

samantha zavalá
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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.

samantha displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She prefers an environment with variety and change. She is at her best when many projects are underway at once. She wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. samantha likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She is deadline conscious and becomes irritated if deadlines are delayed or missed. samantha embraces visions not always seen by others. samantha's creative mind allows her to see the "big picture." She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had.

samantha prefers authority equal to her responsibility. She will work long hours until a tough problem is solved. After it is solved, samantha may become bored with any routine work that follows. Sometimes she becomes emotionally involved in the decision-making process. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. samantha likes to make decisions quickly. She finds it easy to share her opinions on solving work-related problems. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.

samantha may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. She tends to influence people by being direct, friendly and results-oriented. She tends to be intolerant of people who seem ambiguous or think too slowly. samantha likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She challenges people who volunteer their opinions. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She may lack the patience to listen and communicate with slower acting people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Thinks big.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Tenacious.
- Competitive.
- Accomplishes goals through people.
- Challenges the status quo.
- Pioneering.
- Initiates activity.
- Dedicated to her own ideas.

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.

- Overstep authority and prerogatives--will override others.
- Have trouble delegating--can't wait, so does it herself.
- Have no concept of the problems that slower-moving people may have with her style.
- Make "off the cuff" remarks that are often seen as personal prods.
- Be a one-way communicator--doesn't listen to the total story before introducing her opinion.
- Take on too much, too soon, too fast.
- Be so concerned with big picture; she forgets to see the little pieces.

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.

- Define the problem in writing.
- Provide "yes" or "no" answers--not maybe.
- Support the results, not the person, if you agree.
- Understand her defiant nature.
- Clarify any parameters in writing.
- Motivate and persuade by referring to objectives and results.
- Expect her to return to fight another day when she has received a "no" answer.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Read the body language--look for impatience or disapproval.
- Support and maintain an environment where she can be efficient.
- Ask specific (preferably "what?") questions.
- Be brief--be bright--be gone.

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.

- Direct or order.
- Ramble on, or waste her time.
- Take credit for her accomplishments.
- Let disagreement reflect on her personally.
- Hesitate when confronted.
- Come with a ready-made decision, or make it for her.
- Try to build personal relationships.
- Be paternalistic.
- Try to convince by "personal" means.
- Muffle or overcontrol.
- Reinforce agreement with "I'm with you."
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.

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.

- Goal focused when helping others.
- Tough but fair when others are involved.
- Can be resourceful to influence others to get results.
- Makes decisions based on saving time, resources and improving efficiency.
- Wants to be seen as a leader in humanitarian issues.
- Sings the praises of peers and the contributions others make.
- Sees the positive in all resources and will want to use resources accordingly.
- Resourceful and influential in creating effective results.

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 have difficulty deciding between results or helping others.
- May set standards too high that causes others to fall short.
- May tend to flaunt success and use money as a scorecard.
- Can be a workaholic.
- When helping others, may talk too much about herself.
- May overestimate the impact she can have on others.
- May overlook details when weighing results.
- Overestimates what others will contribute.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from controls, supervision and details.
- Evaluation based on results, not the process.
- The experience is seen as a part of the desired return on investment.
- Rewards determined by return-on-investment based contributions to team efforts.
- An environment where interacting with others in an effort to help each person is rewarded.
- Ability to achieve results through the interaction with and helping of others.

