

Tatiana Vasquez
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.

Tatiana likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. When challenged, she becomes more objective. 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. Tatiana is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. 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. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. Tatiana does not always like being placed in competitive situations. She tends to lose the "team feeling" when she is involved in direct competition. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals.

Tatiana may tend to fight for her beliefs or those things she feels passionate about. Making plans and following those plans is important to her. 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." Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. 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 is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She is persistent and persevering in her approach to achieving goals.

Tatiana usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. 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 does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. Tatiana will be open with those she trusts; however, reaching the required trust level may take time. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Respect for authority and organizational structure.
- Patient and empathetic.
- Builds good relationships.
- Concerned about quality.
- Works for a leader and a cause.
- Will gather data for decision making.
- 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.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Dislike change if she feels the change is unwarranted.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Underestimate her abilities.
- 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.
- Be dependent on others for decisions, even if she knows she is right.

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.

- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Provide a friendly environment.
- Provide solid, tangible, practical evidence.
- Look for hurt feelings or personal reasons if you disagree.
- Take your time and be persistent.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Take time to be sure that she is in agreement and understands what you said.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- Give her time to ask questions.
- Support your communications with correct facts and data.

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.

- Offer assurance and guarantees you can't fulfill.
- Give your presentation in random order.
- Debate about facts and figures.
- Make promises you cannot deliver.
- 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.
- Be domineering or demanding; don't threaten with position power.
- Talk to her when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Use testimonies from unreliable sources.
- Be haphazard.

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.

- Good listener when being presented with accurate facts and figures.
- Delivers her knowledge and wisdom objectively.
- Able to be a strong listener, who can become a lifelong friend.
- Wants to methodically solve people-related problems that benefit the greater good.
- Willing to share knowledge to benefit the team or organization.
- Looks for the positive side of every situation.
- Demonstrates a will and desire to help others in the organization.
- Wants to be seen as a leader in humanitarian issues.

STYLE: SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- May withhold sharing of knowledge to meet her security needs.
- Resents change without logical facts and reasoning behind the change.
- Can take a long time in addressing sensitive issues that could help others.
- Sees change for change's sake as negative for herself and others.
- May be too trusting of people as resources.
- Will tend to elaborate on limited data.
- Does not always listen to those she is helping.
- When helping others, may talk too much about herself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- A leadership team that is optimistic toward learning new concepts or theories.
- Information and time to make decisions.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- An environment where interacting with others in an effort to help each person is rewarded.

