

norma escobar
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MORE THAN A SCORE

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

THERE ARE 3 SECTIONS TO THIS PROFILE:

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

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

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

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

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

STYLE: YOUR STYLE

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

norma likes feedback from her manager on how she is doing. She can be seen as a person of good will. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." 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. She may tend to agree to avoid confrontation. She is optimistic and usually has a positive sense of humor. She likes quality social relationships. She often will become friends with her customers or clients. norma tries to influence others through a personal relationship and many times will perform services to develop this relationship. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group.

norma 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. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. norma is good at solving problems that deal with people. She likes to participate in decision making. She likes working for managers who make quick decisions.

norma 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. norma feels that "if everyone would just talk it out, everything would be okay!" She is both a good talker and a good listener. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. norma is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, norma will attempt to put them at ease. She is people-oriented and verbally fluent. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She judges others by their verbal skills and warmth.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Team player.
- Negotiates conflicts.
- Accomplishes goals through people.
- Dedicated to her own ideas.
- Creative problem solving.
- Verbalizes her feelings.
- Positive sense of humor.

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.

- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- 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.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- 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 a balanced, objective and emotional approach.
- Appeal to the benefits she will receive.
- Provide ideas for implementing action.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide a warm and friendly environment.
- Look for her oversights.
- Clarify any parameters in writing.
- Leave time for relating, socializing.
- Define the problem in writing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide solutions--not opinions.
- Read the body language for approval or disapproval.
- Provide testimonials from people she sees as important.

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.
- Leave decisions hanging in the air.
- Talk down to her.
- Be dictatorial.
- Drive on to facts, figures, alternatives or abstractions.
- Ramble.
- Be curt, cold or tight-lipped.
- "Dream" with her or you'll lose time.
- Let her overpower you with verbiage.

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.

- Sings the praises of peers and the contributions others make.
- Demonstrates a will and desire to help others in the organization.
- Motivates others to continue education.
- Willing to share knowledge to benefit the team or organization.
- Accommodating and pleasing others is one of her natural talents.
- Willing to be the support system behind the cause.
- Will keep sensitive information under lock and key.
- Methodical and reliable researcher.

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 overestimate the impact she can have on others.
- Does not always listen to those she is helping.
- A desire to share information can impede her ability to listen and learn.
- May be too trusting of people as resources.
- May have difficulty correcting others as she wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May not pursue knowledge if it jeopardizes her security.
- Will have difficulty in establishing priorities in learning new matters.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which she may deal with people on a personal, intimate basis.
- Freedom from control and detail.
- A credible manager that provides enough information.
- Information to support the reasons for change.
- An environment where interacting with others in an effort to help each person is rewarded.
- Groups and committees are present in order to assist charities and social causes.

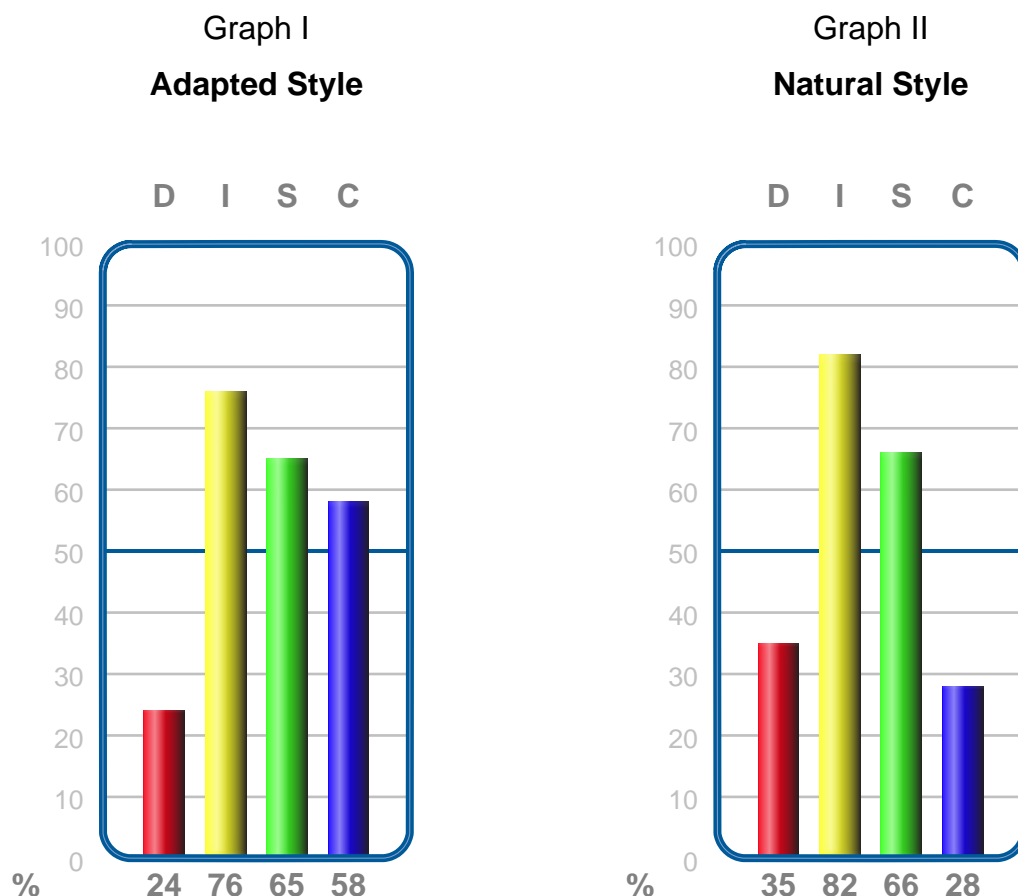
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- A support system to do the detail work.
- To be seen as the keeper of information.
- An opportunity to methodically layout research and work through the information-gathering process.
- To be a part of the team that contributes to causes and helping others.
- To be the promoter for programs that assist others, both on and off the job.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

