

yuritza ramirez
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.

yuritza can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. When challenged, she becomes more objective. At times, yuritza would like to slow the world down and cut out some of the activities people want her involved in. When people are involved, she may not always be precise about the use of her time. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She usually develops strong attachments for her work group and family. She is often seen as practical and objective. yuritza likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family.

yuritza finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She often thinks over major decisions before acting. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." yuritza can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She is persistent and persevering in her approach to achieving goals.

yuritza usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. yuritza likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Creative approach to problem solving.
- Can support or oppose strongly.
- Dedicated to her own ideas.
- Bottom line-oriented.
- Self-reliant.
- Pioneering.

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.

- Hold a grudge if her personal beliefs are attacked.
- Need help in prioritizing new assignments.
- Not let others know where she stands on an issue.
- Take criticism of her work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Underestimate her abilities.

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 "yes" or "no" answers--not maybe.
- Flatter her ego.
- Look for her oversights.
- Provide a friendly environment.
- Clarify any parameters in writing.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Understand her defiant nature.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits she will receive.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.

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 abrupt and rapid.
- Offer assurance and guarantees you can't fulfill.
- Take credit for her accomplishments.
- Muffle or overcontrol.
- Be paternalistic.
- Ramble.
- Give her your opinion unless asked.
- Patronize or demean her by using subtlety or incentive.
- Let her overpower you with verbiage.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.

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.

- Will take a firm stance when her position or status is questioned.
- Wants to control her destiny, but does so in a soft way.
- Accommodating and pleasing others is one of her natural talents.
- Will be persistent about moving toward the greater cause.
- Seeks the challenge and opportunity to win.
- Forward-looking to improve herself or a situation.
- Looks for a better approach to help others.
- Initiates the activity of developing others.

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.

- Will hide emotions until others push her buttons or take advantage of her.
- Has strong opinions but may not always share them.
- 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.
- May always want to display her superiority through problems or challenges.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Can sometimes lack diplomacy in offering assistance.
- Needs immediate results when helping others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Forum to express ideas and viewpoints.
- A forum to champion the needs and desires of others.
- An environment where understanding and appreciating others is rewarded.
- Opportunity to be the silent leader behind the team.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

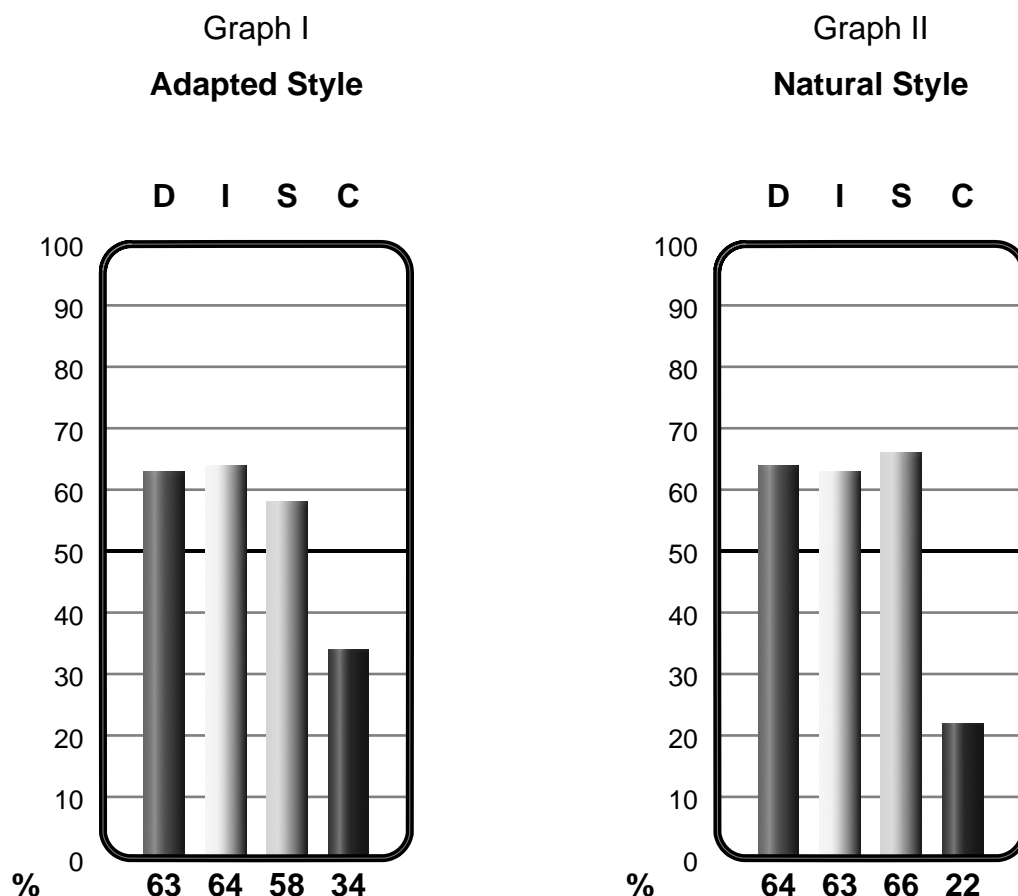
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Prestige, position and titles so she can control the destiny of others.
- New challenges and problems to solve.
- Opportunities to accomplish short-range solutions to problems that relate to her cause.
- Support others in the organization's quest to make a difference.
- Time to determine when and where to share information.
- Control over keeping the process consistent and methodical.

