually makes decisions after gathering some facts and supporting data. She will not be overlooked nor uninvolved. She will consistently try to inspire people to her point of view.

Seleney tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She may use her time imprecisely because she likes to talk to people. She will know many people. She has a tendency to be a name dropper. She may do this without thinking, trying to establish rapport with people she may not know well. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. Seleney is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Seleney will attempt to put them at ease. She can get emotional about any subject in which she believes. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She has a tendency, which she regards as an ability, to talk smoothly, readily and at length.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative problem solving.
- Dedicated to her own ideas.
- Verbalizes her feelings.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- People-oriented.
- Positive sense of humor.
- Bottom line-oriented.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Overestimate her ability to motivate people or change others' behavior.
- Be a situational listener if not given an opportunity to tell her ideas.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Take information at face value without validation or substantial investigation.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be so enthusiastic that she can be seen as superficial.
- Be too verbal in expressing criticism.
- Have difficulty planning and controlling time expenditure.

## 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.*

- Leave time for relating, socializing.
- Define the problem in writing.
- Clarify any parameters in writing.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Plan interaction that supports her dreams and intentions.
- Confront when in disagreement.
- Be brief--be bright--be gone.
- Use a motivating approach, when appropriate.
- Speak at a rapid pace.

## 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.*

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

## 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.*

- Motivates others to be the best they can be.
- Capable of addressing conflict for a win-win scenario.
- Demonstrates a will and desire to help others in the organization.
- Great at generating excitement in others and getting people on board.
- Will take a firm stance when her position or status is questioned.
- Leads by example and in a quiet and methodical way.
- Accommodating and pleasing others is one of her natural talents.
- Will be persistent about moving toward the greater cause.

## 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.*

- She may overestimate her authority.
- Can disclose their agenda to the wrong people.
- Does not always listen to those she is helping.
- Has trouble making difficult decisions that affect others.
- Will hide emotions until others push her buttons or take advantage of her.
- Forgives but has a hard time forgetting.
- May have difficulty correcting others as she wants to help but not offend.
- Struggles with putting her foot down, as she doesn't want to hurt others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Assignments with a high degree of people contacts.
- Ability to showcase altruistic achievements in order to get others involved.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- An environment to express ideas to influence people.
- A "can-do" environment filled with optimistic people.

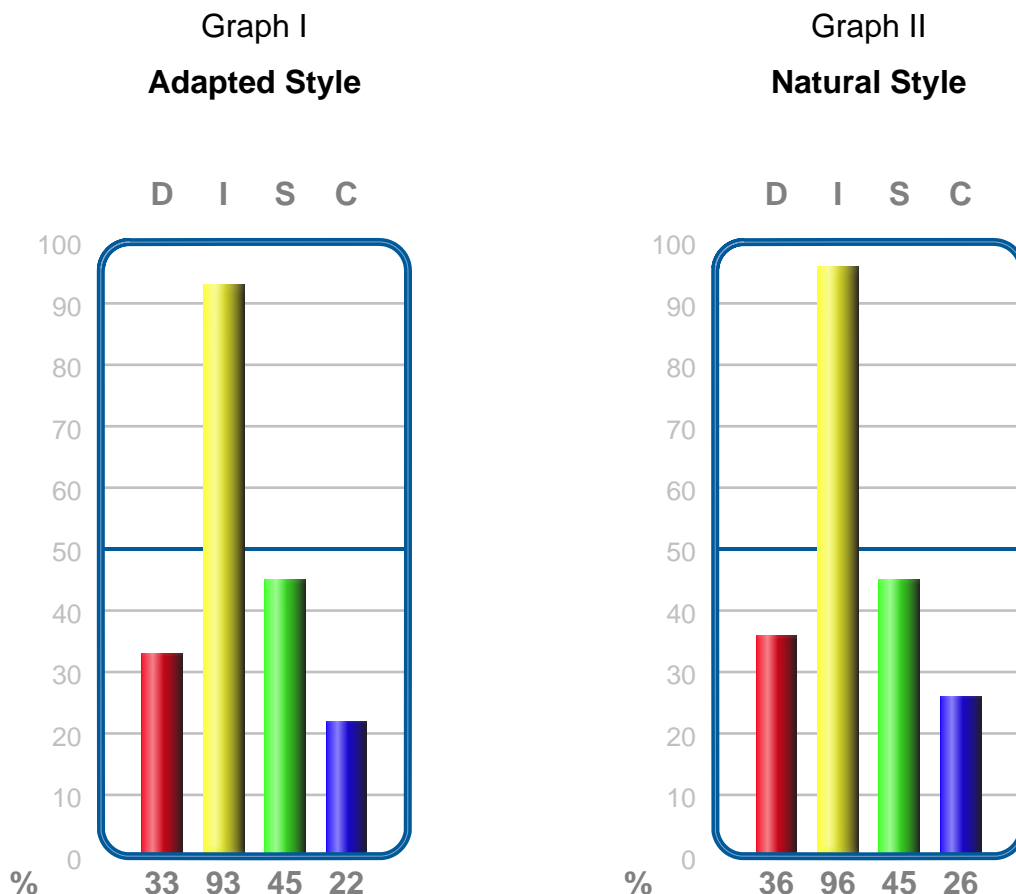
## STYLE: THINGS YOU MAY WANT FROM OTHERS

