

**daniela lares**  
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.*

daniela likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. 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. When challenged, she becomes more objective. daniela's flexibility will allow her to fit into almost any environment. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. She wins through hard work and persistence. She likes to stay with one task until it is completed. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. daniela can be motivated through teamwork. She likes to know she is a valued team member. While she is usually considered as people-oriented, she does have a technical side.

daniela may tend to fight for her beliefs or those things she feels passionate about. 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." Making plans and following those plans is important to her. She is persistent and persevering in her approach to achieving goals. daniela can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. 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 tries to use balanced judgment. She is the person who brings stability to the entire team. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team.

daniela 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 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 will be open with those she trusts; however, reaching the required trust level may take time. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. daniela likes a friendly, open style of communication. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Will gather data for decision making.
- Dependable team player.
- Concerned about quality.
- Service-oriented.
- Patient and empathetic.
- Good at reconciling factions--is calming and adds stability.

## STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Be dependent on others for decisions, even if she knows she is right.
- Dislike change if she feels the change is unwarranted.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be defensive when risk is involved--move towards maintaining status quo.
- Underestimate her abilities.
- Be too conservative--bides time and avoids much that is new.
- Hold a grudge if her personal beliefs are attacked.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

## STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

*This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Be prepared.
- Use scheduled timetable when implementing new action.
- Take time to be sure that she is in agreement and understands what you said.
- Take your time and be persistent.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Look for hurt feelings or personal reasons if you disagree.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Support your communications with correct facts and data.
- Provide solid, tangible, practical evidence.

## 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.*

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Use testimonies from unreliable sources.
- Make promises you cannot deliver.
- Debate about facts and figures.
- Talk to her when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Manipulate or push her into agreeing because she probably won't fight back.
- Rush her in the decision-making process.
- Patronize or demean her by using subtlety or incentive.
- Offer assurance and guarantees you can't fulfill.
- 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.*

- Great at retrieving information for decision makers she trusts.
- Delivers her knowledge and wisdom objectively.
- Accommodating team member that brings balance to the organization.
- Supports a leader and a cause that brings beauty or creativity.
- Her desire to learn more allows processes to become more effective.
- Asks many questions to find the correct answers.
- She brings extreme detail and precision to the project in order to enhance the outcome.
- Lets her work demonstrate her uniqueness, rather than talking about herself.

## 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.*

- Struggles in adapting to new situations without preparation.
- Resents change without logical facts and reasoning behind the change.
- If environment is shaken, she struggles to speak up to realign it.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- Never enough facts to prove the new theory.
- Can be defensive when hard facts are questioned.
- Feels a better job could be done if more focus was on the experience of the project.
- May feel her view is the only way and not see the subjectivity in her viewpoint.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- A stable and predictable environment.
- Information to support the reasons for change.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- An environment where attention to detail in the creative process is rewarded.
- Rewards for the utilization of facts and data in order to determine a holistic direction.

