

**litzy ajtun**  
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.*

litzy seeks her own solutions to problems. In this way, her independent nature comes into play. Many people see her as a self-starter dedicated to achieving results. She is goal-oriented and driven by results. She is the team member who will try to keep the others on task. She wants to be viewed as self-reliant and willing to pay the price for success. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. litzy is deadline conscious and becomes irritated if deadlines are delayed or missed. She is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team.

litzy has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She should realize that at times she needs to think a project through, beginning to end, before starting the project. She likes to make decisions quickly. When faced with a tough decision, she will try to sell you on her ideas. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She will work long hours until a tough problem is solved. After it is solved, litzy may become bored with any routine work that follows. Sometimes she becomes emotionally involved in the decision-making process.

litzy may sometimes mask her feelings in friendly terms. If pressured, litzy's true feelings may emerge. She should exhibit more patience and ask questions to make sure that others have understood what she has said. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. litzy challenges people who volunteer their opinions. She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She tends to influence people by being direct, friendly and results-oriented.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Deadline conscious.
- Forward-looking and future-oriented.
- Creative in her approach to solving problems.
- Ability to handle many activities.
- Self-starter.
- Accomplishes goals through people.
- Good mixer.
- Innovative.
- Thinks big.

## 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.*

- Blame, deny and defend her position--even if it is not needed.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Be a one-way communicator--doesn't listen to the total story before introducing her opinion.
- Have difficulty finding balance between family and work.
- Dislike routine work or routine people--unless she sees the need to further her goals.

## 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.*

- Be isolated from interruptions.
- Provide time for fun and relaxing.
- Understand her sporadic listening skills.
- Support the results, not the person, if you agree.
- Provide systems to follow.
- Present the facts logically; plan your presentation efficiently.
- Use her jargon.
- Put projects in writing, with deadlines.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Be clear, specific, brief and to the point.
- Expect acceptance without a lot of questions.

## 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 redundant.
- Assume she heard what you said.
- Direct or order.
- Try to build personal relationships.
- Use paternalistic approach.
- Reinforce agreement with "I'm with you."
- Ask rhetorical questions, or useless ones.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Dictate to her.
- Try to convince by "personal" means.
- Ramble on, or waste her time.
- Forget to follow-up.

## 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.*

- Demonstrates a forward-looking approach to old questions.
- Offers informed opinions on a variety of topics.
- Bottom-line focused when leading others.
- Innovative with strategies for success.
- Willing to share knowledge to benefit the team or organization.
- Volunteers her knowledge on many subjects.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.

## 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.*

- Impatient when gathering information.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- Can set personal standards too high.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.
- May only interact with those she feels complement her goals.
- She may overestimate her authority.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Tasks involving motivated groups and establishing a network of contacts.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- A leadership team that is optimistic toward learning new concepts or theories.
- A "can-do" environment filled with optimistic people.
- Opportunity to assertively express her desire to control her own destiny and potentially that of others.