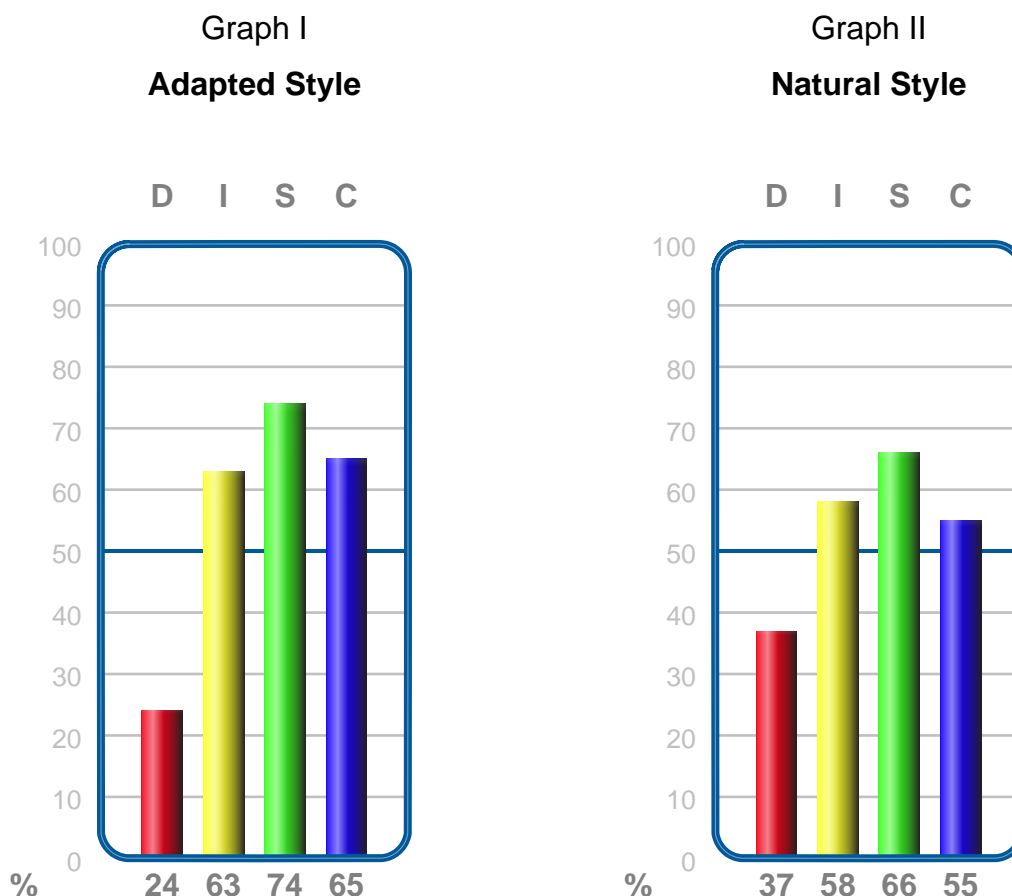
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of her ideas and results.
- A support system to do the detail work.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To support others through the gathering and delivery of information.
- Consistency in ways she can contribute to people, the organization and causes.
- 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:

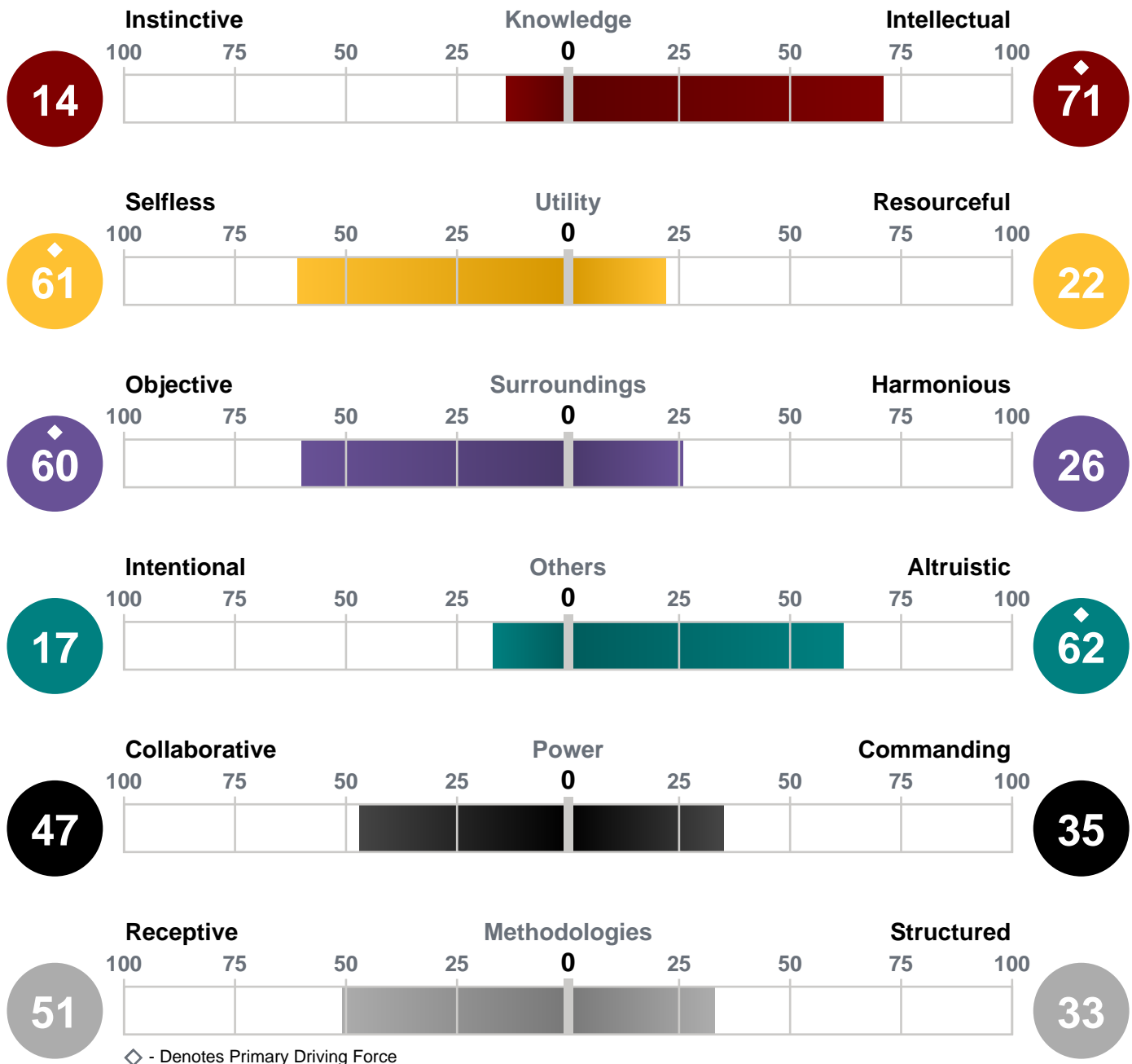
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- At times Tatiana can be very competitive.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- Tatiana can be assertive in meeting her needs.