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:

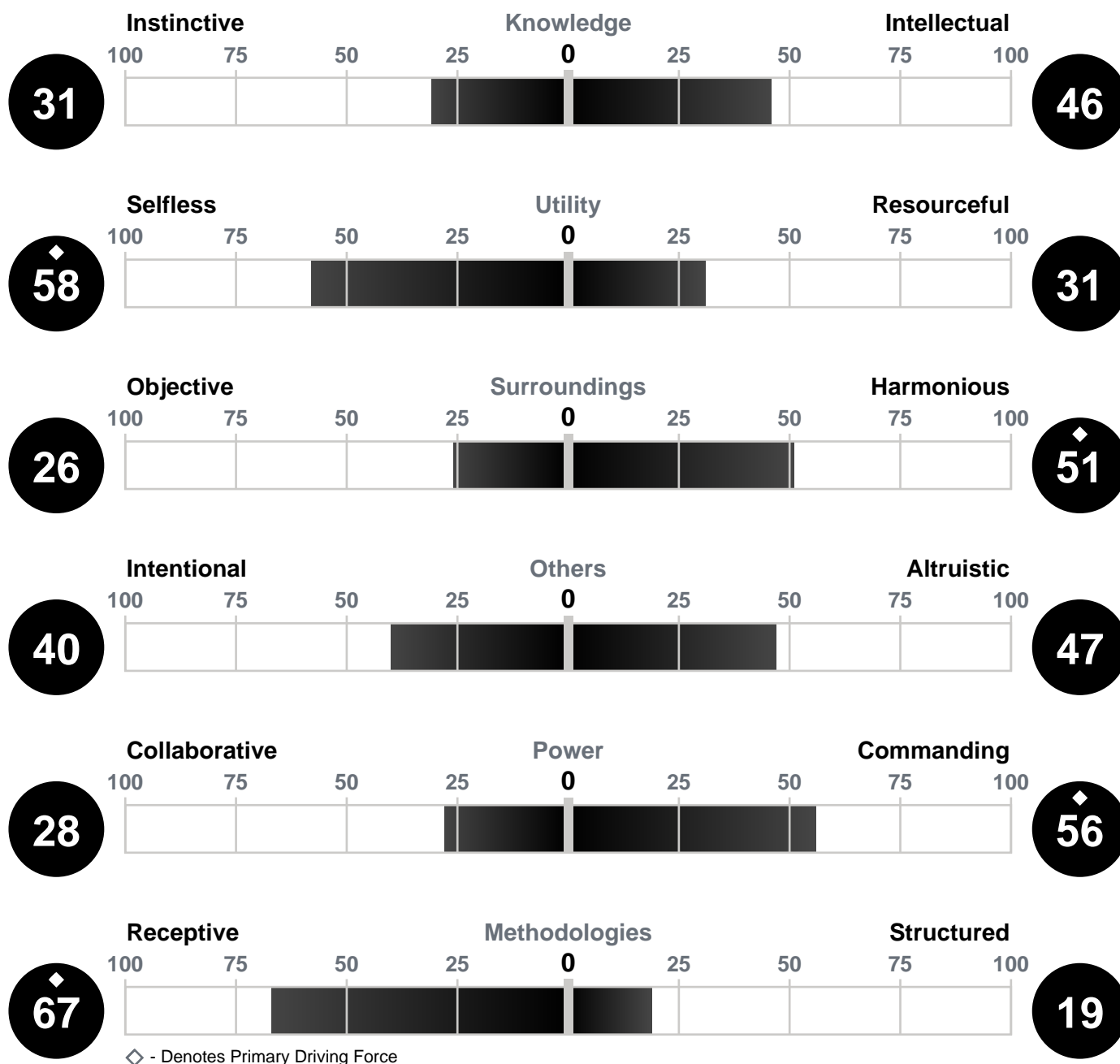
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- yuritza believes "when the going gets tough, the tough get going."
- She wants to control her own destiny and display her independence.
- yuritza has the desire to assert herself and to be recognized for her accomplishments.
- Maintaining individuality is strived for in relationships.
- yuritza takes responsibility for her actions.
- If necessary, yuritza will be assertive in meeting her own needs.
- People who are determined and competitive are liked by yuritza.
- She believes "if at first you don't succeed try, try again."
- yuritza likes to be in situations that allow her the freedom to control her destiny and the destiny of others. Her team's strategy is to attempt to dilute outsiders' influence on the results of their goals.