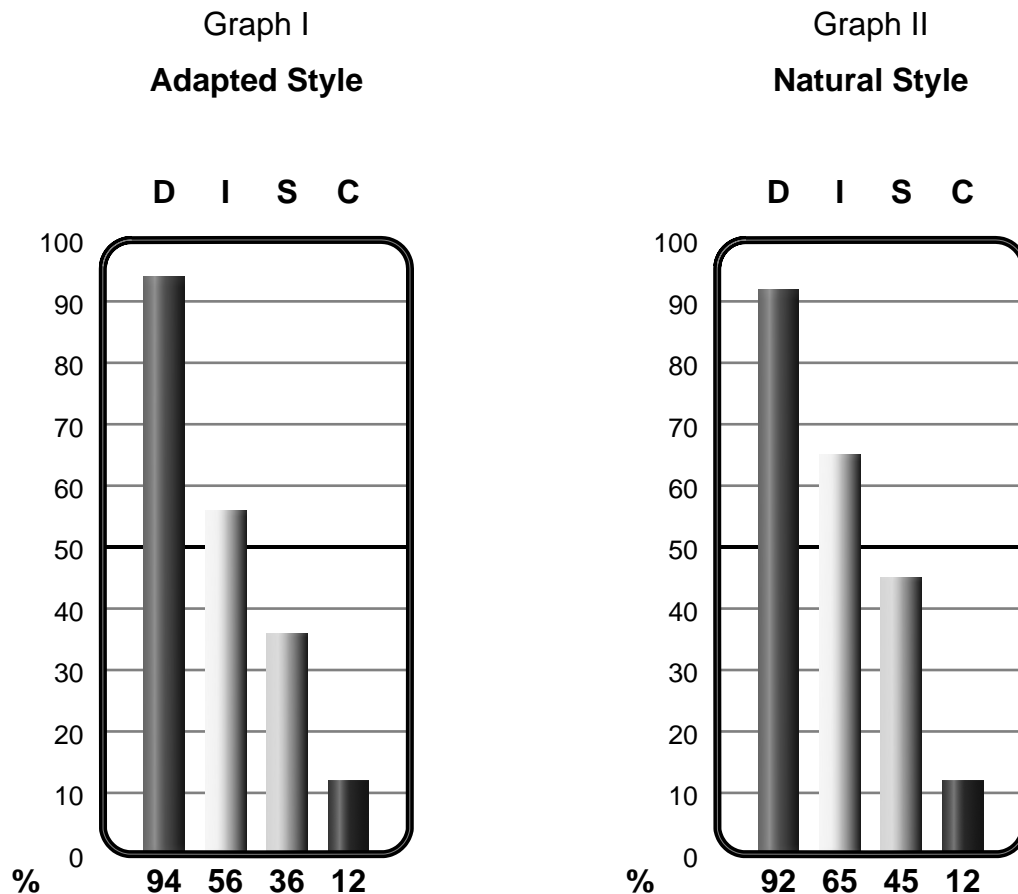
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity for rapid advancement.
- To be seen as a leader.
- Public recognition of financial rewards for returns and efficiency.
- Freedom to include others in the celebration of achievements.
- To be a part of the team that contributes to causes and helping others.
- An opportunity to express how she can improve society.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