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- Tatiana at times will evaluate others based on her rules for living.
- Tatiana 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.
- Tatiana lets her conscience be her guide.

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

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, Tatiana can see the need for beauty, but has difficulty buying the finer things in life.
- Tatiana'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.
- Tatiana is not necessarily worried about form and beauty in her environment.
- The utility of "something" is more important than its beauty, form and harmony.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- 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 .

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
Biochemistry, Biophysics
Biology
Chemistry
Criminology, Forensics
Ecology
Economics
Education Counselor
English
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
Humanities
Information Technology
Language Study
Legal Assistance, Paralegal Studies
Library Science
Mathematics, Applied Math
Microbiology
Neuroscience
Paleontology
Physics, Applied Physics
Political Science
Quantitative Analysis
Sociology
Statistics
Urban Studies
Web Design, Web Administration

Business

Human Resources, Organizational Development

Career and Technical

Biomedical Equipment Technician
Dental Assistance
Emergency Medical Technician
Rehabilitation Therapy
Speech and Language Pathology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Computer Programming
Diagnostic, Scanning Technician
Genetics, Reproductive Technology and Research
Health Technology
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
Hospital and Health Administration

NEXT STEPS: POSSIBLE DEGREE MATCHES

Human Development and Family Services
Kinesiology
Nursing
Pre-Medicine
Pre-Veterinary Medicine
Psychology

Other Career Paths

Fitness and Exercise Science
Military Service
Publishing

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1021	4+	Dentist
25-4012	4+	Curator
21-1029	4+	Social Worker
19-3093	4+	Historian
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse

NEXT STEPS: POSSIBLE CAREER IDEAS

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
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
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
31-2011	2	Occupational Therapist Assistant
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
47-2111	HS	Electrician
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Set realistic goals.
- Study in groups of two or more.
- Don't let others intrude upon your study time.
- Meditate and think positive thoughts before taking an exam.
- Identify the time of day you feel best and try to fit studying into these hours.
- Set goals which challenge your abilities.
- Try new ways of learning.
- Study or review notes before each class starts.
- Put words you have trouble spelling on your mirror so you see them daily.