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

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.

- yuritza has the potential to become an expert in her chosen field.
- yuritza will seek knowledge based on her needs in individual situations.
- yuritza will usually have the data to support her convictions.
- A job that challenges the knowledge will increase her job satisfaction.
- If yuritza 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.
- In those areas where yuritza has a special interest she will be good at integrating past knowledge to solve current problems.
- If knowledge of a specific subject is not of interest, or is not required for success, yuritza will have a tendency to rely on her intuition or practical information in this area.

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

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.

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

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.

- It may be hard to manipulate yuritza 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.
- Traditions will not place limits or boundaries on yuritza.
- yuritza 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.
- In many cases, yuritza will want to set her own rules which will allow her own intuition to guide and direct her actions.
- yuritza's passion in life will be found in one or two of the other dimensions discussed in this report.

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

Botany
Broadcasting
Communications
Computer Science
Education Counselor
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Film and Television Production
Geology, Earth Sciences
Humanities
International Studies and Relations
Journalism
Paleontology
Political Science
Sociology
Urban Studies
Web Design, Web Administration

Business

Business Communications, Public Relations
Facilities Planning and Management
Human Resources, Organizational Development
Marketing

Engineering

Bio Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Educational Administrator
Entrepreneurial Studies
Environment, Conservation and Sustainability
Graphic Design
Life Coaching
Multimedia, Digital Communications
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Physical Therapy, Sports Medicine
Psychology

Other Career Paths

Apparel Fashion
Fitness and Exercise Science
Publishing
Recreation and Tourism

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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool

NEXT STEPS: POSSIBLE CAREER IDEAS

41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Try new ways of learning.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about subjects that give you difficulty.
- Use recitation to embed fact and ideas.
- Study in groups of two or more.
- Study and review notes just before class starts.
- Develop good study habits and follow them everyday.
- Don't put off studying until the last minute.
- Quiz yourself and others about ideas you are learning.
- Put words you have trouble spelling on your mirror so you see them daily.
- Read an article on listening and note taking.