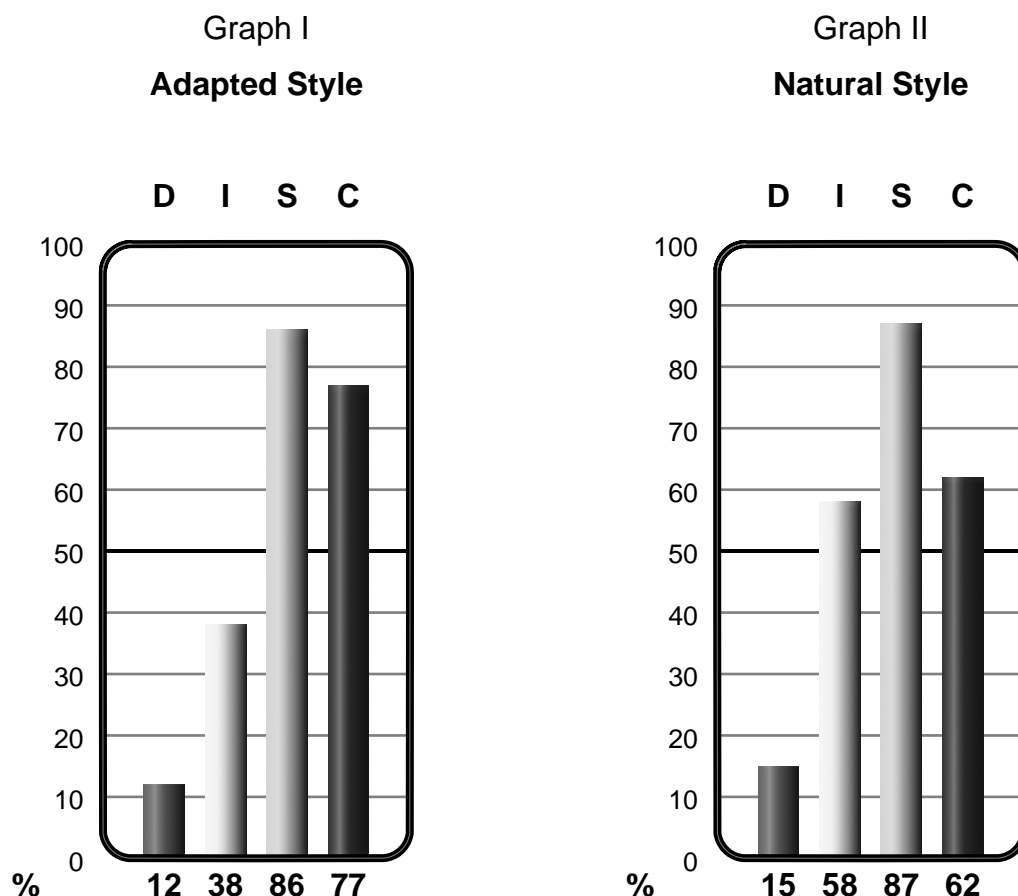
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be recognized for her continuance of quality work.
- Activities that don't infringe on family life.
- An opportunity to methodically layout research and work through the information-gathering process.
- Information on how to do things right, for fear of making a mistake.
- The opportunity to put systems and processes in place to support the balance and workings of the organization.
- The ability to base company morale initiatives on facts and data.

