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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.

abraham wants to know what others think of him. He wants and tries to please. He is optimistic and usually has a positive sense of humor. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He can be seen as a person of good will. abraham prefers working for a participative manager. He does his best work in this kind of environment. He can be sensitive to criticism of his work and take it as a personal affront. He may equate work criticism as someone's personal displeasure with him. He places his focus on people. To him, strangers are just friends he hasn't met! He is a team player and desires acceptance as a member of the team. abraham seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He influences most people with his warmth.

abraham is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Decisions are made after gathering facts and supportive data. He likes to participate in decision making. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. He is good at solving problems that deal with people.

abraham tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. It is important for abraham to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of his decisions and actions. He is both a good talker and a good listener. abraham usually uses many gestures when talking. He often makes suggestions to others, but rarely attempts to force his ideas on them. He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, abraham will attempt to put them at ease. He judges others by their verbal skills and warmth.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Verbalizes his feelings.
- Optimistic and enthusiastic.
- People-oriented.
- Respect for authority and organizational structure.
- Builds confidence in others.
- Team player.
- Creative problem solving.
- Concerned about quality.

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.

- Make decisions based on surface analysis.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that he can be seen as superficial.
- Overestimate his ability to motivate people or change others' behavior.
- Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- Trust people indiscriminately if positively reinforced by those people.
- Be optimistic regarding possible results of his projects or the potential of his people.

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.

- Give him time to verify reliability of your comments--be accurate and realistic.
- Provide a warm and friendly environment.
- Provide testimonials from people he sees as important.
- Take your time and be persistent.
- Provide ideas for implementing action.
- Leave time for relating, socializing.
- Be sincere and use a tone of voice that shows sincerity.
- Use scheduled timetable when implementing new action.
- Keep conversation at discussion level.
- Give him time to ask questions.
- Take time to be sure that he is in agreement and understands what you said.

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 curt, cold or tight-lipped.
- Push too hard, or be unrealistic with deadlines.
- Legislate or muffle--don't overcontrol the conversation.
- Be dictatorial.
- Talk to him when you're extremely angry.
- Leave decisions hanging in the air.
- Talk down to him.
- Take credit for his ideas.
- Use testimonies from unreliable sources.
- Drive on to facts, figures, alternatives or abstractions.
- Rush him in the decision-making process.

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.

- Thinks outside of the box when gathering information.
- Will bring high energy and enthusiasm to the researching process.
- Demonstrates a will and desire to help others in the organization.
- Good at promoting causes that improve society.
- Good listener when being presented with accurate facts and figures.
- Methodical and reliable researcher.
- Able to be a strong listener, who can become a lifelong friend.
- Wants to methodically solve people-related problems that benefit the greater good.

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 overlook vital details in his pursuit of information.
- Ability to learn is diminished due to his lack of focus on one thing.
- Does not always listen to those he is helping.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- May withhold sharing of knowledge to meet his security needs.
- Will have difficulty in establishing priorities in learning new matters.
- Can take a long time in addressing sensitive issues that could help others.
- May not always stand up for oneself or others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Little conflict between people.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- A credible manager that provides enough information.
- An environment where interacting with others in an effort to help each person is rewarded.
- An environment where understanding and appreciating others is rewarded.