Strengths

Will take a firm stance when her position or status is questioned.

Wants to control her destiny, but does so in a soft way.

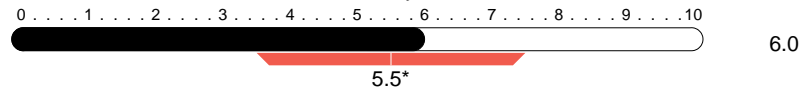
Accommodating and pleasing others is one of her natural talents.

Will be persistent about moving toward the greater cause.

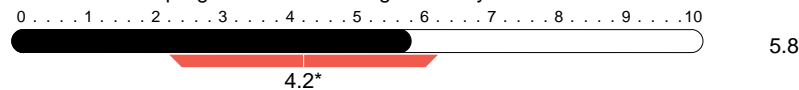
Seeks the challenge and opportunity to win.

Motivators

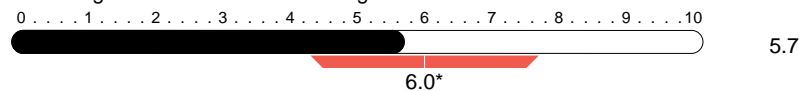
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



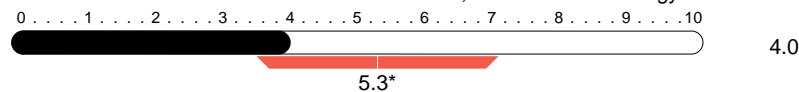
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



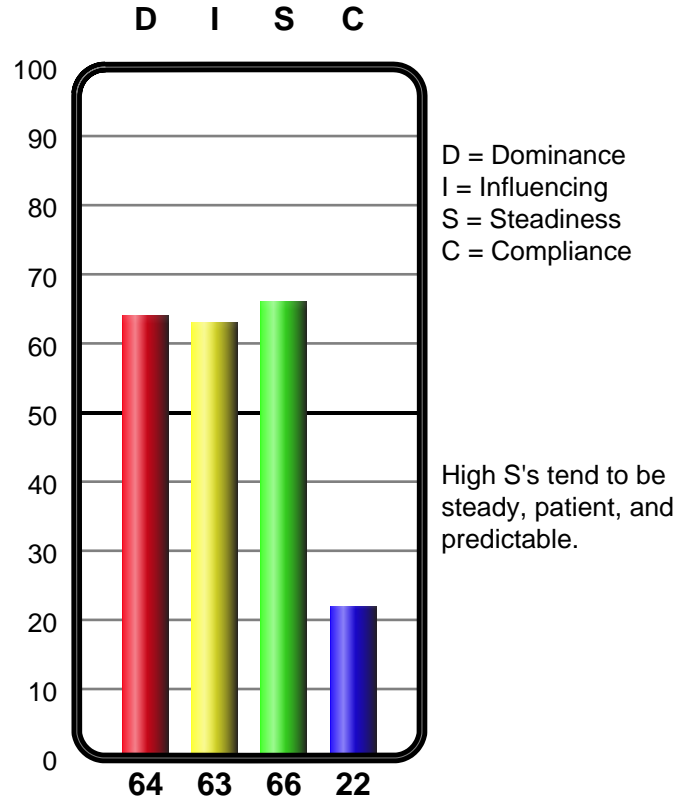
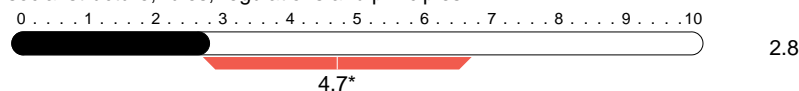
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Builds good relationships.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Creative approach to problem solving.

Dependable team player.

People-oriented.

Pioneering.