## 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:

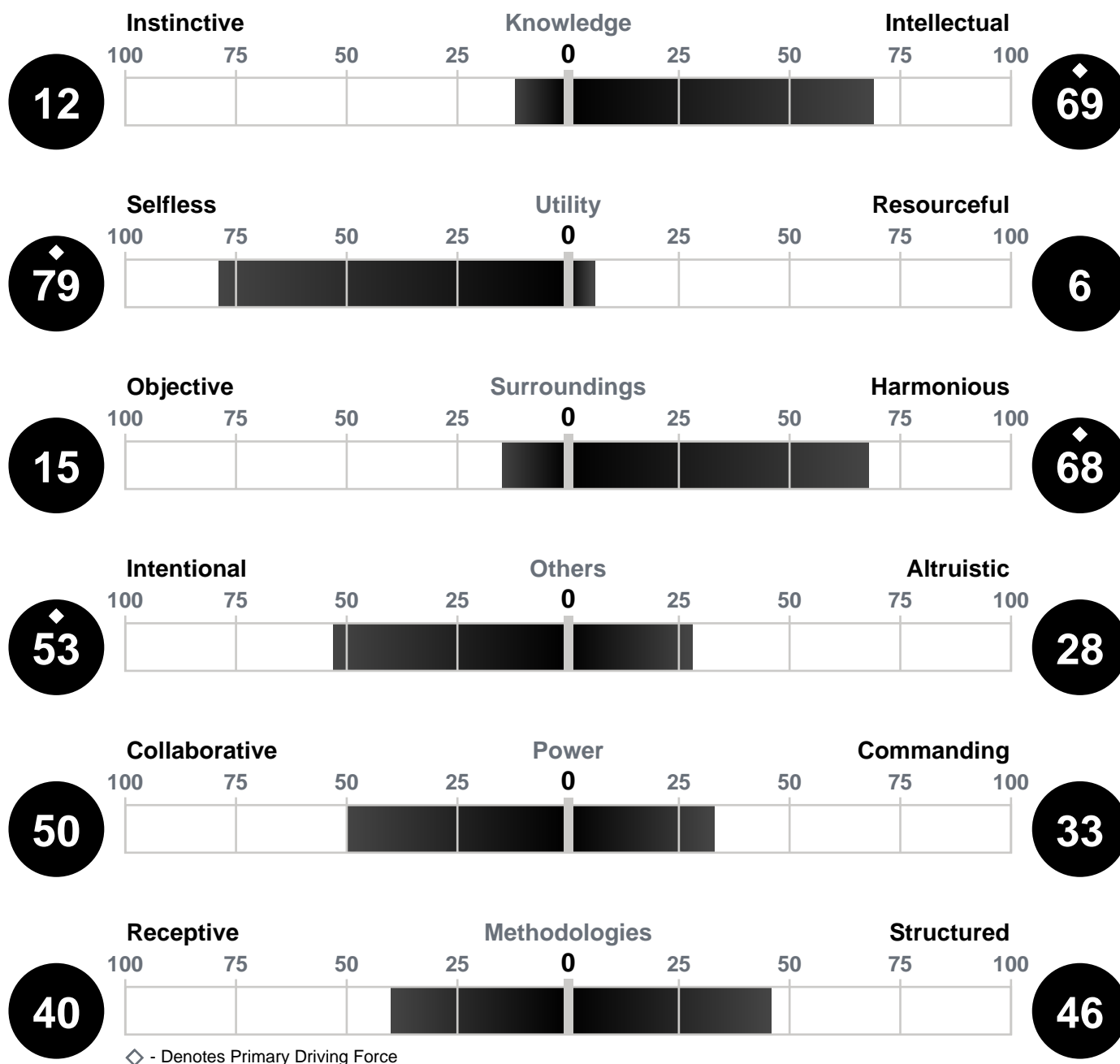
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- daniela is very good at integrating past knowledge to solve present problems.
- daniela 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.
- daniela has the potential to become an expert in her chosen field.
- A comfortable job for daniela is one that challenges her knowledge.
- She will usually have the data to support her convictions.

## 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.*

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

## 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.*

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

- daniela's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- daniela will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

## 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.*

- daniela will be less concerned about her ego than others may be.
- daniela feels that struggles should be the burden of the team, not just the individuals.
- Being in total control of a situation is not a primary motivating factor.
- She will not attempt to overpower others' points of view or change their thinking.
- daniela's passion in life will be found in one or two of the other dimensions discussed in this report.
- As long as daniela'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.

## 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.*

- daniela will accept her financial situation and not strive to change it.
- daniela 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.
- daniela will not use money as a scorecard to impress others.
- daniela will seek a comfort level in her standard of living and try to maintain that level.
- daniela will use her money to satisfy her true motivation.
- Financial security is not a necessity, but a long-term goal.
- Overemphasizing the value of money will bore daniela and turn her off.
- Money and material possessions are not a high priority for daniela.
- There is not a tremendous need for daniela to have great sums of money.

## 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

Archaeology  
Architecture  
Art History  
Botany  
English  
Geography  
Geology, Earth Sciences  
History  
Interior Design  
Language Study  
Linguistics  
Microbiology  
Music Composition  
Neuroscience  
Paleontology  
Philosophy, Religious Studies  
Photography and Studio Art  
Theology  
Web Design, Web Administration

### Engineering

Environmental Engineering

### Environmental, Agriculture and Food

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

### Evolving Opportunities

Medical Ethics

### Health Sciences

Exercise Science  
Kinesiology

## 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
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3093	4+	Historian
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
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
27-1025	4	Interior Designer
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
17-3024	2-4	Electro-mechanical Technician
49-2097	2	Home Entertainment Installer & Repairer
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
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)



## NEXT STEPS: POSSIBLE CAREER IDEAS

25-9041	HS-2	Teacher Assistant
43-4151	HS	Order Clerk
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Great at retrieving information for decision makers she trusts.

