

Norma Oregel
10-13-2016



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MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

Norma likes quality social relationships. She often will become friends with her customers or clients. She wants to be seen as her own person, but usually projects it in friendly terms. She may tend to agree to avoid confrontation. She places her focus on people. To her, strangers are just friends she hasn't met! Norma can be seen as a person of good will. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She is optimistic and usually has a positive sense of humor. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." Norma is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group.

Norma likes to participate in decision making. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She 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. Norma likes working for managers who make quick decisions. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She is good at solving problems that deal with people.

Norma tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She judges others by their verbal skills and warmth. She usually uses many gestures when talking. Norma is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Norma will attempt to put them at ease. It is important for Norma 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 will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Big thinker.
- Dedicated to her own ideas.
- Creative problem solving.
- Verbalizes her feelings.
- Self-reliant.
- Builds confidence in others.
- Accomplishes goals through people.

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.

- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be so enthusiastic that she can be seen as superficial.
- Make decisions based on surface analysis.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Trust people indiscriminately if positively reinforced by those people.
- Overestimate her ability to motivate people or change others' behavior.
- Take information at face value without validation or substantial investigation.
- Overuse praise in motivating others.

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.

- Provide a warm and friendly environment.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Leave time for relating, socializing.
- Provide testimonials from people she sees as important.
- Clarify any parameters in writing.
- Define the problem in writing.
- Use a motivating approach, when appropriate.
- Appeal to the benefits she will receive.
- Provide "yes" or "no" answers--not maybe.
- Provide ideas for implementing action.
- Look for her oversights.
- Read the body language for approval or disapproval.
- Talk about her, her goals and the opinions she finds stimulating.

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.

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

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.

- Thinks outside of the box when gathering information.
- Willing to share knowledge to benefit the team or organization.
- Good at promoting causes that improve society.
- Always willing to offer her time and perspective.
- Methodical and reliable researcher.
- Good listener when being presented with accurate facts and figures.
- Strong supporter, therefore, always willing to help.
- Will be persistent about moving toward the greater cause.

STYLE: SOME POTENTIAL CHALLENGES

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

- May overlook vital details in her pursuit of information.
- May be too trusting of people as resources.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- High trust and a desire to help could lead to being taken advantage of.
- Will have difficulty in establishing priorities in learning new matters.
- May withhold sharing of knowledge to meet her security needs.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Struggles with putting her foot down, as she doesn't want to hurt others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- An environment in which she may deal with people on a personal, intimate basis.
- A forum to be curious about the discovery of new information.
- Time necessary to gather enough information in order to move forward.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Groups and committees are present in order to assist charities and social causes.