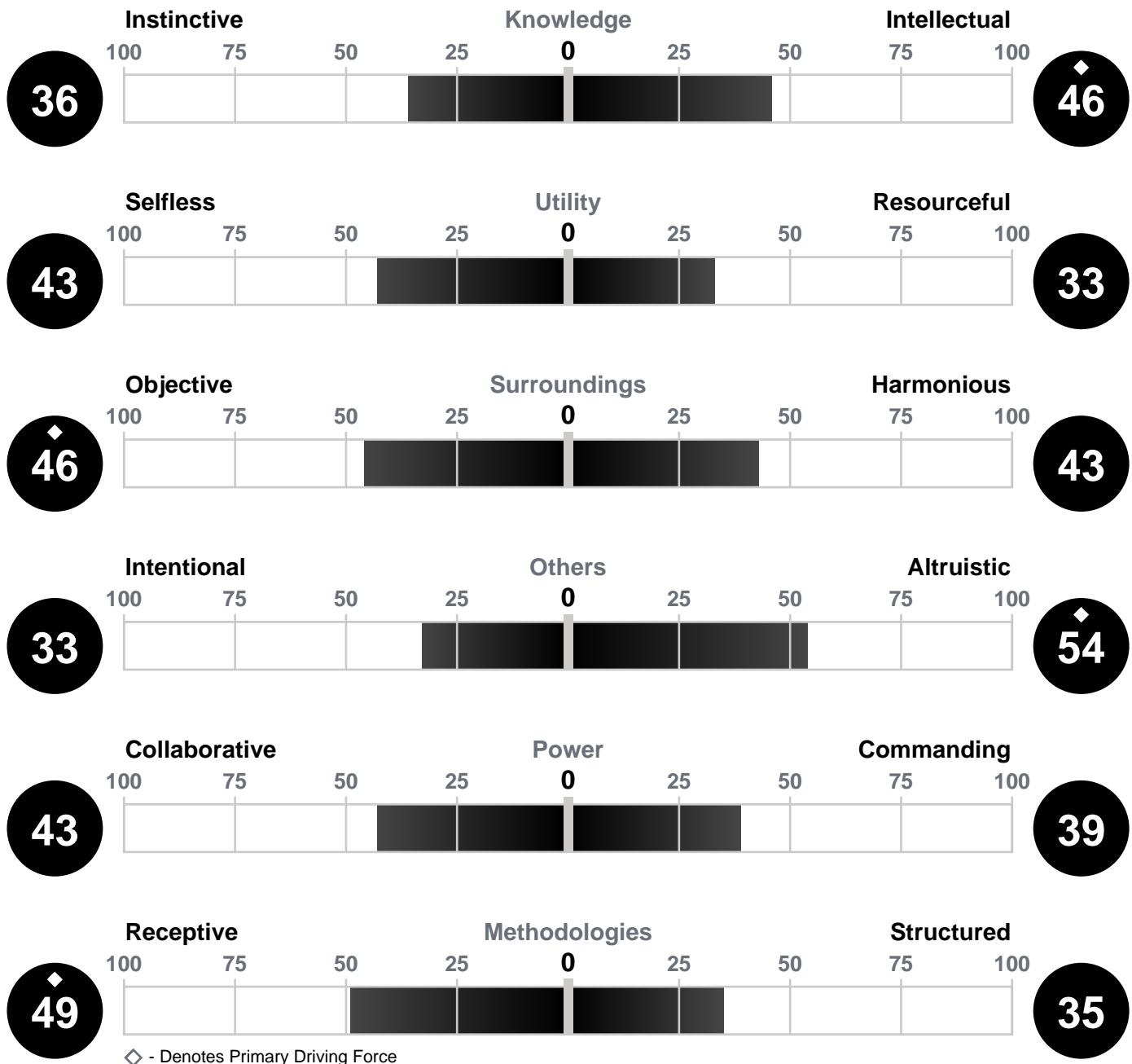
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- She will work long and hard to satisfy her needs.
- samantha tends to give freely of time and resources, but will want and expect a return on her investment.
- She evaluates things for their utility and economic return.
- She may use wealth as a yardstick to measure her work effort.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- samantha is good at achieving goals.

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.

- samantha will seek knowledge based on her needs in individual situations.
- If samantha 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, samantha will have a tendency to rely on her intuition or practical information in this area.
- samantha has the potential to become an expert in her chosen field.
- samantha will usually have the data to support her convictions.
- A job that challenges the knowledge will increase her job satisfaction.
- In those areas where samantha has a special interest she will be good at integrating past knowledge to solve current problems.

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.

- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- samantha may desire fine things for her spouse or family members.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- At times samantha will look for the beauty in all things.

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.

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

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.

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

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

Broadcasting
Meteorology

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
General Management
Hospitality, Hotel Management
Marketing

Engineering

Bio Engineering
Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Environment, Conservation and Sustainability
Life Coaching
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Outside Sales
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Counseling
Exercise Science
Kinesiology
Nursing
Psychology

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-3031	4+	Financial Manager
11-2021	4+	Marketing Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2012	4	Producer & Director
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9041	2	Telemarketer
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
47-4041	HS	Hazardous Materials Removal Worker
43-6011	HS	Secretary & Administrative Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5011 HS Cargo & Freight Agent

STUDY TIPS

- Use recitation to embed fact and ideas.
- Don't put off studying until the last minute.
- Don't let your ego keep you from studying.
- Chunk big assignments into smaller pieces.
- Work on your listening skills.
- Plan tomorrow today and put your plan in writing.
- Develop good study habits and follow them everyday.
- Organize your study area and keep it organized.
- Plan ahead - don't put off completing assignments until the last minute.
- Think visually - convert words into pictures.
- Think positively about subjects that give you difficulty.
- Read an article on listening and note taking.
- Set up an area for studying only.

