

**estrella rochin**  
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.*

estrella likes to develop people and build organizations. She is optimistic and usually has a positive sense of humor. She 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." Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. estrella is enthusiastic and usually slow to anger. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She likes quality social relationships. She often will become friends with her customers or clients. estrella is good at creating enthusiasm in others. She prefers working for a participative manager. She does her best work in this kind of environment.

estrella likes to participate in decision making. 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 solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. estrella 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. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She likes working for managers who make quick decisions.

estrella has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. It is important for estrella 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 has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She is both a good talker and a good listener. estrella tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She usually uses many gestures when talking. She may use her time imprecisely because she likes to talk to people. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, estrella will attempt to put them at ease.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- Dedicated to her own ideas.
- Negotiates conflicts.
- Optimistic and enthusiastic.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Creative problem solving.
- Accomplishes goals through people.
- People-oriented.

## 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 optimistic regarding possible results of her projects or the potential of her people.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Overestimate her ability to motivate people or change others' behavior.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Take information at face value without validation or substantial investigation.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that she can be seen as superficial.

## 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.
- Talk about her, her goals and the opinions she finds stimulating.
- Look for her oversights.
- Appeal to the benefits she will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Clarify any parameters in writing.
- Provide "yes" or "no" answers--not maybe.
- Provide solutions--not opinions.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Provide testimonials from people she sees as important.
- Provide ideas for implementing action.

## 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.*

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

## 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.*

- Willing to talk to "naysayers" about conforming to the system or structure.
- Tends to promote traditional ideas and beliefs of the organization.
- Thinks outside of the box when gathering information.
- Volunteers her knowledge on many subjects.
- Acts as the eyes and ears for a leader.
- Loyal to her cause.
- Methodical and reliable researcher.
- Great at retrieving information for decision makers she trusts.

## 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 use inappropriate forums to express beliefs.
- May be ineffective in sharing her system of living with others.
- May overlook vital details in her pursuit of information.
- May present facts and figures with too much emotion.
- Diverse situations can be highly stressful when trying to stay in line with her system of living.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Will have difficulty in establishing priorities in learning new matters.
- Struggles in adapting to new situations without preparation.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Little conflict between people.
- Continuous learning in a team atmosphere where people share openly.
- A forum to be curious about the discovery of new information.
- An environment that instills a sense of security through the reliance on an established system.
- A manager that values and extracts her opinion on business issues.

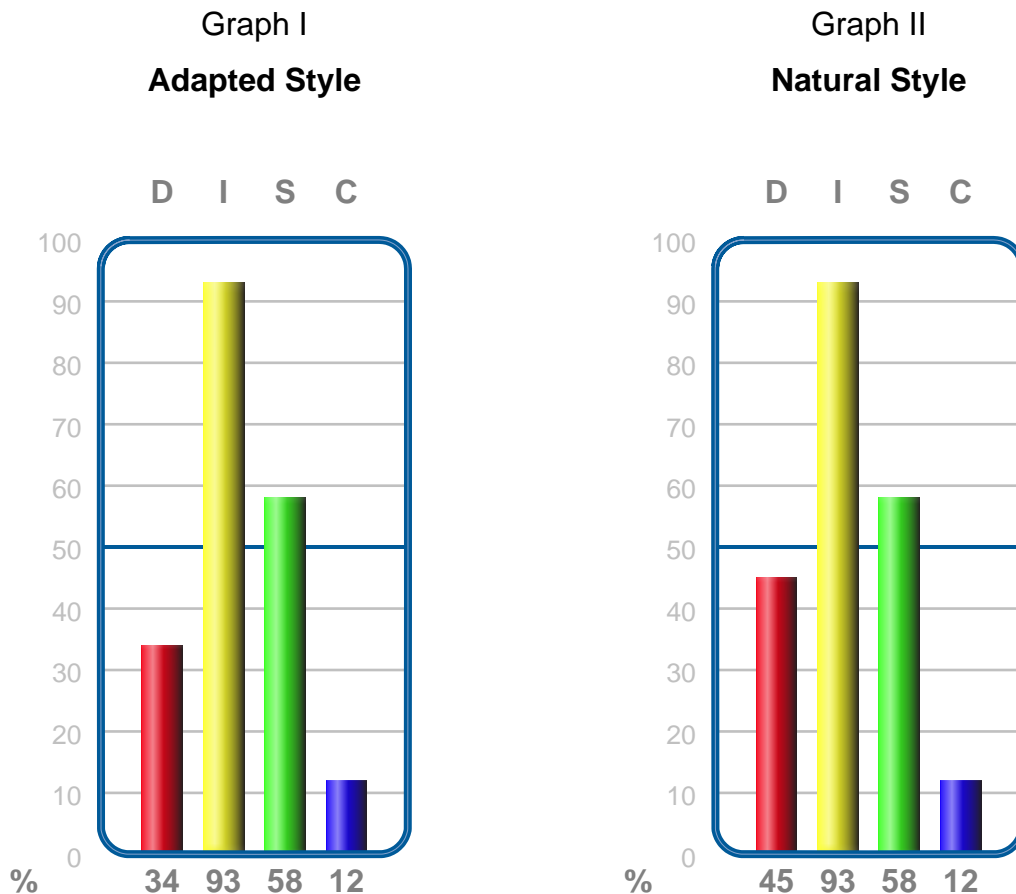
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Activities that don't infringe on family life.
- To research new information in a team environment requiring people interaction.
- To be able to seek out new information that will be valuable to share with others.
- An understanding that the resistance to change comes from loyalty to the system.
- Private recognition for her persistence and consistency.