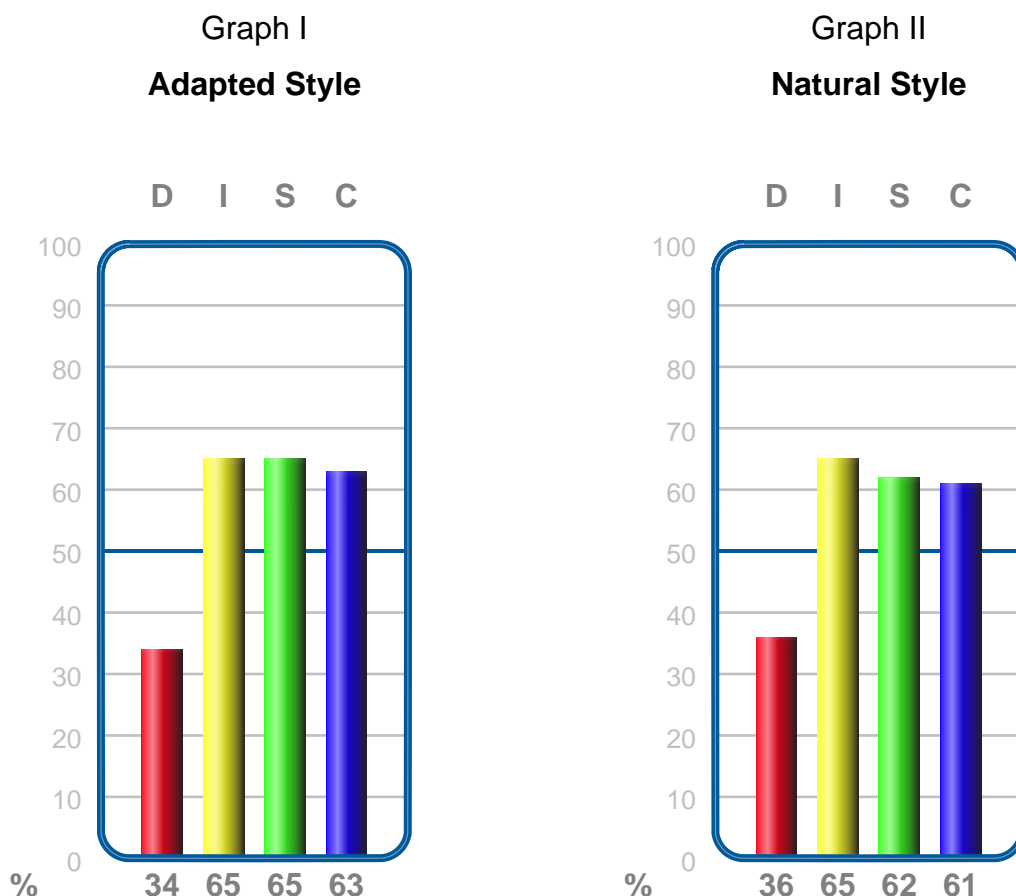
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Participation in meetings on future planning.
- The opportunity to share knowledge with others.
- To be seen as the keeper of information.
- To be a part of the team that contributes to causes and helping others.
- Support others in the organization's quest to make a difference.

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:

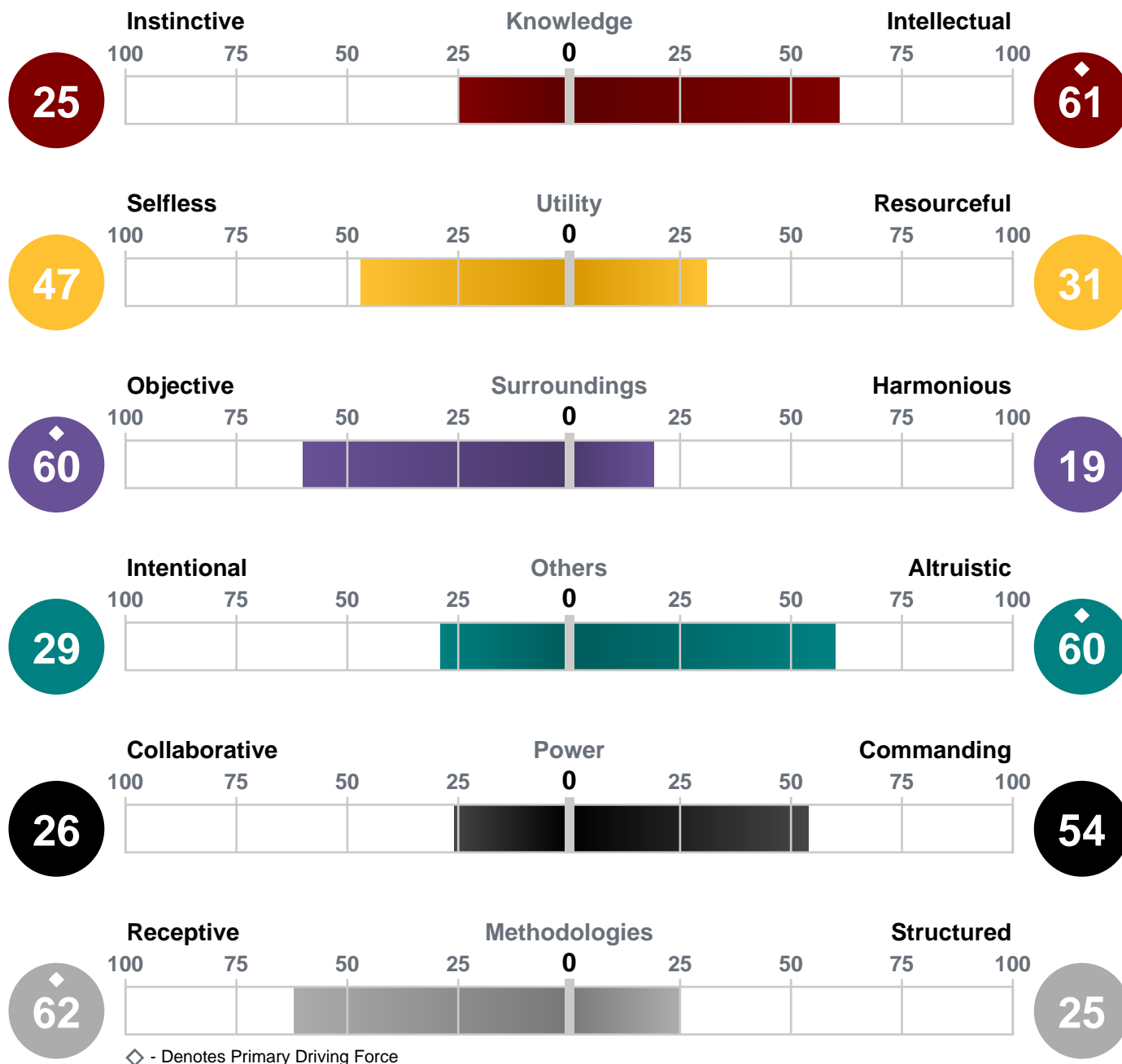
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 abraham is one that challenges his knowledge.
- abraham is comfortable around people who share his interest for knowledge and especially those people with similar convictions.
- abraham has the potential to become an expert in his chosen field.
- abraham is very good at integrating past knowledge to solve present problems.
- He will usually have the data to support his convictions.
- He may have difficulty putting down a good book.