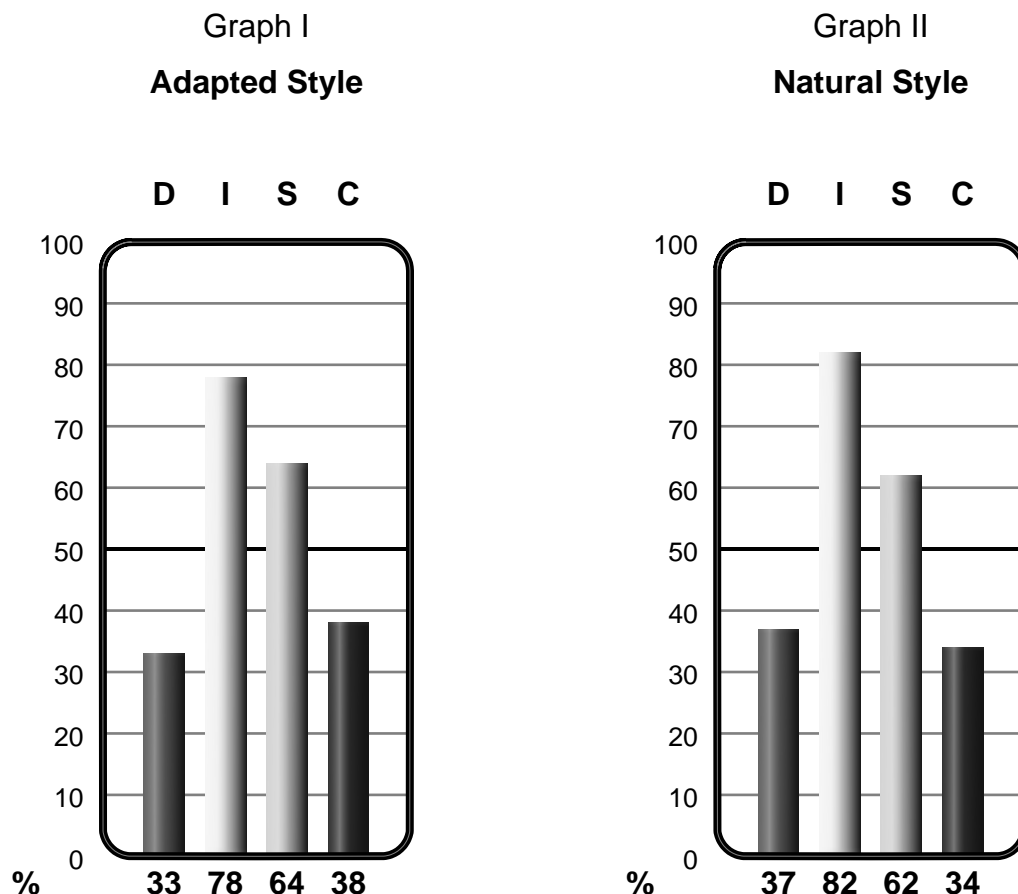
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- A manager who practices participative management.
- To be able to seek out new information that will be valuable to share with others.
- The time to research and layout information in a methodical way.
- Consistency in ways she can contribute to people, the organization and causes.
- To be the promoter for programs that assist others, both on and off the job.

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:

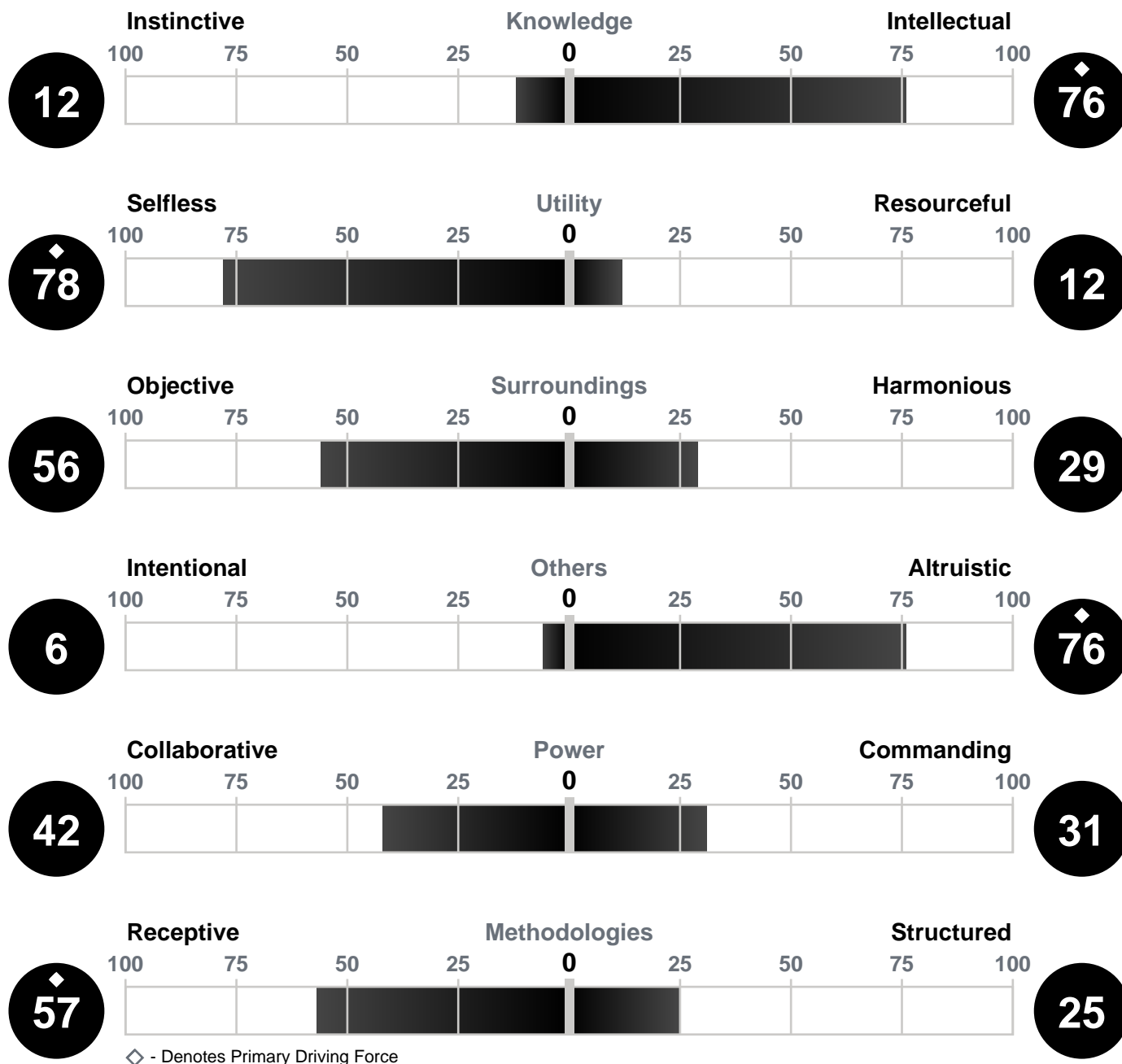
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- The process is not as important to her as the results.
- Understanding social problems and their ramifications is one of her strengths.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- She may have difficulty putting down a good book.
- Norma never walked by a bookstore or library she didn't want to visit.
- She has a keen interest in formulating theories and asking questions to assist in problem solving.
- Using knowledge and intuition, Norma creates harmony with her surroundings.
- People who talk on a subject without adequate knowledge will frustrate her and cause her to lose interest in the conversation.
- Norma will spend time and money helping people who have committed their lives to educating themselves and others.

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.
- She believes charities should be supported.
- Norma will be generous with time, research and information on social problems.
- Helping the homeless may be one of her concerns.
- Norma is patient and sensitive to others.

MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

- She 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.
- At times Norma can be very competitive.
- Norma can be assertive in meeting her needs.

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.

- At times Norma will look for the beauty in all things.
- Norma may desire fine things for her spouse or family members.
- 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.
- 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.

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.

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

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.

- 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.
- There is not a tremendous need for Norma to have great sums of money.
- Norma will accept her financial situation and not strive to change it.
- Norma will not use money as a scorecard to impress others.
- Money and material possessions are not a high priority for Norma.
- Overemphasizing the value of money will bore Norma and turn her off.
- Norma will use her money to satisfy her true motivation.
- Norma will seek a comfort level in her standard of living and try to maintain that level.
- Norma will not be swayed or motivated by what she feels are excessive material goals.

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
Art History
Botany
Ethnic, Cultural and Gender Studies
Geology, Earth Sciences
Humanities
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Sociology
Teaching, Education
Theology
Urban Studies

Career and Technical

Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling

NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science
Kinesiology
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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
27-1011	4+	Art Director
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
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
13-1071.02	4	Personnel Recruiter
11-3042	4	Training & Development Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
21-1093	HS-4	Social & Human Services Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
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
39-6012	HS	Concierge
27-1023	HS	Floral Designer

STUDY TIPS

- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Use short sentences when taking notes - leave out unnecessary words.
- Take meaningful notes.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't let your ego keep you from studying.
- Socialize after studying - not before.
- Listen for ideas and facts to support the main idea.
- Don't doodle.
- Use recitation to embed fact and ideas.