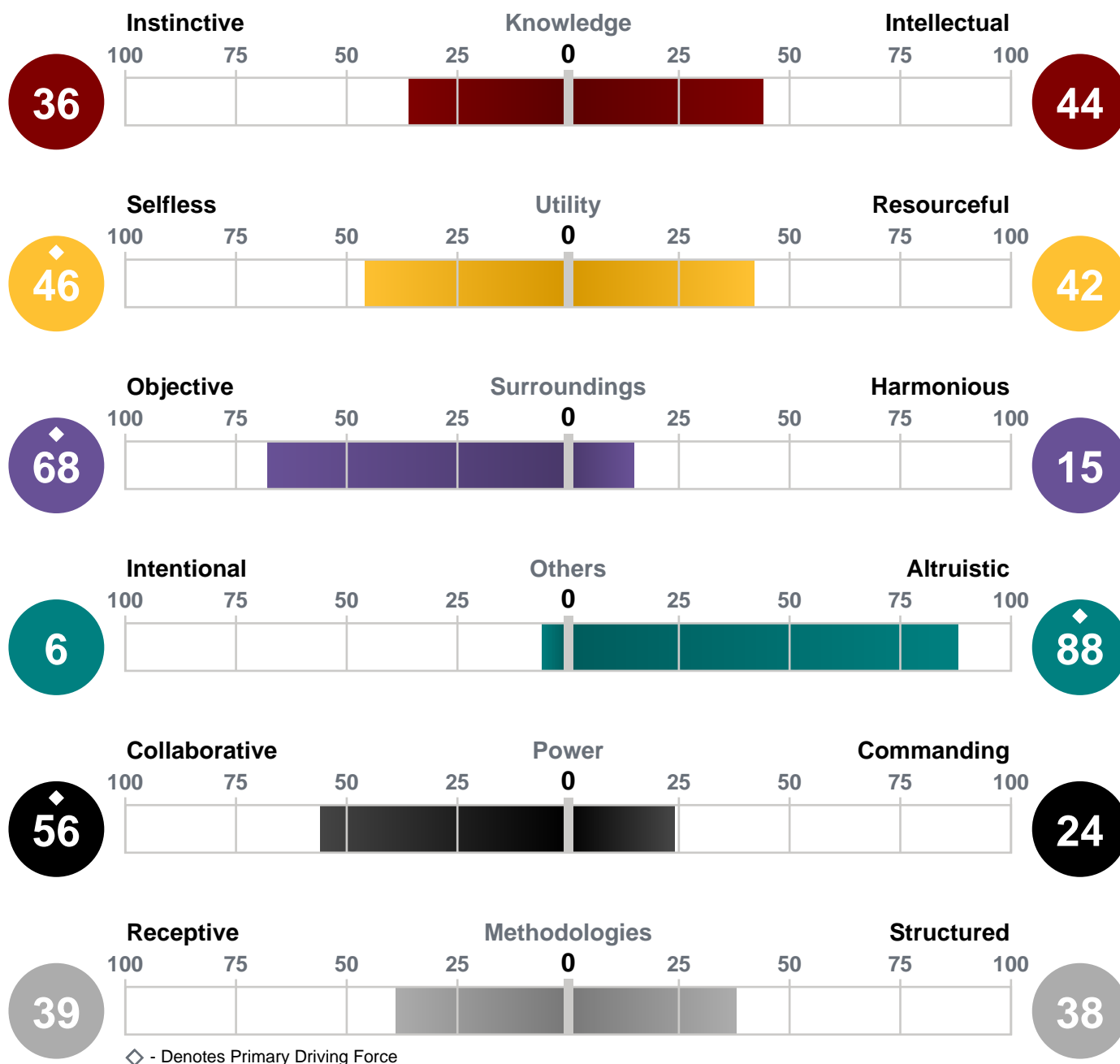
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE 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 has the ability to instinctively notice and respond to people in need.
- Looking for the positive in a situation energizes her to solve problems that people are experiencing.
- norma has the ability to be empathetic toward those who are hurting.
- norma will blame the system more than the individual and will work diligently to change the system.
- norma will have causes that cannot be won, satisfying her inner need for peace. Even if the cause cannot be won, she will still be compelled to try.
- She may sacrifice bottom-line profit when the decision may be detrimental to the people involved.
- In business, she wants everyone to receive the most value money can buy.
- She wants to promote a doctrine of fairness with regard to rules that regulate people.
- If she thinks it will harm the relationship, norma will avoid confrontation.
- Eliminating hate and conflict in the world is one of norma's passions.

