

Evangelina Valenzuela
10-11-2016



TABLE OF CONTENTS

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.

Evangelina prefers working for a participative manager. She does her best work in this kind of environment. She is optimistic and usually has a positive sense of humor. She can be flexible and diplomatic when the situation calls for it. She believes in getting results through other people. She prefers the "team approach." Evangelina wants to know what others think of her. She wants and tries to please. She can be seen as a person of good will. She may tend to agree to avoid confrontation. She is approachable, affectionate and understanding. Evangelina can be obliging and accommodating; that is, she likes to work with people and help them. She likes feedback from her manager on how she is doing.

Evangelina prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She likes to participate in decision making. She is good at solving problems that deal with people. 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. Decisions are made after gathering facts and supportive data. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She likes working for managers who make quick decisions.

Evangelina usually uses many gestures when talking. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Evangelina will attempt to put them at ease. It is important for Evangelina to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She judges others by their verbal skills and warmth. Evangelina tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is good at calming conflict situations. Others can sense that she is truly interested in helping people in a conciliatory role. She has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Positive sense of humor.
- Turns confrontation into positives.
- Negotiates conflicts.
- Concerned about quality.
- People-oriented.
- Creative problem solving.

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.

- Make decisions based on surface analysis.
- Be so enthusiastic that she can be seen as superficial.
- Overestimate her ability to motivate people or change others' behavior.
- Trust people indiscriminately if positively reinforced by those people.
- Be unrealistic in appraising people--especially if the person is a "friend."

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.

- Give her time to verify reliability of your comments--be accurate and realistic.
- Read the body language for approval or disapproval.
- Provide solid, tangible, practical evidence.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide ideas for implementing action.
- Support your communications with correct facts and data.
- Keep conversation at discussion level.
- Leave time for relating, socializing.
- Be prepared.
- Take your time and be persistent.
- Provide testimonials from people she sees as important.

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.

- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- Make promises you cannot deliver.
- Kid around too much, or "stick to the agenda" too much.
- Talk in a loud voice or use confrontation.
- Drive on to facts, figures, alternatives or abstractions.
- Legislate or muffle--don't overcontrol the conversation.
- Use testimonies from unreliable sources.
- Talk down to her.
- Rush her in the decision-making process.
- Be haphazard.
- Take credit for her ideas.
- Be dictatorial.

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.

- Brings enthusiasm to the creative process.
- Always willing to share her ideas on how to enhance the surroundings.
- Demonstrates a will and desire to help others in the organization.
- Great at generating excitement in others and getting people on board.
- Patient with and willing to listen to the feelings of others.
- Highly in tune to the environment and synergy within it.
- Strong supporter, therefore, always willing to help.
- Accommodating and pleasing others is one of her natural talents.

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 over share personal feelings or emotions.
- Over emphasizes the experience compared to the results.
- Does not always listen to those she is helping.
- Has trouble making difficult decisions that affect others.
- Wants to enhance surroundings, but struggles with the need to change.
- Keeps to herself resulting in unexpressed viewpoints.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May have difficulty correcting others as she wants to help but not offend.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Assignments with a high degree of people contacts.
- Time for personal reflection and an appreciation for staying balanced.
- A forum to participate in meetings with others in an inviting meeting space.
- Work on a team that has common interests and desires.
- An environment where understanding and appreciating others is rewarded.

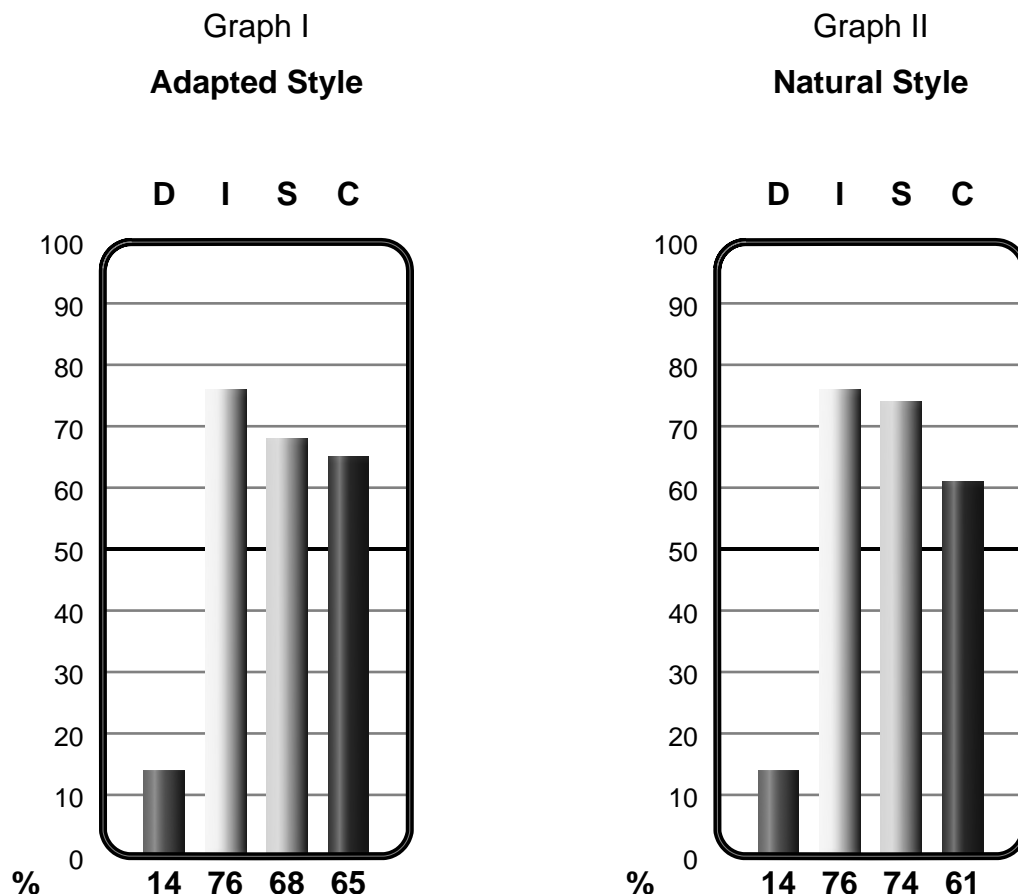
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- A manager who practices participative management.
- Time for the beautification of the workplace and areas around her.
- To be involved in keeping morale high and an overall harmonious work environment.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Support others in the organization's quest to make a difference.