*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.
- Rewards to support her dreams.
- The flexibility to be creative in the way she and the organization help others and causes.
- To be seen as an internal resource for people to express problems and challenges.
- Public recognition of power and prestige.
- To lead people toward her vision.

## 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:

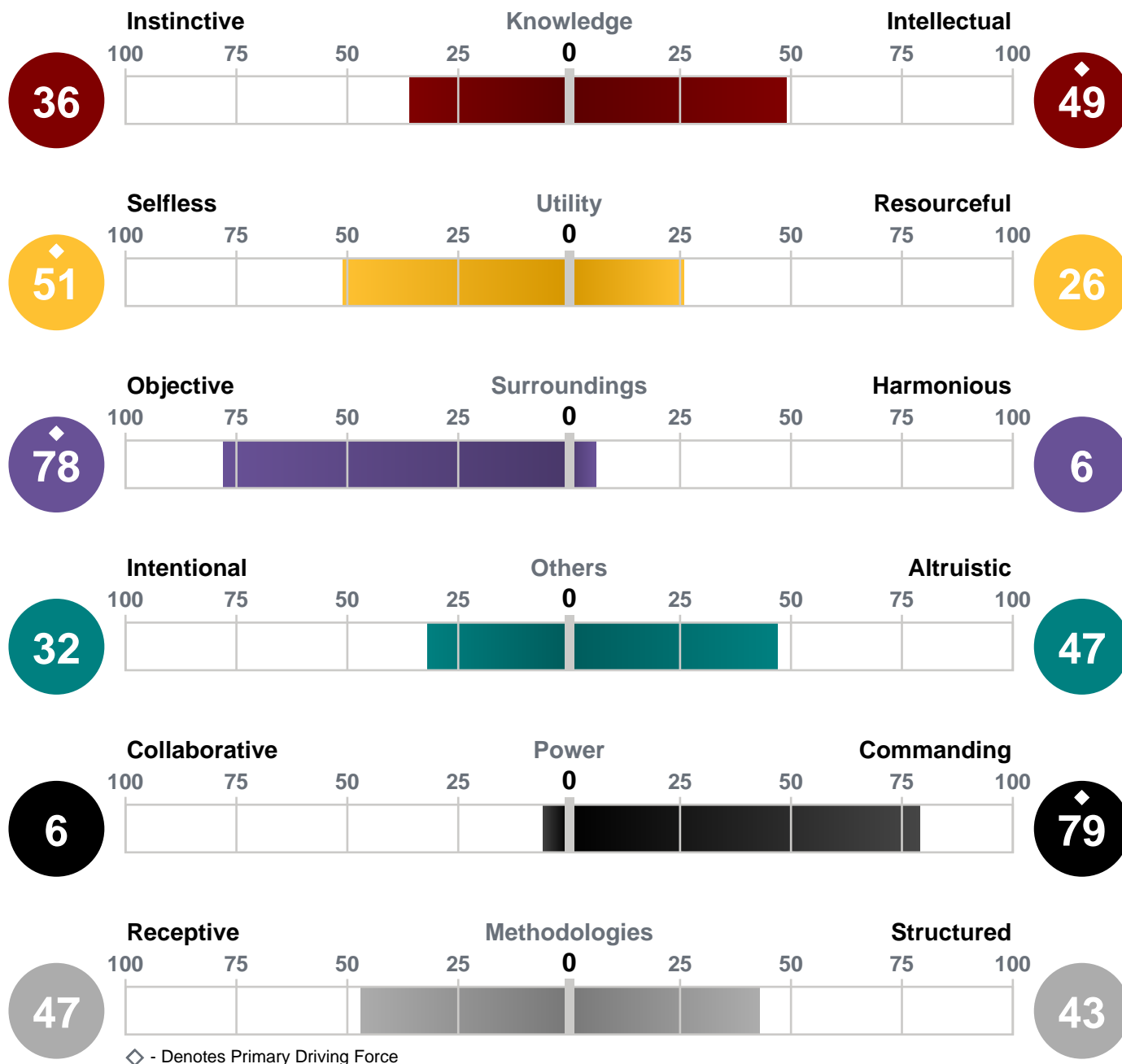
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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](http://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 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 wants to not only control her own destiny, but the destiny of others.
- At times, she believes all is fair in love and war.
- She enjoys public recognition for her contributions made for the betterment of those in need.
- Her intellectual curiosity and information will be used to control many situations.
- Seleney may be rigid in enforcing her beliefs and rules.
- She will work long and hard to achieve positions that will allow her to interject her philosophies.
- When Seleney feels strongly about a situation, she may apply the "end justifies the means" concept.
- Seleney may go to extremes to win or control the situation.
- Control of the situation is the primary concern for her. The limelight is not a requirement as long as credit is given where credit is due.