## 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:

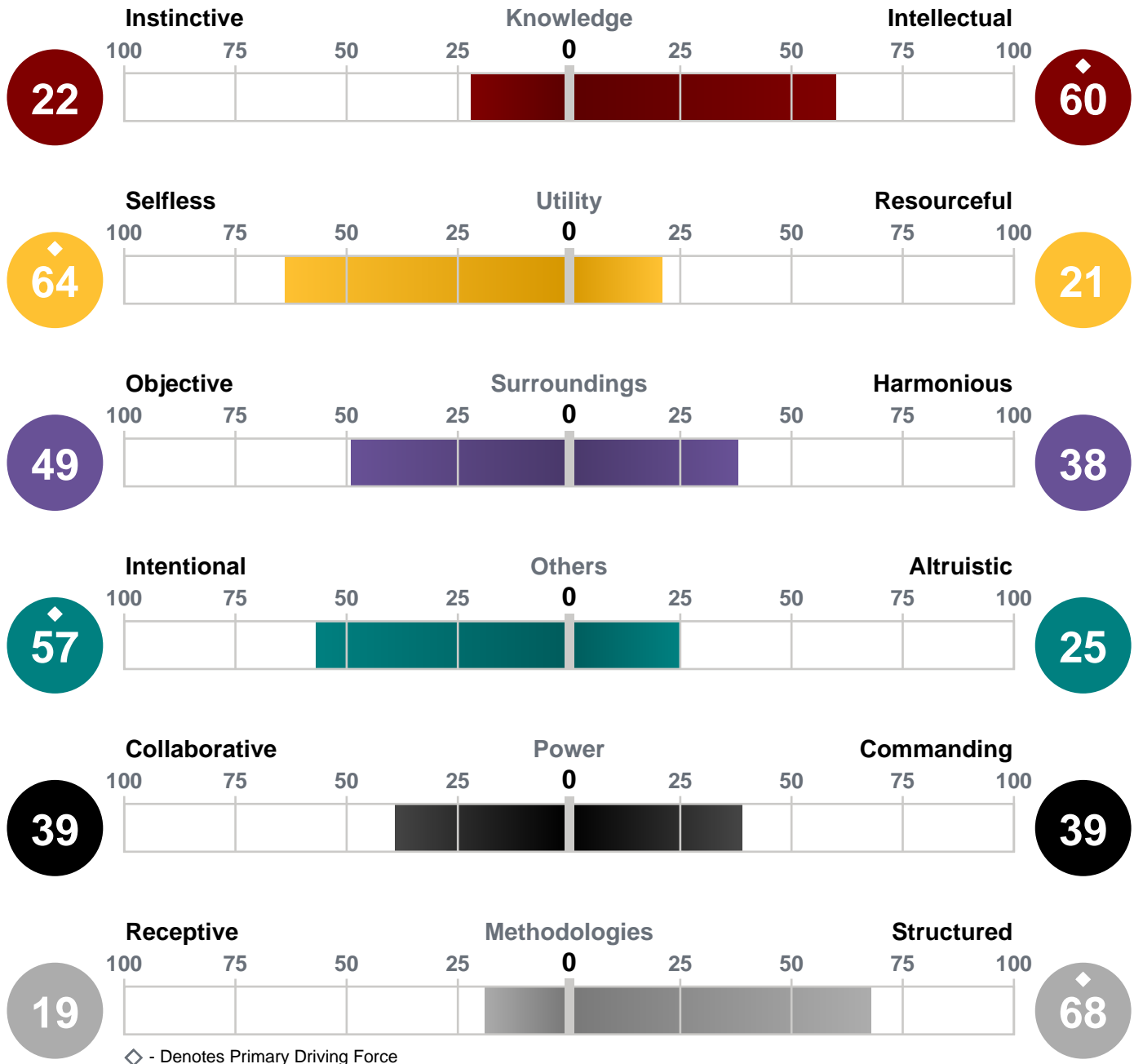
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- estrella likes unity and order in her life.
- She will evaluate others based on her rules for living.
- She believes strongly in her opinions.
- Following proven procedures is more important than quick fixes.
- estrella lets her conscience be her guide.
- She is true to her personal vision.

