

**Gretel Barrios**  
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.*

Gretel influences most people with her warmth. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She is good at creating enthusiasm in others. 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." Gretel can combine and balance enthusiasm and patience. She likes quality social relationships. She often will become friends with her customers or clients. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. She may tend to agree to avoid confrontation. Gretel places her focus on people. To her, strangers are just friends she hasn't met! She tends to trust people and may be taken advantage of because of her high trust level.

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

Gretel is good at negotiating conflict between others. Gretel feels that "if everyone would just talk it out, everything would be okay!" She is people-oriented and verbally fluent. It is important for Gretel 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 tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. Gretel is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Gretel will attempt to put them at ease. She is both a good talker and a good listener. She may use her time imprecisely because she likes to talk to people. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does!

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Positive sense of humor.
- People-oriented.
- Flexible.
- Accomplishes goals through people.
- Turns confrontation into positives.
- Verbalizes her feelings.
- Respect for authority and organizational structure.

## 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 unrealistic in appraising people--especially if the person is a "friend."
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Overuse praise in motivating others.
- Be too verbal in expressing criticism.
- 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.

## 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.*

- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide ideas for implementing action.
- Leave time for relating, socializing.
- Use scheduled timetable when implementing new action.
- Talk about her, her goals and the opinions she finds stimulating.
- Take time to be sure that she is in agreement and understands what you said.
- Take your time and be persistent.
- Be prepared.
- Read the body language for approval or disapproval.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide a warm and friendly environment.

## 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.*

- Be haphazard.
- Talk to her when you're extremely angry.
- Talk down to her.
- Be curt, cold or tight-lipped.
- Drive on to facts, figures, alternatives or abstractions.
- Make promises you cannot deliver.
- Leave decisions hanging in the air.
- Push too hard, or be unrealistic with deadlines.
- Give your presentation in random order.
- "Dream" with her or you'll lose time.
- Legislate or muffle--don't overcontrol the conversation.

## 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 generating excitement in others and getting people on board.
- Sings the praises of peers and the contributions others make.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Great at recruiting membership in organizations to which she belongs.
- Able to be a strong listener, who can become a lifelong friend.
- Willing to be the support system behind the cause.
- Maintains long-term relationships with a strong sense of loyalty.
- Will maintain consistency for the team that supports the legacy.

## 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.*

- Has trouble making difficult decisions that affect others.
- May overestimate the impact she can have on others.
- May use inappropriate forums to express beliefs.
- May interpret her beliefs as flawless.
- May not always stand up for oneself or others.
- Sees change for change's sake as negative for herself and others.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Can come off passive/aggressive especially when beliefs are challenged.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- An environment in which she may deal with people on a personal, intimate basis.
- An environment where understanding and appreciating others is rewarded.
- Ability to showcase altruistic achievements in order to get others involved.
- Rewards for consistently following established systems and processes.
- An environment that does not advocate change for the sake of change.