## 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.
- Helping the homeless may be one of her concerns.
- Seleney is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.
- Seleney will be generous with time, research and information on social problems.
- She will have a keen interest in improving society.
- 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.*

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

## 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 "traditional" 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.*

- Seleney at times will evaluate others based on her rules for living.
- Seleney lets her conscience be her guide.
- Seleney needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.

## 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.*

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

## 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.*

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

## 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](http://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

Broadcasting  
Computer Science  
Criminal Justice  
Entertainment and Arts Management  
Information Technology  
International Studies and Relations  
Legal Assistance, Paralegal Studies  
Library Science  
Meteorology  
Neuroscience  
Political Science  
Pre-Law  
Radio and Broadcast Communications

### Business

Business Communications, Public Relations  
Marketing

### Career and Technical

Chef, Food Preparation

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Educational Administrator  
Entrepreneurial Studies  
Life Coaching  
Peace and Conflict Resolution Studies  
Social Entrepreneurism  
Urban and City Planning

### Health Sciences

Exercise Science  
Health and Fitness, Personal Training

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Hospital and Health Administration  
Kinesiology  
Nursing  
Occupational Therapy  
Physical Therapy, Sports Medicine  
Psychology

### Other Career Paths

Apparel Fashion  
Event Planning  
Fitness and Exercise Science  
Recreation and Tourism



## 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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
11-9081	4	Lodging Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

## NEXT STEPS: POSSIBLE CAREER IDEAS

39-6012      HS      Concierge

## STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Develop good study habits and follow them everyday.
- Take meaningful notes.
- Don't put off studying until the last minute.
- Socialize after studying - not before.
- Listen for ideas and facts to support the main idea.
- Use recitation to embed fact and ideas.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Review your notes after class.
- Don't doodle.

## Strengths

Motivates others to be the best they can be.

