

**Talmai Garcia**  
10-11-2016



# TABLE OF CONTENTS

## 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.*

Talmai 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 influences most people with her warmth. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Talmai can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She is driven by status and power. She likes to get results through others. She is at her best when she has people working with her. She likes feedback from her manager on how she is doing. Talmai likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." She is good at creating enthusiasm in others.

Talmai likes working for managers who make quick decisions. 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 may leap to a favorable conclusion without considering all the facts. She is good at solving problems that deal with people. Talmai 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.

Talmai is both a good talker and a good listener. She is people-oriented and verbally fluent. It is important for Talmai 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 usually uses many gestures when talking. Talmai tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She is good at negotiating conflict between others. Talmai feels that "if everyone would just talk it out, everything would be okay!" Communication can extend from friendly to argumentative discourse. She judges others by their verbal skills and warmth.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Positive sense of humor.
- Team player.
- Can support or oppose strongly.
- Creative problem solving.
- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Verbalizes her feelings.
- Self-reliant.
- Bottom line-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 so enthusiastic that she can be seen as superficial.
- Be optimistic regarding possible results of her projects or the potential of her people.
- Overuse praise in motivating others.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Take information at face value without validation or substantial investigation.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of 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.*

- Talk about her, her goals and the opinions she finds stimulating.
- Provide a warm and friendly environment.
- Understand her defiant nature.
- Provide ideas for implementing action.
- Provide testimonials from people she sees as important.
- Use a motivating approach, when appropriate.
- Use a balanced, objective and emotional approach.
- Ask for her opinions/ideas regarding people.
- Clarify any parameters in writing.
- Appeal to the benefits she will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.

## 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.*

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

## 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.*

- Positively promotes the image of the organization.
- Motivates others to be the best they can be.
- Wants to be seen as a leader in humanitarian issues.
- Sings the praises of peers and the contributions others make.
- Forward-looking to improve herself or a situation.
- Willing to make high-risk decisions.
- Goal focused when helping 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.*

- May only interact with those she feels complement her goals.
- She may overestimate her authority.
- When helping others, may talk too much about herself.
- May overestimate the impact she can have on others.
- May always want to display her superiority through problems or challenges.
- Can set personal standards too high.
- May have difficulty deciding between results or helping others.
- Needs immediate results when helping others.

## 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 innovative and futuristic-oriented environment.
- Groups and committees are present in order to assist charities and social causes.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Management that appreciates and rewards powerful risk-taking.
- Continual opportunity to challenge and win.

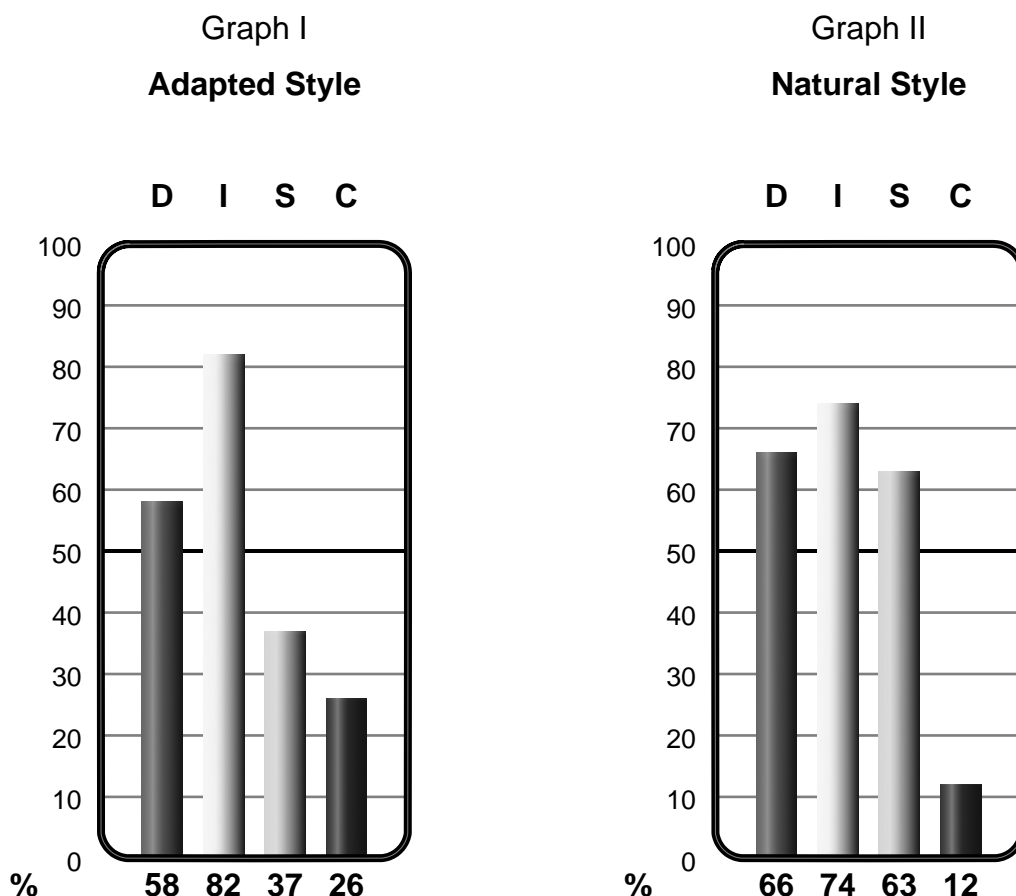
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Rewards to support her dreams.
- To be the promoter for programs that assist others, both on and off the job.
- To be seen as an internal resource for people to express problems and challenges.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- New and difficult challenges that lead to prestige and status.