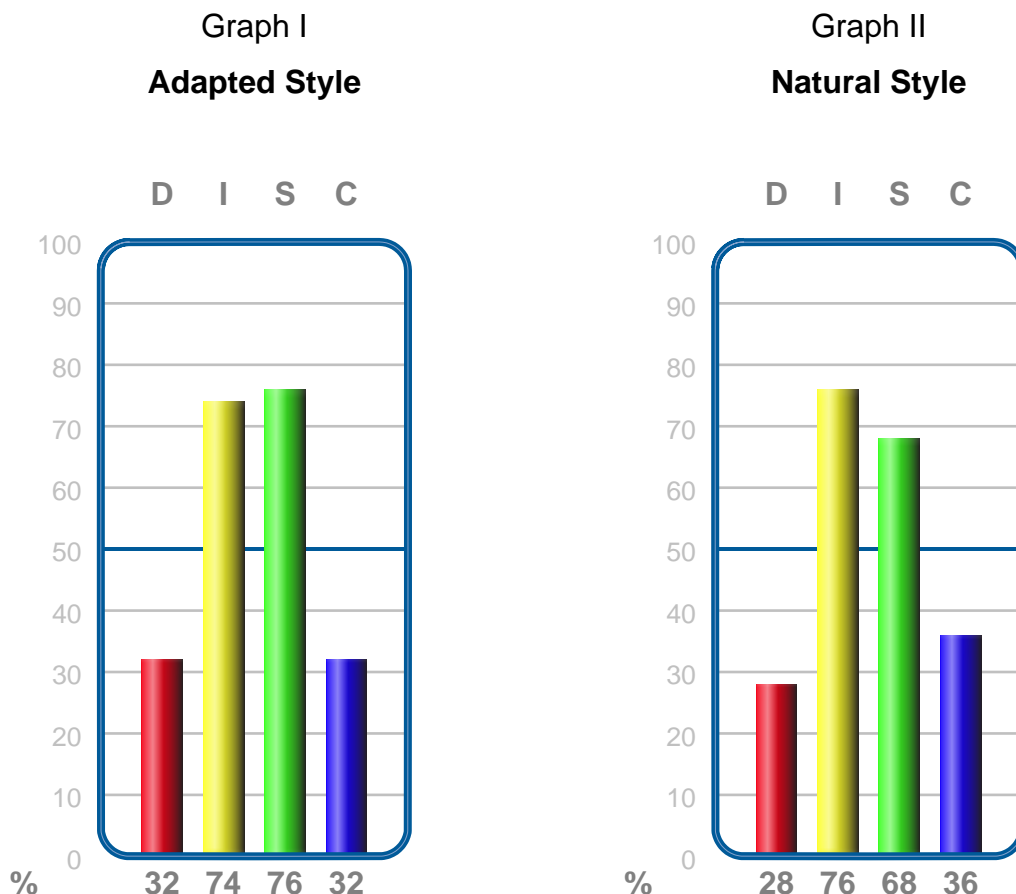
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Recognition for loyalty and long service.
- Support others in the organization's quest to make a difference.
- The flexibility to be creative in the way she and the organization help others and causes.
- Respect for privacy of her beliefs.
- Appreciation for her patient and steady following of the system and organization.