Capable of addressing conflict for a win-win scenario.

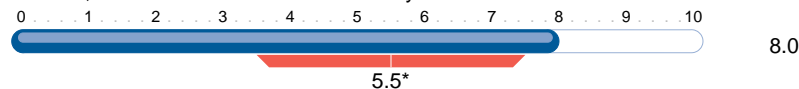
Demonstrates a will and desire to help others in the organization.

Great at generating excitement in others and getting people on board.

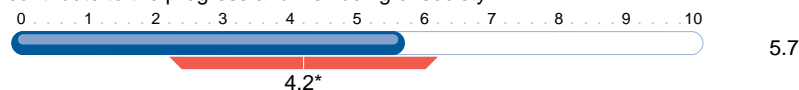
Will take a firm stance when her position or status is questioned.

## Motivators

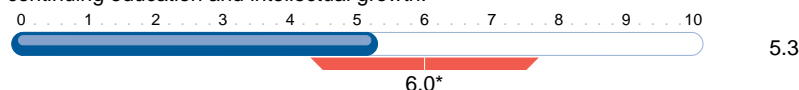
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



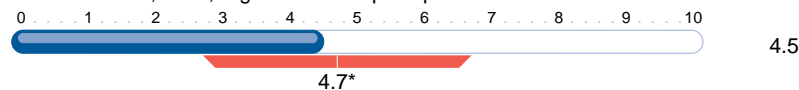
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



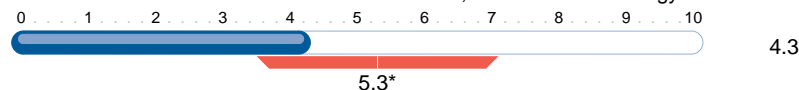
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



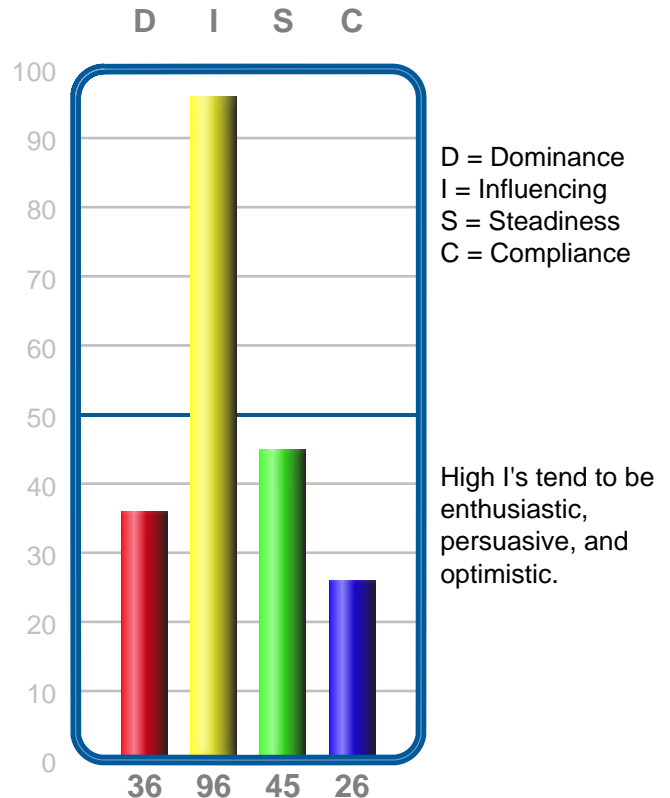
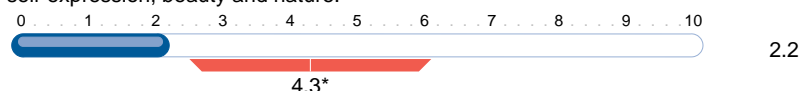
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Verbalizes her feelings.

Optimistic and enthusiastic.

Bottom line-oriented.

Negotiates conflicts.

Motivates others towards goals.

Positive sense of humor.