## 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:

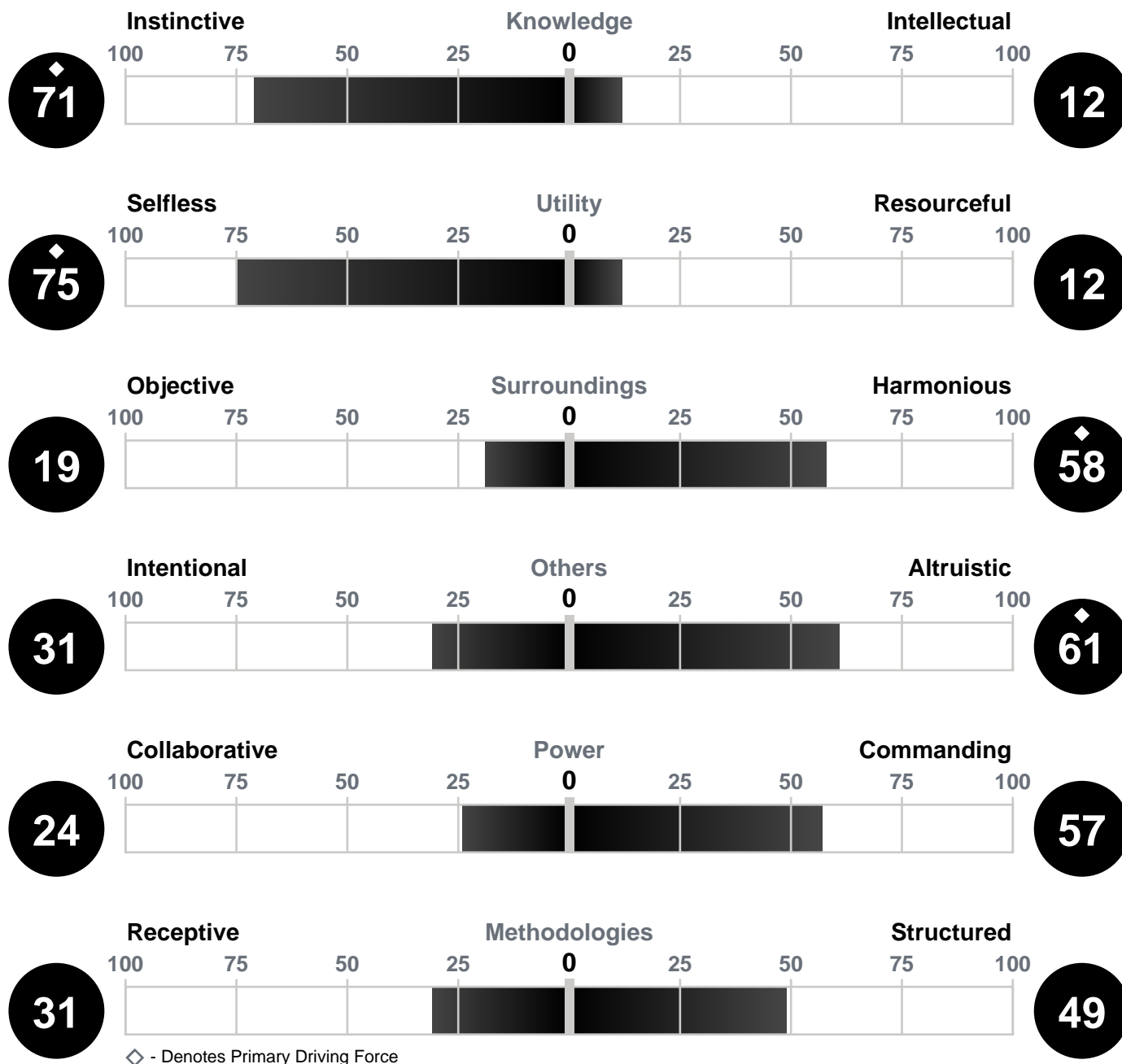
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Talmai has the desire to assert herself and to be recognized for her accomplishments.
- People who are determined and competitive are liked by Talmai.
- Talmai takes responsibility for her actions.
- Talmai believes "when the going gets tough, the tough get going."
- She believes "if at first you don't succeed try, try again."
- If necessary, Talmai will be assertive in meeting her own needs.
- Talmai 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.
- Maintaining individuality is strived for in relationships.
- She wants to control her own destiny and display her independence.