## 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.*

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

## 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.*

- 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.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- estrella can be assertive in meeting her needs.
- At times estrella can be very competitive.

## 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.
- At times estrella will look for the beauty in all things.
- estrella 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.

## 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 will be firm in her decisions and not be swayed by unfortunate circumstances.
- estrella's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- estrella is willing to help others if they are working as hard as possible to achieve their goals.
- estrella will be torn if helping others proves to be detrimental to her.

## 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.*

- estrella will accept her financial situation and not strive to change it.
- Overemphasizing the value of money will bore estrella and turn her off.
- Money and material possessions are not a high priority for estrella.
- She is motivated by internal beliefs and does not feel compelled to impress others with material things.
- There is not a tremendous need for estrella to have great sums of money.
- estrella will not use money as a scorecard to impress others.
- Financial security is not a necessity, but a long-term goal.
- estrella will seek a comfort level in her standard of living and try to maintain that level.
- estrella will use her money to satisfy her true motivation.
- estrella 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](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  
 Art History  
 Botany  
 Broadcasting  
 Communications  
 Economics  
 English  
 Entertainment and Arts Management  
 Geology, Earth Sciences  
 Information Technology  
 Interior Design  
 International Studies and Relations  
 Journalism  
 Language Study  
 Literature Studies, Classics  
 Meteorology  
 Microbiology  
 Paleontology  
 Philosophy, Religious Studies  
 Political Science  
 Radio and Broadcast Communications  
 Teaching, Education  
 Theology  
 Web Design, Web Administration

### Business

Advertising  
 Business Communications, Public Relations  
 Marketing

### Career and Technical

Chef, Food Preparation  
 Dental Assistance  
 Drafting  
 Vehicle Maintenance and Repair

### Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Electrical Engineering  
Industrial Engineering  
Materials Engineering  
Mechanical Engineering  
Operations Research

### Environmental, Agriculture and Food

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

### Evolving Opportunities

Community and Public Health Administration  
Educational Administrator  
Medical Ethics  
Multimedia, Digital Communications  
Nutrition and Diet Science  
Peace and Conflict Resolution Studies

### Health Sciences

Chiropractic Assistance  
Exercise Science  
Health and Fitness, Personal Training  
Kinesiology  
Occupational Therapy

### Other Career Paths

Apparel Fashion  
Business Sales  
Fitness and Exercise Science  
Interior Design  
Ministry  
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
27-1011	4+	Art Director
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
41-3041	4	Travel Agent
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
39-6012	HS	Concierge

## STUDY TIPS

- Use recitation to embed fact and ideas.
- Develop good study habits and follow them everyday.
- Review notes from previous lessons to prepare yourself for the next.
- Don't doodle.
- Don't put off studying until the last minute.
- Use short sentences when taking notes - leave out unnecessary words.
- Don't let your ego keep you from studying.
- Socialize after studying - not before.
- Read an article on listening and note taking.
- Listen for ideas and facts to support the main idea.
- Think positively about subjects that give you difficulty.
- Review your notes after class.