## 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:

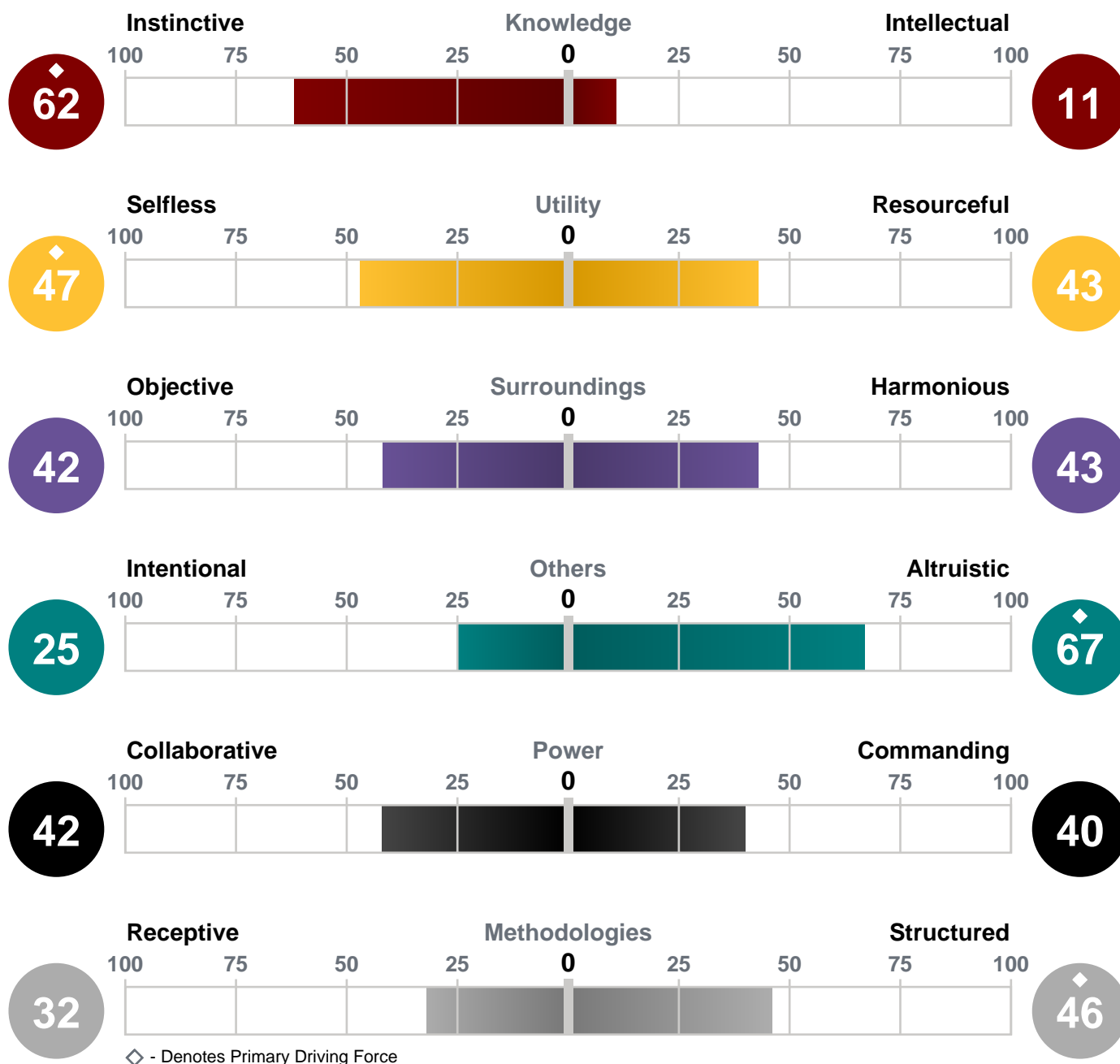
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Helping the homeless may be one of her concerns.
- Gretel is patient and sensitive to others.
- She will have a keen interest in improving society.
- She believes charities should be supported.
- She is generous with her time, talent and resources for those in need.

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

## 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.*

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

## 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.
- At times Gretel can be very competitive.
- Gretel can be assertive in meeting her needs.
- 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.

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

## 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.*

- When required, Gretel will seek knowledge to better understand a particular situation.
- Gretel will use an instinctual approach to problem solving.
- Gretel will not seek knowledge based on curiosity or just for the sake of knowledge.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Gretel will only read books that relate to her chosen field or special interests.
- For Gretel, personal experiences are a key factor in decision making.
- She will attempt to take the practical approach and not over-analyze the process.
- Gretel can be turned off by people who talk about things in detail if she has no interest in the subject.
- Gretel will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.

## 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

Composition, Writing  
Library Science

### Business

Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Dental Assistance  
Rehabilitation Therapy  
Speech and Language Pathology

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Desktop Publishing  
Environment, Conservation and Sustainability  
Graphic Design  
Multimedia, Digital Communications  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography  
Wilderness Education  
Yoga Therapy and Training

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Nursing  
Occupational Therapy

### Other Career Paths

Apparel Fashion  
Child Care, Family Services  
Fitness and Exercise Science  
Personal Care Technician



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
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
19-2043	4+	Hydrologist
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-3071	HS	Teller
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-3011	HS	Gaming Dealer
27-1023	HS	Floral Designer

## STUDY TIPS

- Review your notes after class.
- Socialize after studying - not before.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.
- Study or review notes before each class starts.
- Take meaningful notes.
- Identify the time of day you feel best and try to fit studying into these hours.
- Use short sentences when taking notes - leave out unnecessary words.
- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- Don't let others intrude upon your study time.