Strengths

Good listener when being presented with accurate facts and figures.

Delivers her knowledge and wisdom objectively.

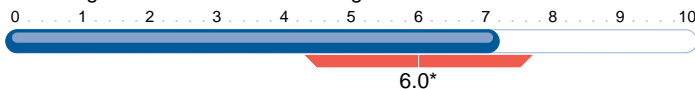
Able to be a strong listener, who can become a lifelong friend.

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

Willing to share knowledge to benefit the team or organization.

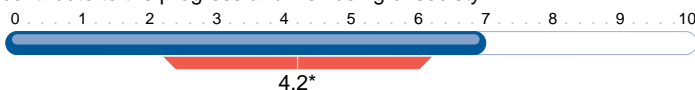
Motivators

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



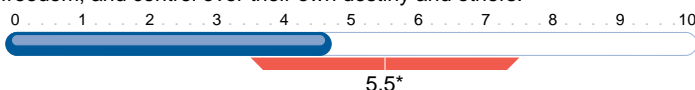
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



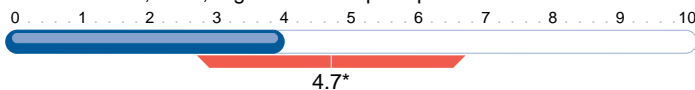
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3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



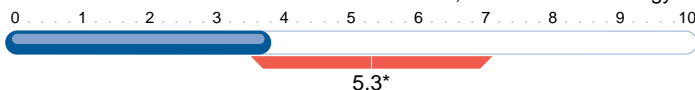
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



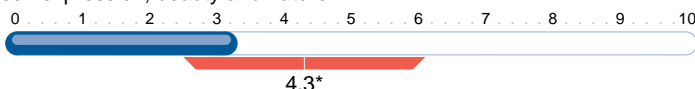
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

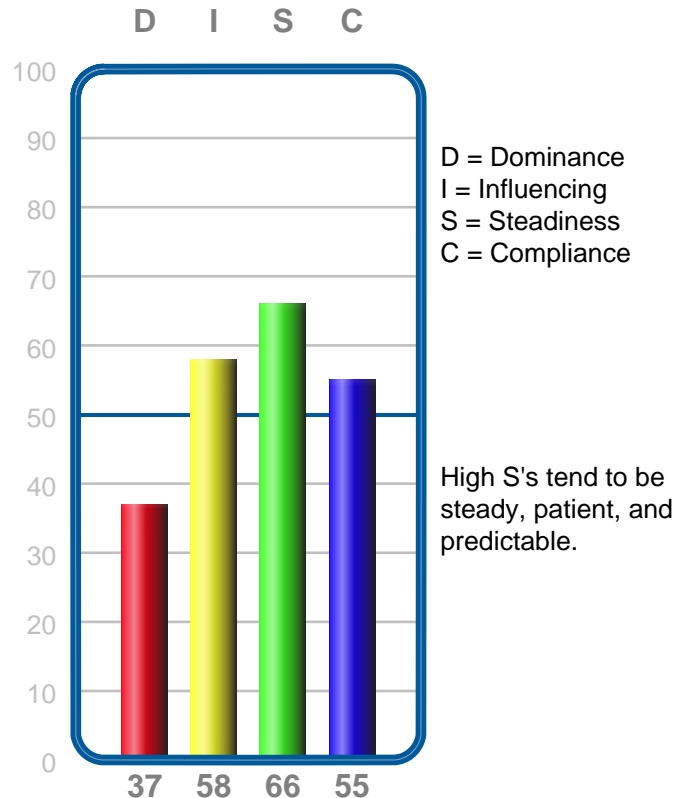


3.8

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



3.3



Value to a Team

Patient and empathetic.

Builds good relationships.

Service-oriented.

People-oriented.

Will gather data for decision making.

Flexible.