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.



Norm 2015 R4

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:

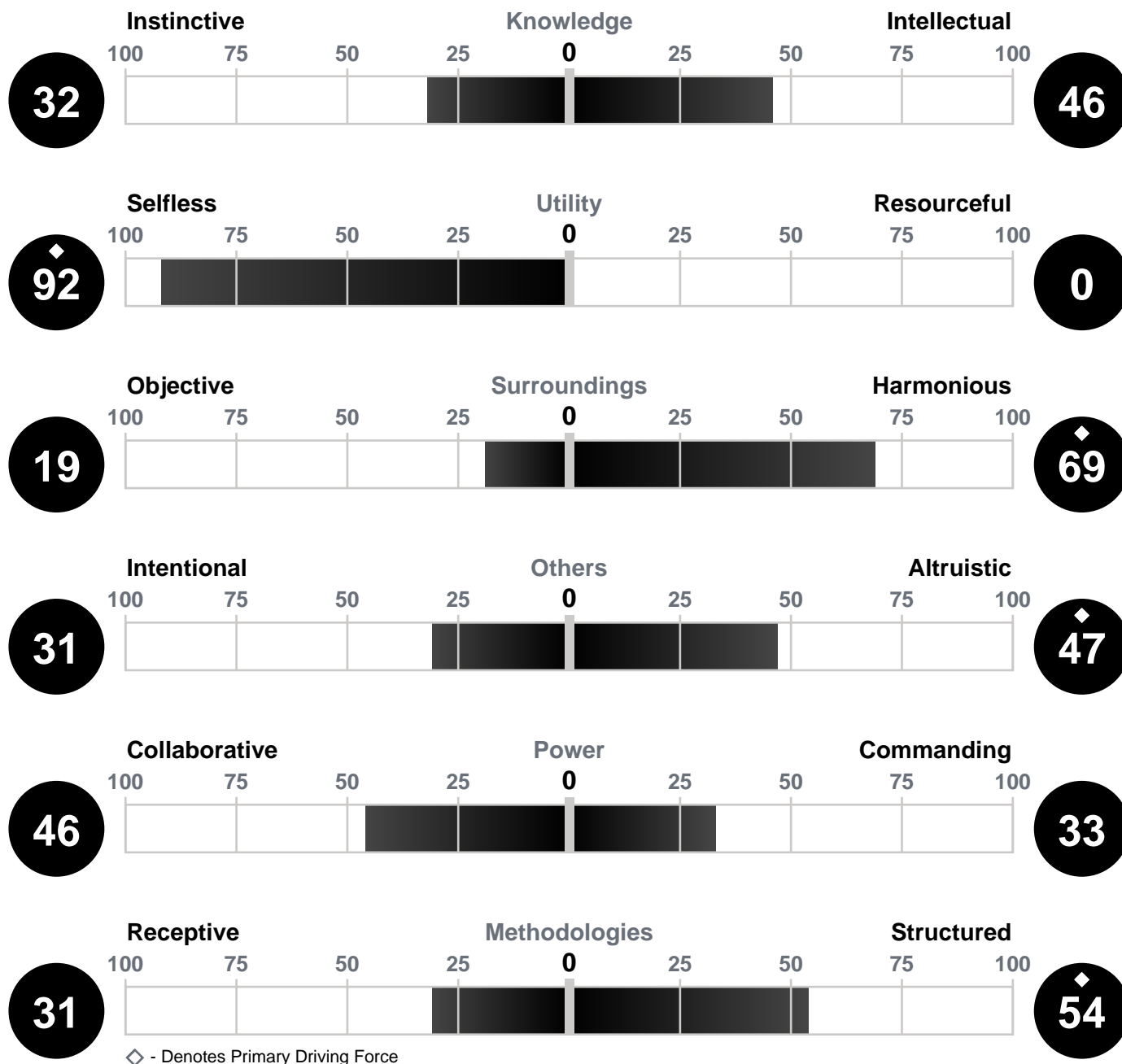
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.
- Evangelina is patient and sensitive to others.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- Evangelina will be generous with time, research and information on social problems.
- She will have a keen interest in improving society.