MOTIVATORS: HOW THE SOCIAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High social scores indicate the desire to help others and an inherent love of people. Typically "socials" are altruistic and are motivated to give back to society in some way. They might volunteer, spend time on community projects and charities, or solve global, social, and environmental problems. If social is one of your top two motivators, you will not feel satisfied if you are not doing something that helps others.

- Helping the homeless may be one of his concerns.
- He is generous with his time, talent and resources for those in need.
- Saying "no" is difficult when others need his time or talent.
- He believes charities should be supported.
- abraham is patient and sensitive to others.
- abraham will be generous with time, research and information on social problems.

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.

- The amount of control he attempts will increase if he has strong feelings about the issues involved with the situation. If, however, he has little interest in the issues involved, he will not see the need for exercising control.
- abraham can be assertive in meeting his needs.
- At times abraham can be very competitive.
- He will evaluate each situation individually and determine how much or how little control he will want to exercise.

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.

- He will use wealth as a yardstick to measure his work effort with certain activities.
- abraham will become money motivated when he wants to satisfy one of the other motivators mentioned in this report.
- abraham can give freely of time and resources to certain causes and feel this investment will result in a future return on his investment.
- He will evaluate some decisions but not necessarily all based on their utility and economic return.
- abraham will not alter his 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.

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.

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

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.

- He will not be afraid to explore new and different ways of interpreting his own belief system.
- It may be hard to manipulate abraham because he has not defined a philosophy or system that can provide immediate answers to every situation.
- He will work within a broadly defined set of beliefs.
- abraham's passion in life will be found in one or two of the other dimensions discussed in this report.
- abraham can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, abraham will want to set his own rules which will allow his own intuition to guide and direct his actions.
- Traditions will not place limits or boundaries on abraham.

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

Audio Engineering
Chemistry
Criminology, Forensics
Economics
Geography
Geology, Earth Sciences
Information Technology
International Studies and Relations
Library Science
Neuroscience
Paleontology
Political Science
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Electrician
Emergency Medical Technician
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Bio Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Computer Programming
Diagnostic, Scanning Technician
Genetics, Reproductive Technology and Research
Health Technology
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Chiropractic Assistance
Counseling
Health and Fitness, Personal Training
Hospital and Health Administration
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Optometry
Pre-Dental
Pre-Medicine
Pre-Ophthalmology
Pre-Veterinary Medicine
Psychology

Other Career Paths

NEXT STEPS: POSSIBLE DEGREE MATCHES

Fitness and Exercise Science
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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1021	4+	Dentist
25-4012	4+	Curator
21-1029	4+	Social Worker
19-3093	4+	Historian
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse

NEXT STEPS: POSSIBLE CAREER IDEAS

29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
47-2111	HS	Electrician
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Thinks outside of the box when gathering information.