Strengths

Thinks outside of the box when gathering information.

Willing to share knowledge to benefit the team or organization.

Good at promoting causes that improve society.

Always willing to offer her time and perspective.

Methodical and reliable researcher.

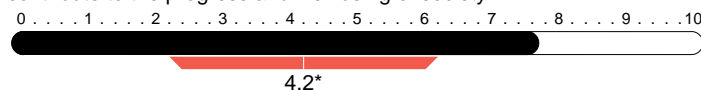
Strong supporter, therefore, always willing to help.

Motivators

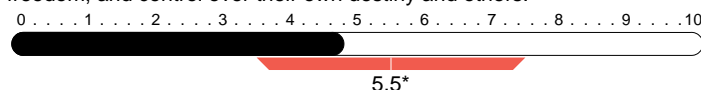
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



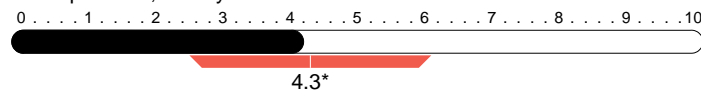
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



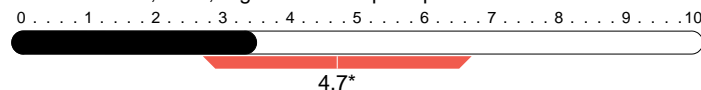
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



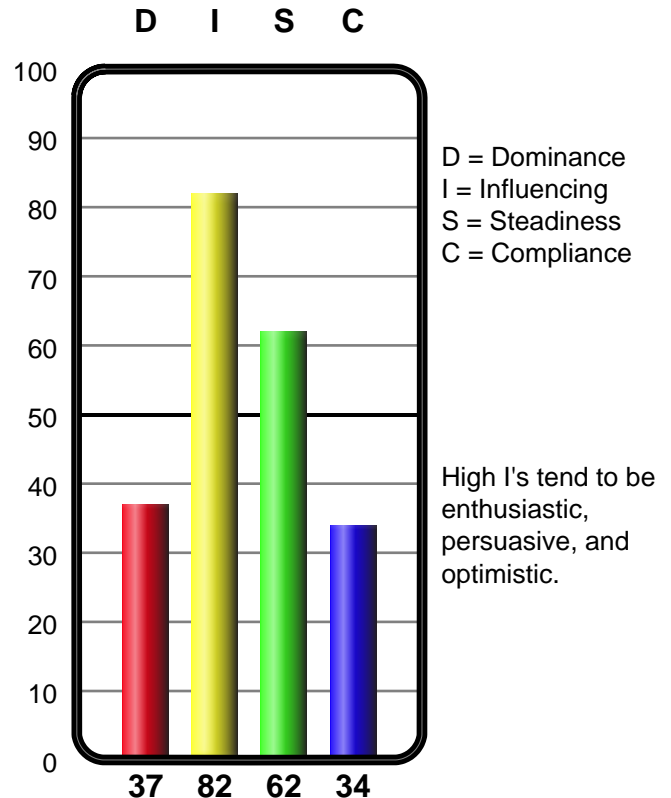
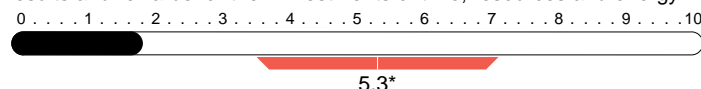
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

People-oriented.

Verbalizes her feelings.

Self-reliant.

Builds confidence in others.

Bottom line-oriented.

Negotiates conflicts.