## Strengths

Great at generating excitement in others and getting people on board.

Sings the praises of peers and the contributions others make.

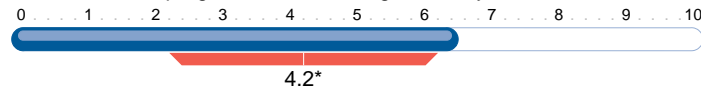
Willing to talk to "naysayers" about conforming to the system or structure.

Great at recruiting membership in organizations to which she belongs.

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

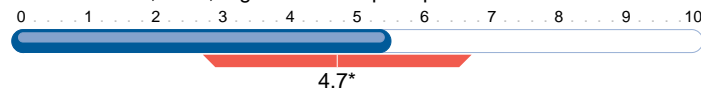
## Motivators

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



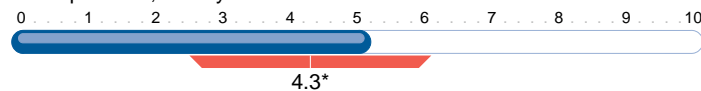
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**2. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



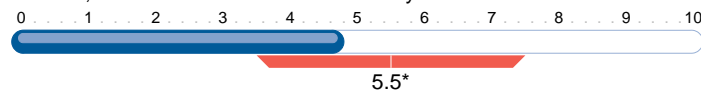
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



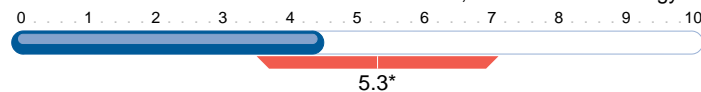
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**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



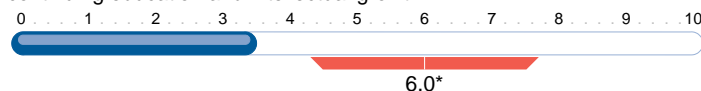
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**5. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

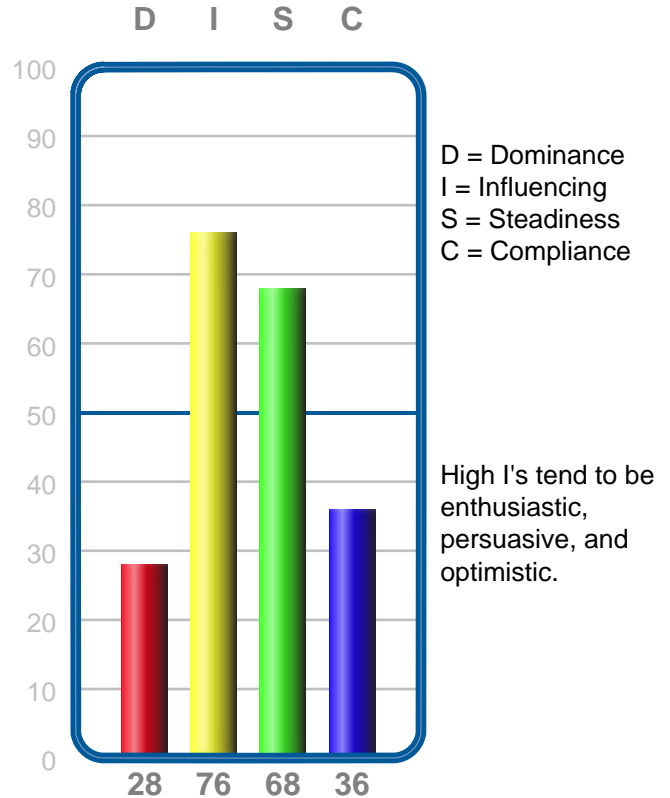


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**6. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



3.5



## Value to a Team

Negotiates conflicts.

Flexible.

Turns confrontation into positives.

Adaptable.

Positive sense of humor.

Accomplishes goals through people.