Will bring high energy and enthusiasm to the researching process.

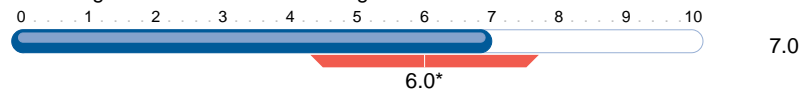
Demonstrates a will and desire to help others in the organization.

Good at promoting causes that improve society.

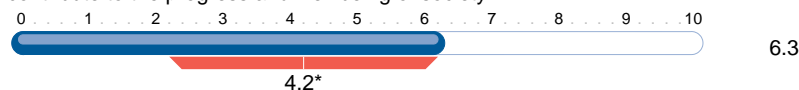
Good listener when being presented with accurate facts and figures.

Motivators

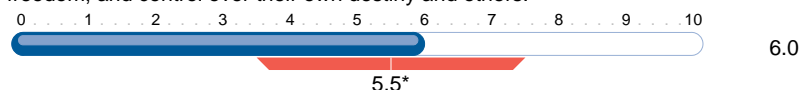
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



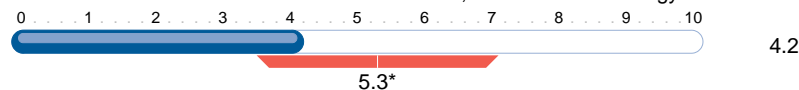
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



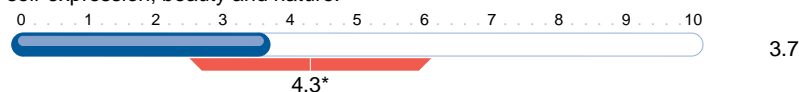
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



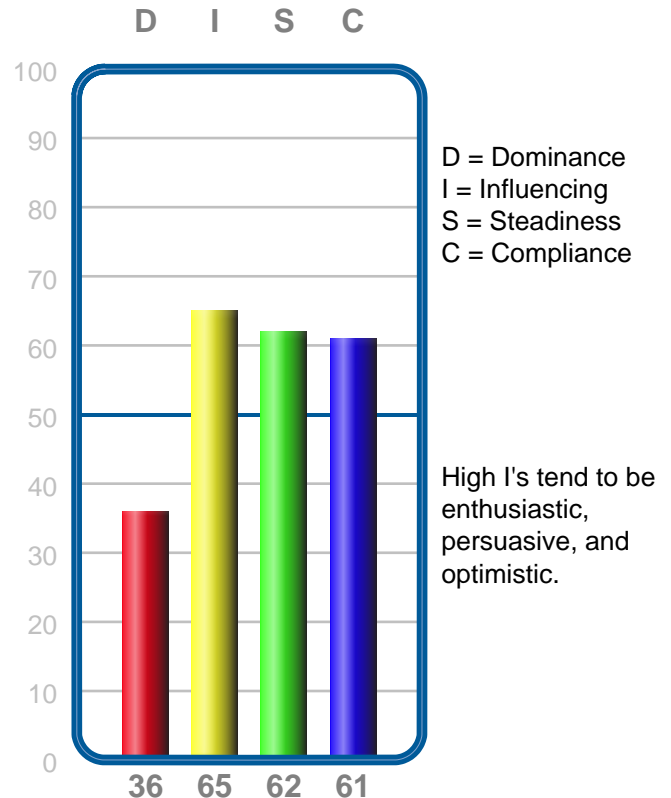
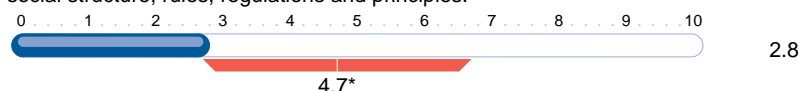
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Builds confidence in others.

Negotiates conflicts.

Optimistic and enthusiastic.

Will gather data for decision making.

Adaptable.

People-oriented.