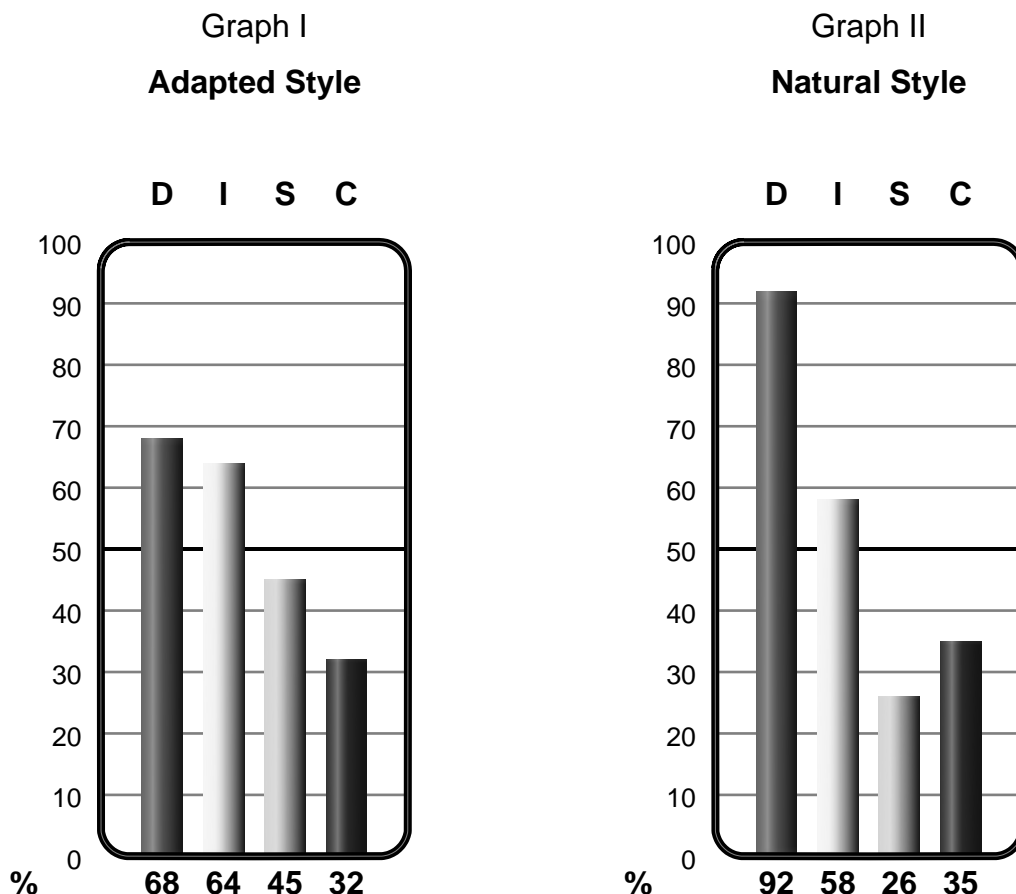
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Working conditions with freedom to move and to talk to people.
- A manager who practices participative management.
- Challenging problems where her knowledge and research capabilities can be maximized.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To lead people toward her vision.
- Space and latitude to do what it takes to get the job done.

## 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:

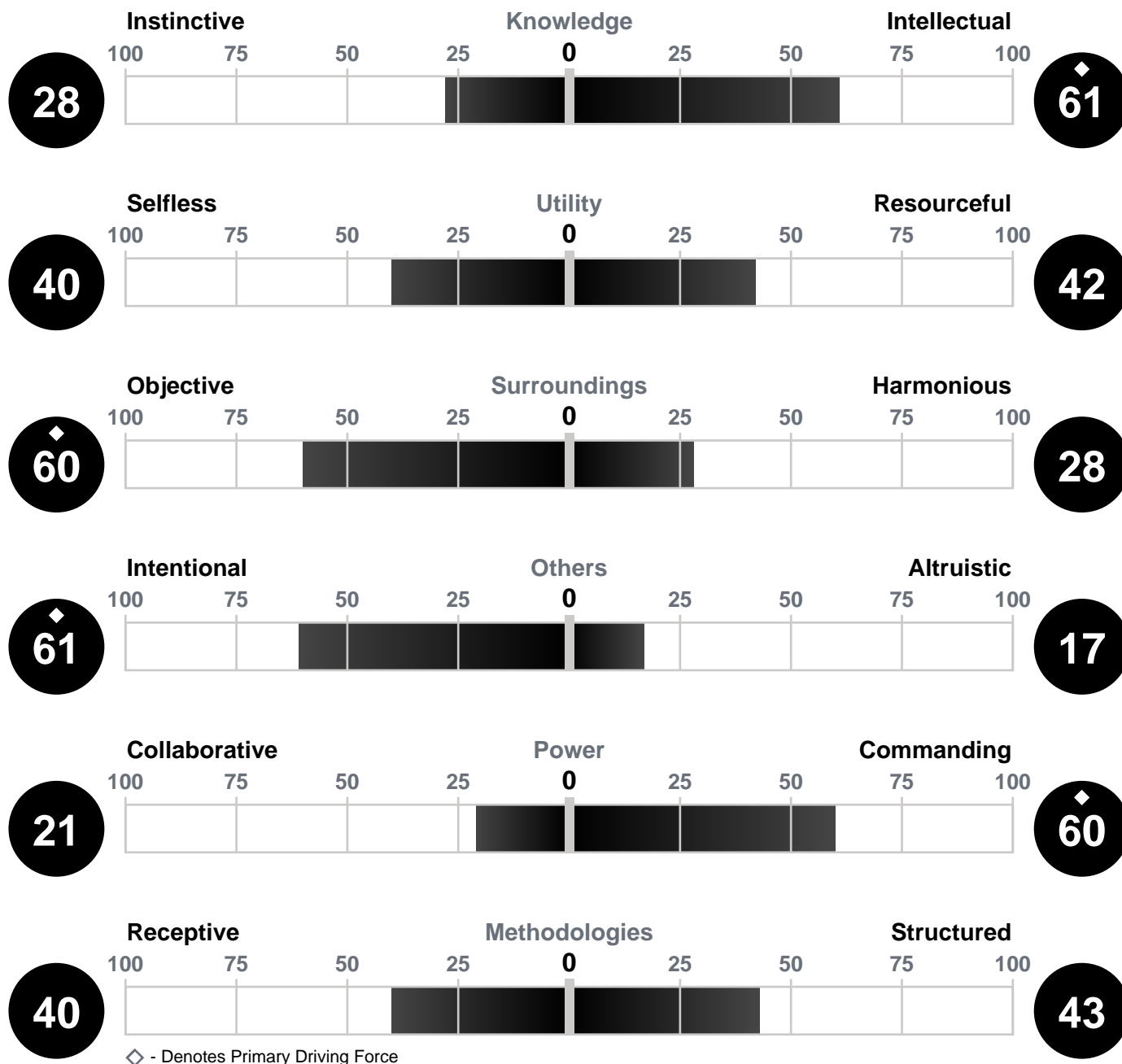
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- A comfortable job for litzy is one that challenges her knowledge.
- litzy is comfortable around people who share her interest for knowledge and especially those people with similar convictions.
- litzy has the potential to become an expert in her chosen field.
- She may have difficulty putting down a good book.
- litzy is very good at integrating past knowledge to solve present problems.
- She will usually have the data to support her convictions.

## MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.*

- Maintaining individuality is strived for in relationships.
- She wants to control her own destiny and display her independence.
- People who are determined and competitive are liked by litzy.
- She believes "if at first you don't succeed try, try again."
- litzy believes "when the going gets tough, the tough get going."
- litzy takes responsibility for her actions.
- If necessary, litzy will be assertive in meeting her own needs.
- litzy has the desire to assert herself and to be recognized for her accomplishments.
- litzy 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 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 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.
- litzy needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- litzy lets her conscience be her guide.
- litzy at times will evaluate others based on her rules for living.

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

## 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.*

- litzy'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.
- Intellectually, litzy can see the need for beauty, but has difficulty buying the finer things in life.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- She wants to take a practical approach to events.
- litzy is not necessarily worried about form and beauty in her environment.
- Unpleasant surroundings will not stifle her creativity.

## 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.*

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

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Broadcasting  
Entertainment and Arts Management  
Film and Television Production  
International Studies and Relations  
Meteorology  
Political Science  
Pre-Law  
Radio and Broadcast Communications

### Business

Advertising  
Business Communications, Public Relations  
Business Management, Consulting  
Construction Management  
Facilities Planning and Management  
Finance and Investments  
General Business  
General Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Building Inspector  
Entrepreneurism

### Engineering

Bio Engineering  
Computer Engineering  
Industrial Engineering  
Operations Research

### Evolving Opportunities

Entrepreneurial Studies  
Outside Sales

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Kinesiology

### Other Career Paths

Business Sales

Event Planning

Real Estate Development



## NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

CODE	EDUCATION	OCCUPATION
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
13-1061	4+	Emergency Management Specialist
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2021	4+	Marketing Manager
11-2011	4+	Advertising & Promotion Manager
55-1016	4	Infantry Officer
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
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
25-3021	4	Teacher Self-Enrichment Education
19-3021	4	Market Research Analyst

## NEXT STEPS: POSSIBLE CAREER IDEAS

15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-3021	4	Computer & Information Systems Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1011	2-4+	Computer & Information Scientist, Research
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

## STUDY TIPS

- Cut down on some of your activities and devote this time to studying.
- Set up an area for studying only.
- Think visually - convert words into pictures.
- Write detailed instructions for each class assignment.
- Plan ahead - don't put off completing assignments until the last minute.
- Set aside time to plan.
- Underline or highlight when you read; make study notes.
- Plan tomorrow today and put your plan in writing.
- Organize your study area and keep it organized.
- Determine the grade you want in each class before the term begins and study accordingly.
- Do only one class assignment at a time.