Strengths

Goal focused when helping others.

Tough but fair when others are involved.

Can be resourceful to influence others to get results.

Makes decisions based on saving time, resources and improving efficiency.

Wants to be seen as a leader in humanitarian issues.

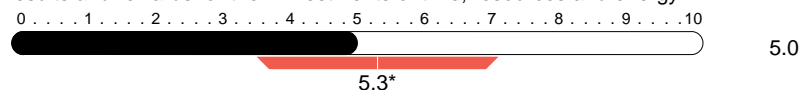
Sees the positive in all resources and will want to use resources accordingly.

Motivators

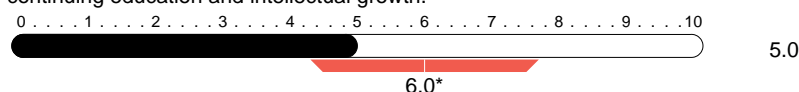
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



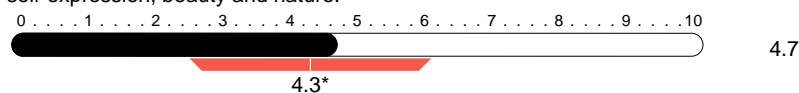
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



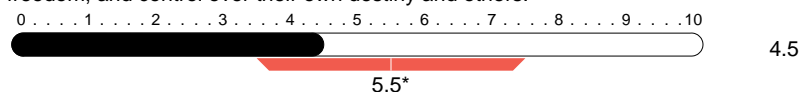
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



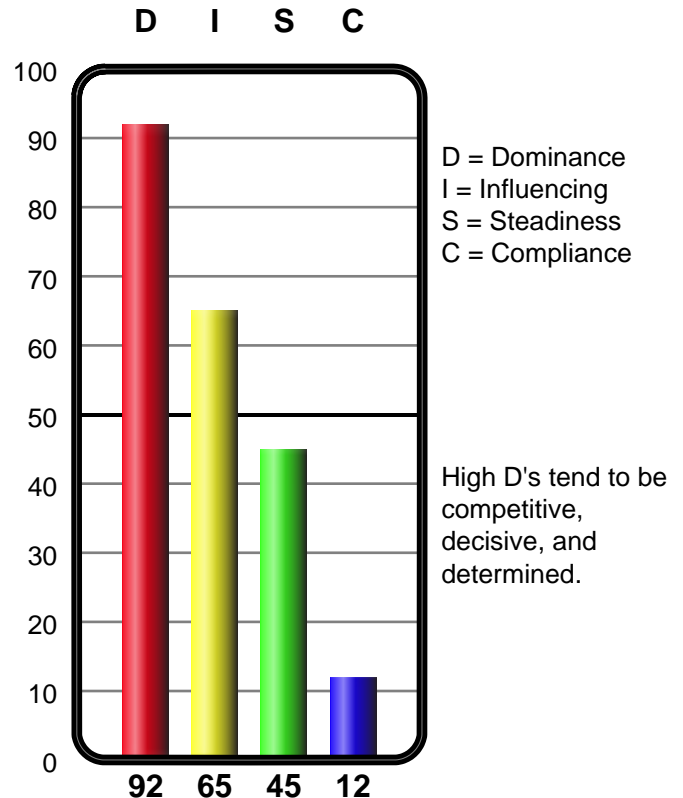
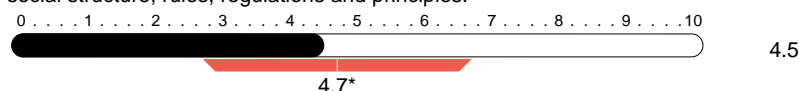
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Forward-looking and future-oriented.

Self-starter.

Competitive.

Challenges the status quo.

Dedicated to her own ideas.

Pioneering.