Delivers her knowledge and wisdom objectively.

Accommodating team member that brings balance to the organization.

Supports a leader and a cause that brings beauty or creativity.

Her desire to learn more allows processes to become more effective.

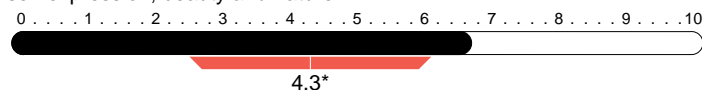
## Motivators

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



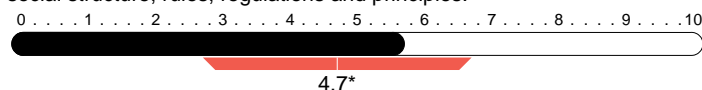
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**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



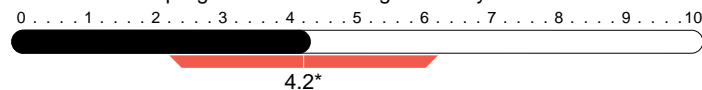
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**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



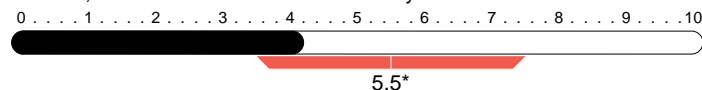
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**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



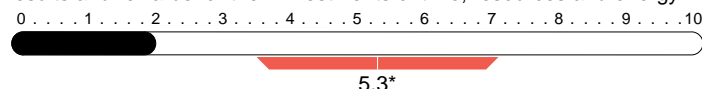
4.3

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

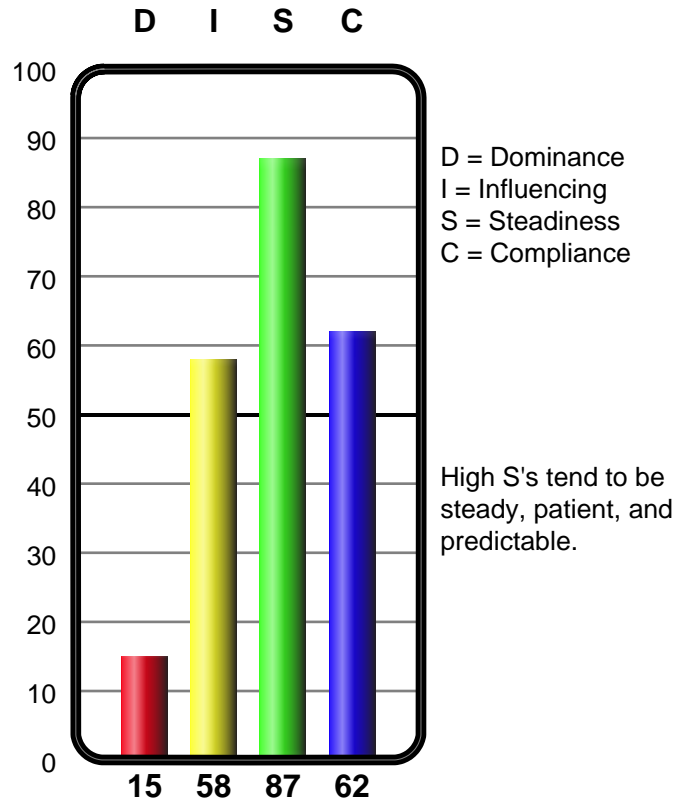


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.0



## Value to a Team

Concerned about quality.

Builds good relationships.

Service-oriented.

People-oriented.

Dependable team player.

Will gather data for decision making.