## 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.
- Talmai is patient and sensitive to others.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.

## 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.*

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

## 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.*

- Talmai needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- Talmai at times will evaluate others based on her rules for living.
- Talmai lets her conscience be her guide.

## 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.*

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

## 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.*

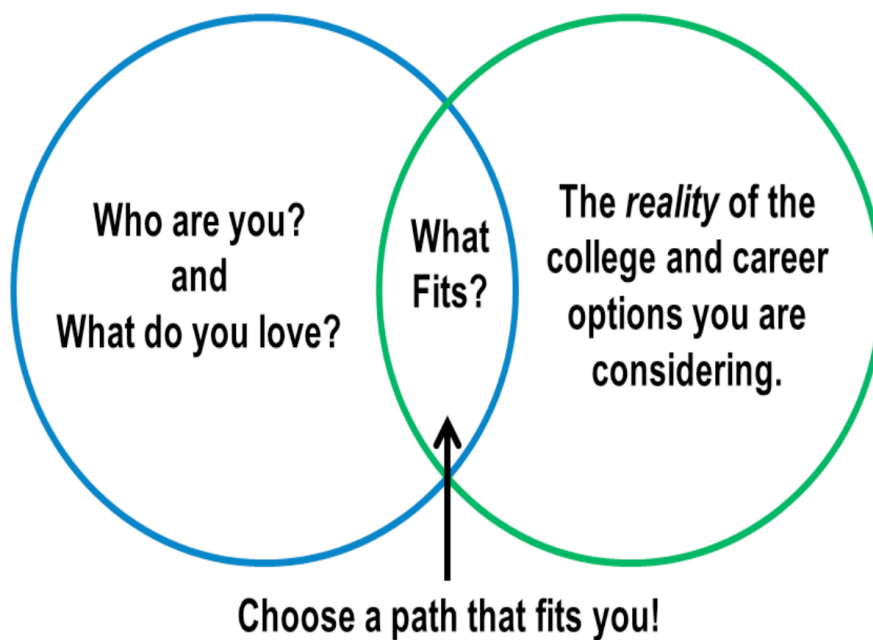
- Talmai will use her money to satisfy her true motivation.
- She is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Money and material possessions are not a high priority for Talmai.
- Financial security is not a necessity, but a long-term goal.
-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

## 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

Botany  
Dance  
Education Counselor  
Entertainment and Arts Management  
Geology, Earth Sciences  
Paleontology  
Performing Arts, Theatre  
Philosophy, Religious Studies  
Theology

### Business

Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Environmental, Agriculture and Food

Animal Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Educational Administrator  
Graphic Design  
Life Coaching  
Multimedia, Digital Communications  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Social Entrepreneurism  
Social Work  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Human Development and Family Services  
Kinesiology  
Nursing

### Other Career Paths

Child Care, Family Services  
Ministry  
Personal Care Technician  
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
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
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
27-3011	4	Announcer - Radio & TV
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
11-9081	4	Lodging 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
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
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

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

## Strengths

Positively promotes the image of the organization.