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.

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

- Evangelina needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- Evangelina lets her conscience be her guide.
- 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.
- Evangelina at times will evaluate others based on her rules for living.

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.

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

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.

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

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

Anthropology
Archaeology
Art History
Botany
Composition, Writing
Creative Writing
Education Counselor
English
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
History
Humanities
Language Study
Library Science
Linguistics
Literature Studies, Classics
Microbiology
Music Composition
Music Performance
Neuroscience
Paleontology
Philosophy, Religious Studies
Photography and Studio Art
Sociology
Theology
Urban Studies

Career and Technical

Drafting
Rehabilitation Therapy
Speech and Language Pathology

Engineering

Environmental Engineering

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Environment, Conservation and Sustainability
Medical Ethics
Nutrition and Diet Science
Renewable Energy
Social Work
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology

Other Career Paths

Ministry

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
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-3011	4+	Adult Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
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
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2097	2	Home Entertainment Installer & Repairer
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
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
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
39-9011	HS	Child Care Worker
27-1023	HS	Floral Designer

STUDY TIPS

- Listen for ideas and facts to support the main idea.
- Use short sentences when taking notes - leave out unnecessary words.
- Study or review notes before each class starts.
- Don't let others intrude upon your study time.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Take meaningful notes.
- Don't doodle.

Evangelina Valenzuela

Strengths

Brings enthusiasm to the creative process.

Always willing to share her ideas on how to enhance the surroundings.

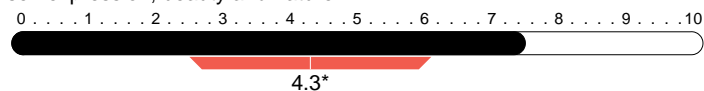
Demonstrates a will and desire to help others in the organization.

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

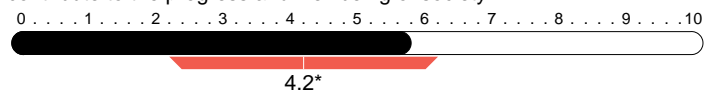
Patient with and willing to listen to the feelings of others.

Motivators

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



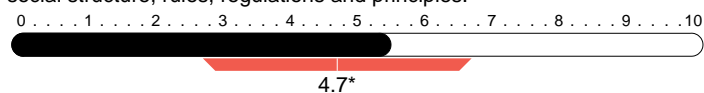
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



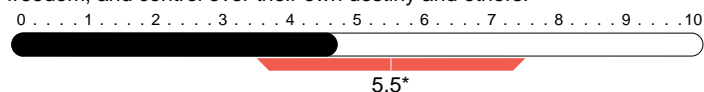
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



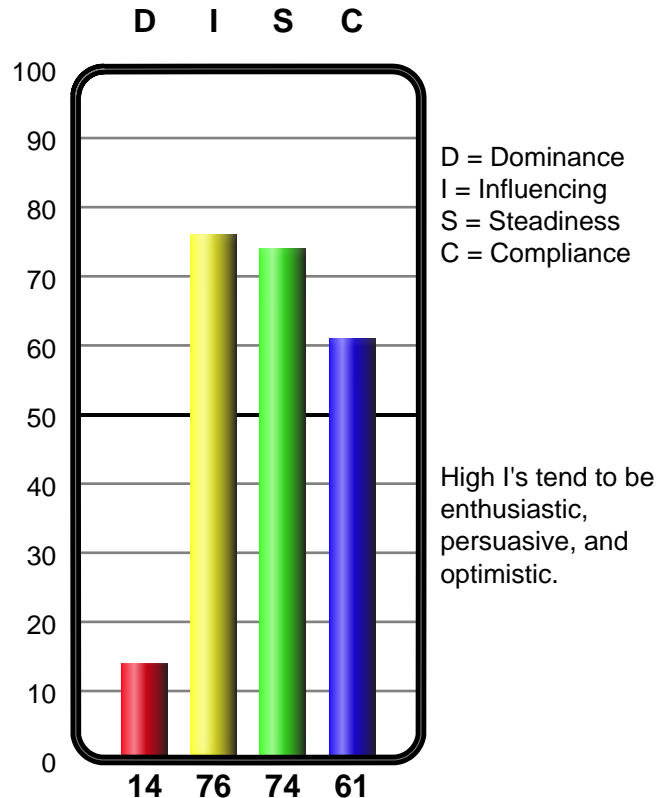
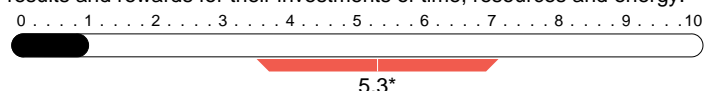
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Optimistic and enthusiastic.

Verbalizes her feelings.

Positive sense of humor.

Negotiates conflicts.

Concerned about quality.

Builds confidence in others.