## Strengths

Willing to talk to "naysayers" about conforming to the system or structure.

Tends to promote traditional ideas and beliefs of the organization.

Thinks outside of the box when gathering information.

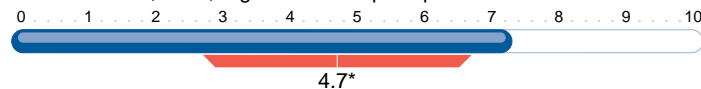
Volunteers her knowledge on many subjects.

Acts as the eyes and ears for a leader.

Methodical and reliable researcher.

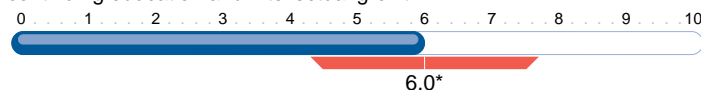
## Motivators

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



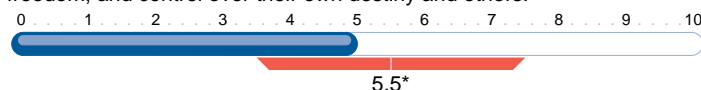
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



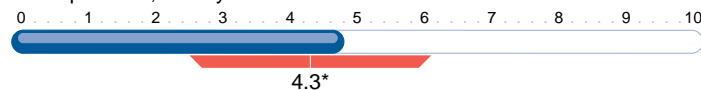
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



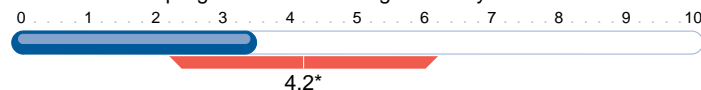
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



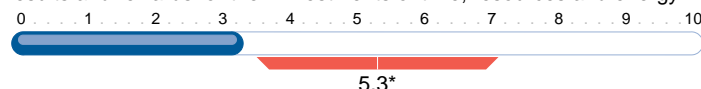
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

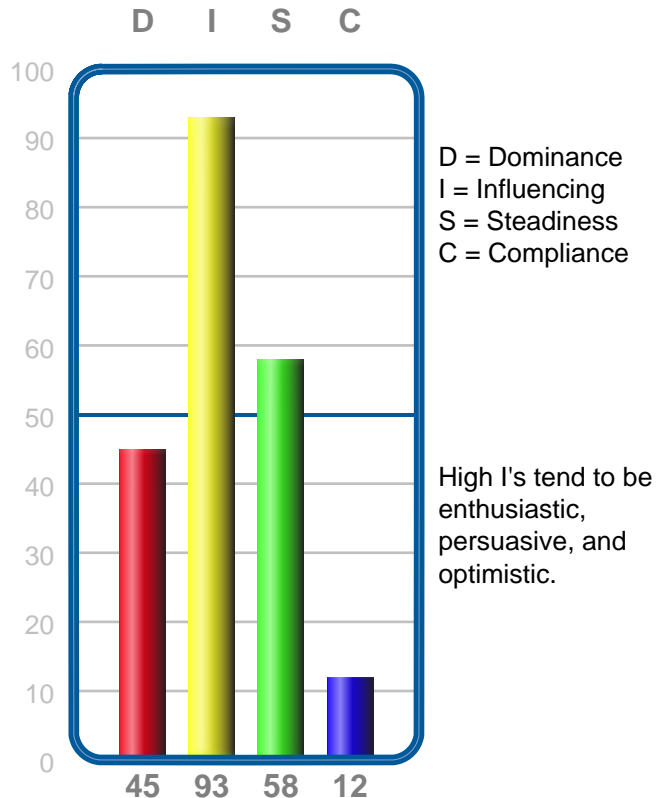


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.3



## Value to a Team

Optimistic and enthusiastic.

Big thinker.

People-oriented.

Builds confidence in others.

Bottom line-oriented.

Negotiates conflicts.