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.

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

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.

- norma at times will evaluate others based on her rules for living.
- norma 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.
- norma lets her conscience be her guide.

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 will use wealth as a yardstick to measure her work effort with certain activities.
- norma will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- norma can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- norma will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.

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.

- As long as norma's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- norma feels that struggles should be the burden of the team, not just the individuals.
- Being in total control of a situation is not a primary motivating factor.
- norma's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will not attempt to overpower others' points of view or change their thinking.
- norma will be less concerned about her ego than others may be.
- Stability is a primary concern. Patience and fortitude will win in the long run.

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.

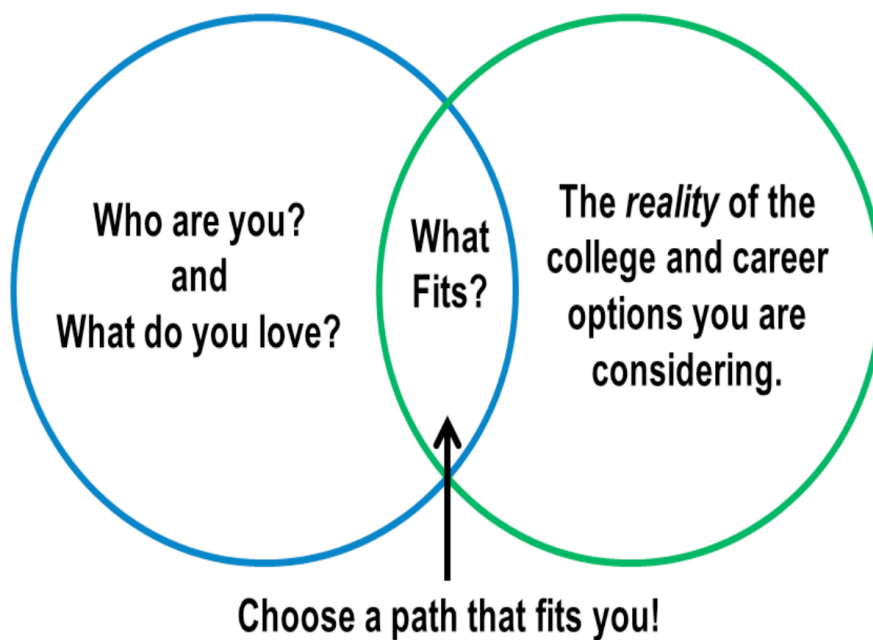
- norma is not necessarily worried about form and beauty in her environment.
- norma's passion in life will be found in one or two of the other motivators discussed in this report.
- The utility of "something" is more important than its beauty, form and harmony.
- She wants to take a practical approach to events.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- Intellectually, norma can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle her creativity.