Motivates others to be the best they can be.

Wants to be seen as a leader in humanitarian issues.

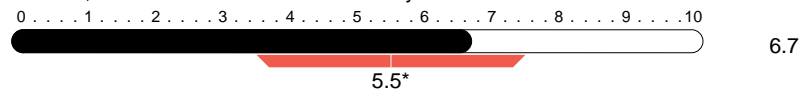
Sings the praises of peers and the contributions others make.

Forward-looking to improve herself or a situation.

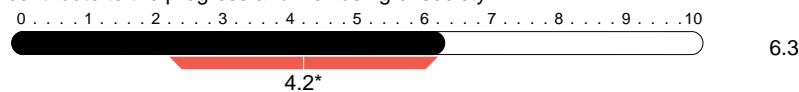
Goal focused when helping others.

## Motivators

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



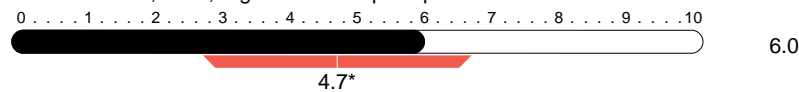
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



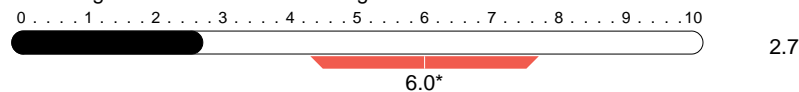
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



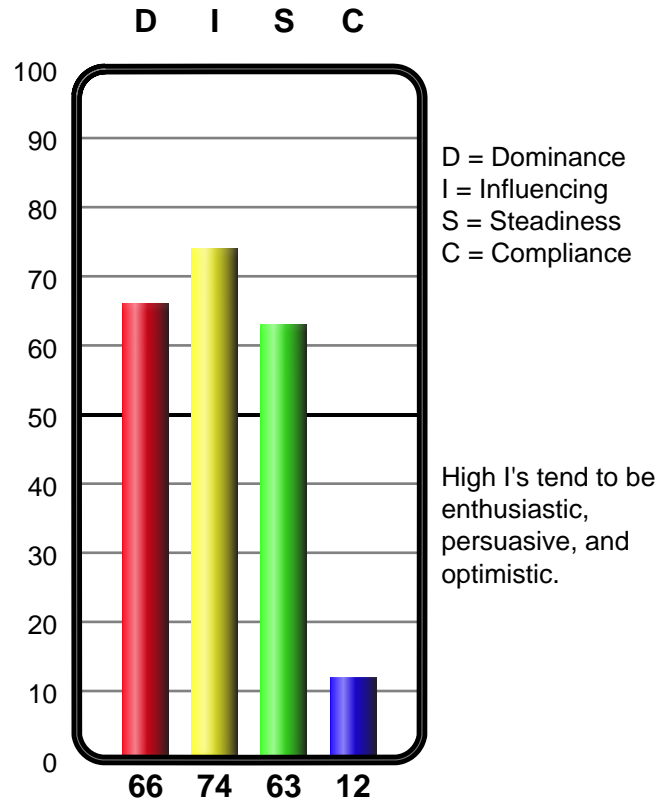
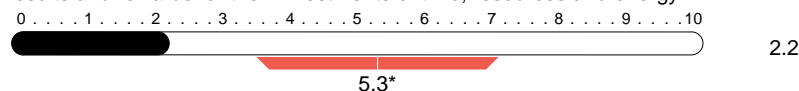
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Has the confidence to do the difficult assignments.

People-oriented.

Dedicated to her own ideas.

Negotiates conflicts.

Bottom line-oriented.

Team player.