## Strengths

- Demonstrates a forward-looking approach to old questions.
- Offers informed opinions on a variety of topics.
- Bottom-line focused when leading others.
- Innovative with strategies for success.
- Willing to share knowledge to benefit the team or organization.
- Positively promotes the image of the organization.

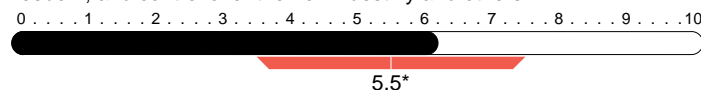
## Motivators

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



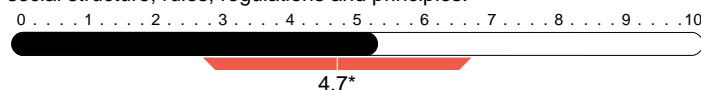
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



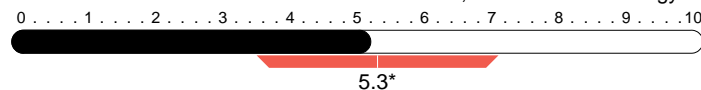
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**3. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



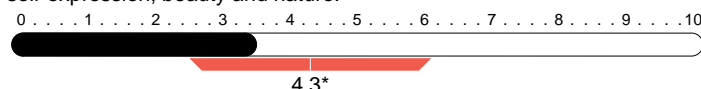
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



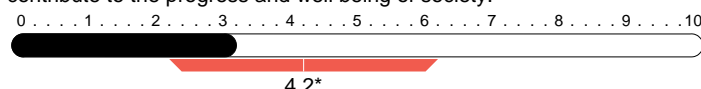
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

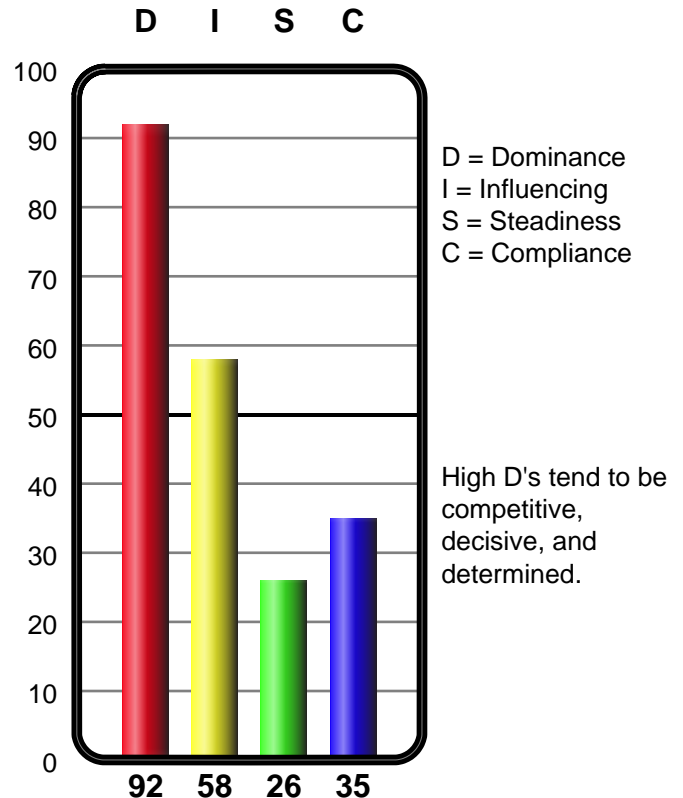


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**6. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



3.2



## Value to a Team

Thinks big.

Ability to handle many activities.

Tenacious.

Innovative.

Competitive.

Spontaneity.