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

Education Counselor
 Legal Assistance, Paralegal Studies
 Library Science
 Meteorology
 Teaching, Education
 Web Design, Web Administration

Business

Marketing

Career and Technical

Health Aide, Medical Assistance
 Rehabilitation Therapy
 Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
 Community Planning and Development
 Community and Public Health Administration
 Computer Programming
 Educational Administrator
 Inside Sales
 Life Coaching
 Medical Ethics
 Nonprofit Management
 Outdoor Studies, Outdoor Leadership
 Peace and Conflict Resolution Studies
 Renewable Energy
 Social Work
 Urban and City Planning

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Chiropractic Assistance
Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Optometry
Physical Therapy, Sports Medicine
Pre-Dental
Psychology

Other Career Paths

Camp Operations
Child Care, Family Services
Event Planning
Fitness and Exercise Science
Food Service
Personal Care Technician
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
27-1011	4+	Art Director
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
41-9031	4	Sales Engineer
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

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

Strengths

Sings the praises of peers and the contributions others make.

Demonstrates a will and desire to help others in the organization.

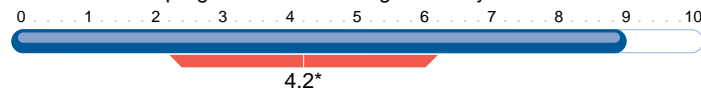
Motivates others to continue education.

Willing to share knowledge to benefit the team or organization.

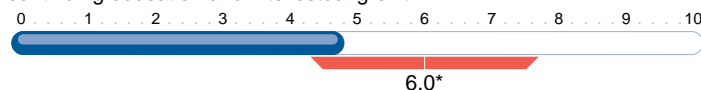
Accommodating and pleasing others is one of her natural talents.

Motivators

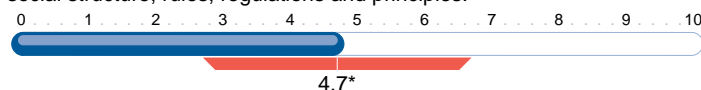
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



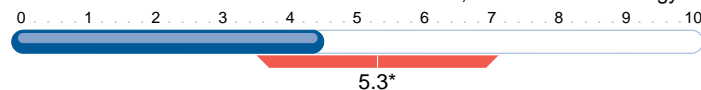
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



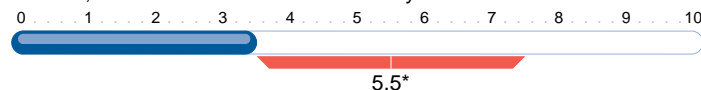
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



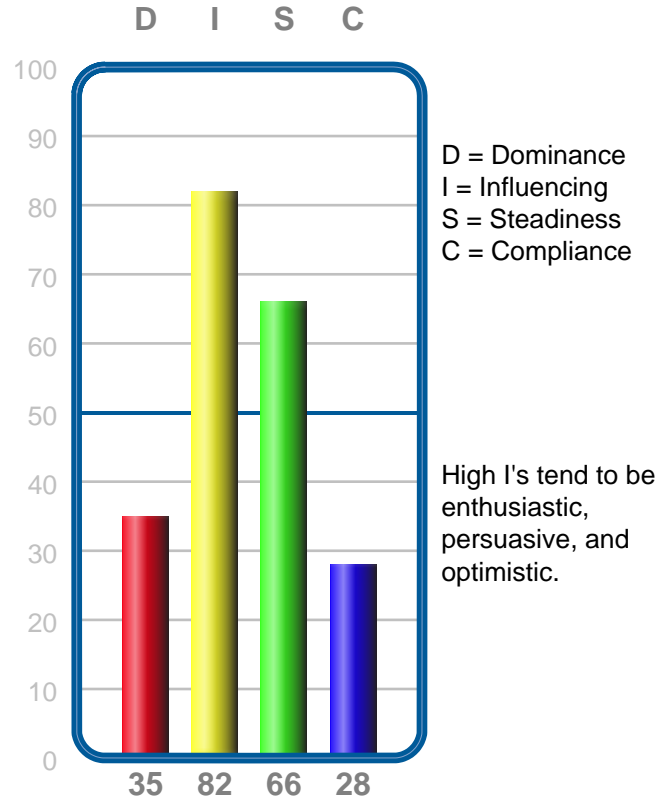
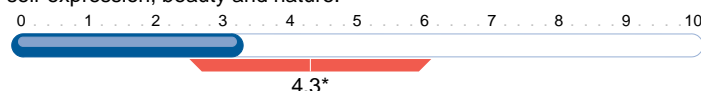
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

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

Builds confidence in others.

Verbalizes her feelings.

Creative problem solving.

Dedicated to her own ideas.

Team player.