

**brianna gonzalez**  
10-13-2016



## 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.*

brianna places her focus on people. To her, strangers are just friends she hasn't met! She prefers working for a participative manager. She does her best work in this kind of environment. She is optimistic and usually has a positive sense of humor. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. brianna wants to be seen as her own person, but usually projects it in friendly terms. She likes quality social relationships. She often will become friends with her customers or clients. She can combine and balance enthusiasm and patience. She is good at creating enthusiasm in others. brianna is enthusiastic and usually slow to anger. She likes to develop people and build organizations.

brianna 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. She is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. 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. brianna likes to participate in decision making. She likes working for managers who make quick decisions. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship.

brianna judges others by their verbal skills and warmth. She is both a good talker and a good listener. She may use her time imprecisely because she likes to talk to people. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! It is important for brianna 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 is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, brianna will attempt to put them at ease. She will optimistically interact with people in an assured, diplomatic and poised manner. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Works for a leader and a cause.
- People-oriented.
- Service-oriented.
- Positive sense of humor.
- Patient and empathetic.
- Builds confidence in others.
- Builds good relationships.
- Verbalizes her feelings.

## 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.*

- Take information at face value without validation or substantial investigation.
- Be so enthusiastic that she can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.
- Overuse praise in motivating others.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- 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.*

- Read the body language for approval or disapproval.
- Define clearly (preferably in writing) individual contributions.
- Leave time for relating, socializing.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide testimonials from people she sees as important.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Move casually, informally.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Ask "how?" questions to draw her opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Provide ideas for implementing action.
- Provide a friendly environment.
- Talk about her, her goals and the opinions she finds stimulating.

## 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.*

- "Dream" with her or you'll lose time.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Patronize or demean her by using subtlety or incentive.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Talk down to her.
- Be dictatorial.
- Offer assurance and guarantees you can't fulfill.
- Leave decisions hanging in the air.
- Drive on to facts, figures, alternatives or abstractions.
- Legislate or muffle--don't overcontrol the conversation.
- Be domineering or demanding; don't threaten with position power.

## 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.*

- Always willing to offer her time and perspective.
- Great at generating excitement in others and getting people on board.
- Motivates others to be the best they can be.
- Being an optimistic leader.
- Wants to methodically solve people-related problems that benefit the greater good.
- Strong supporter, therefore, always willing to help.
- Wants to control her destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.

## 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.*

- High trust and a desire to help could lead to being taken advantage of.
- Has trouble making difficult decisions that affect others.
- She may overestimate her authority.
- May be viewed as someone who over promises and under delivers.
- Sees change for change's sake as negative for herself and others.
- May not always stand up for oneself or others.
- Has strong opinions but may not always share them.
- Forgives but has a hard time forgetting.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Democratic supervisor with whom she can associate.
- An opportunity to help others without being in the limelight.
- An environment where interacting with others in an effort to help each person is rewarded.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Opportunity to be the silent leader behind the team.

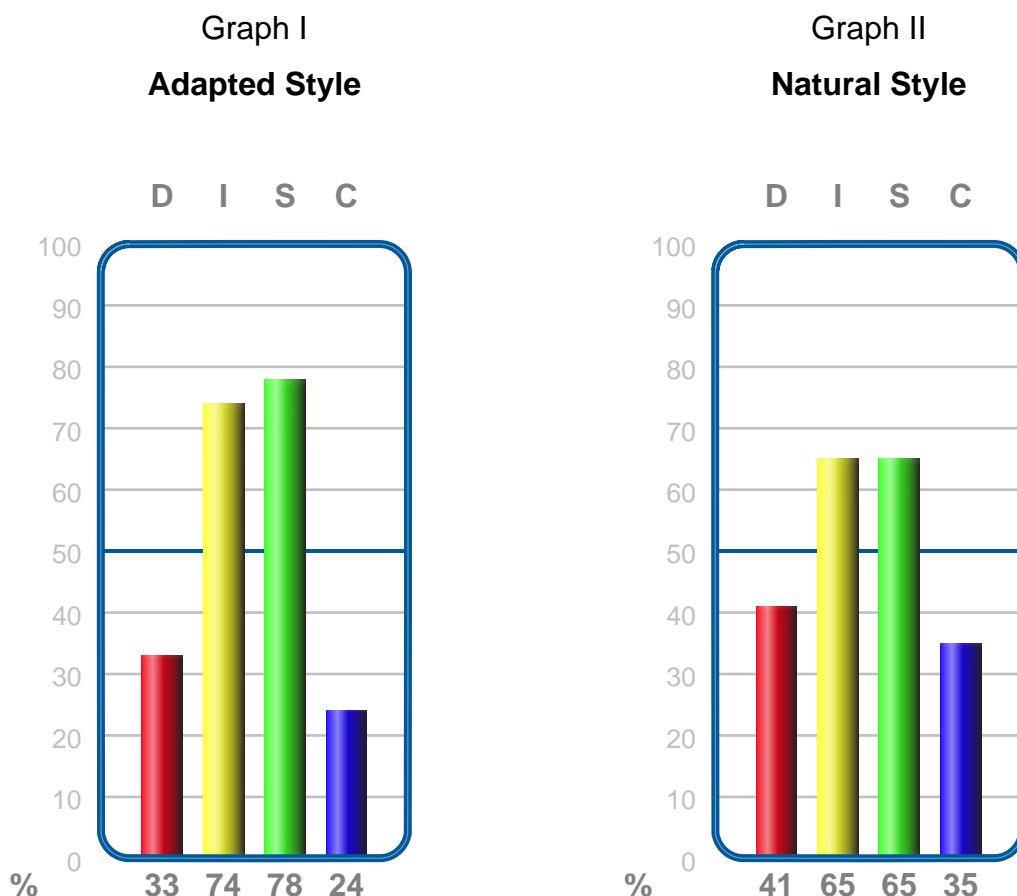
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Flattery, praise, popularity and strokes.
- To develop methodical and fair ways to help others.
- To be a part of the team that contributes to causes and helping others.
- The power to protect those she trusts or is loyal to.
- Time to determine when and where to share information.

## 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:

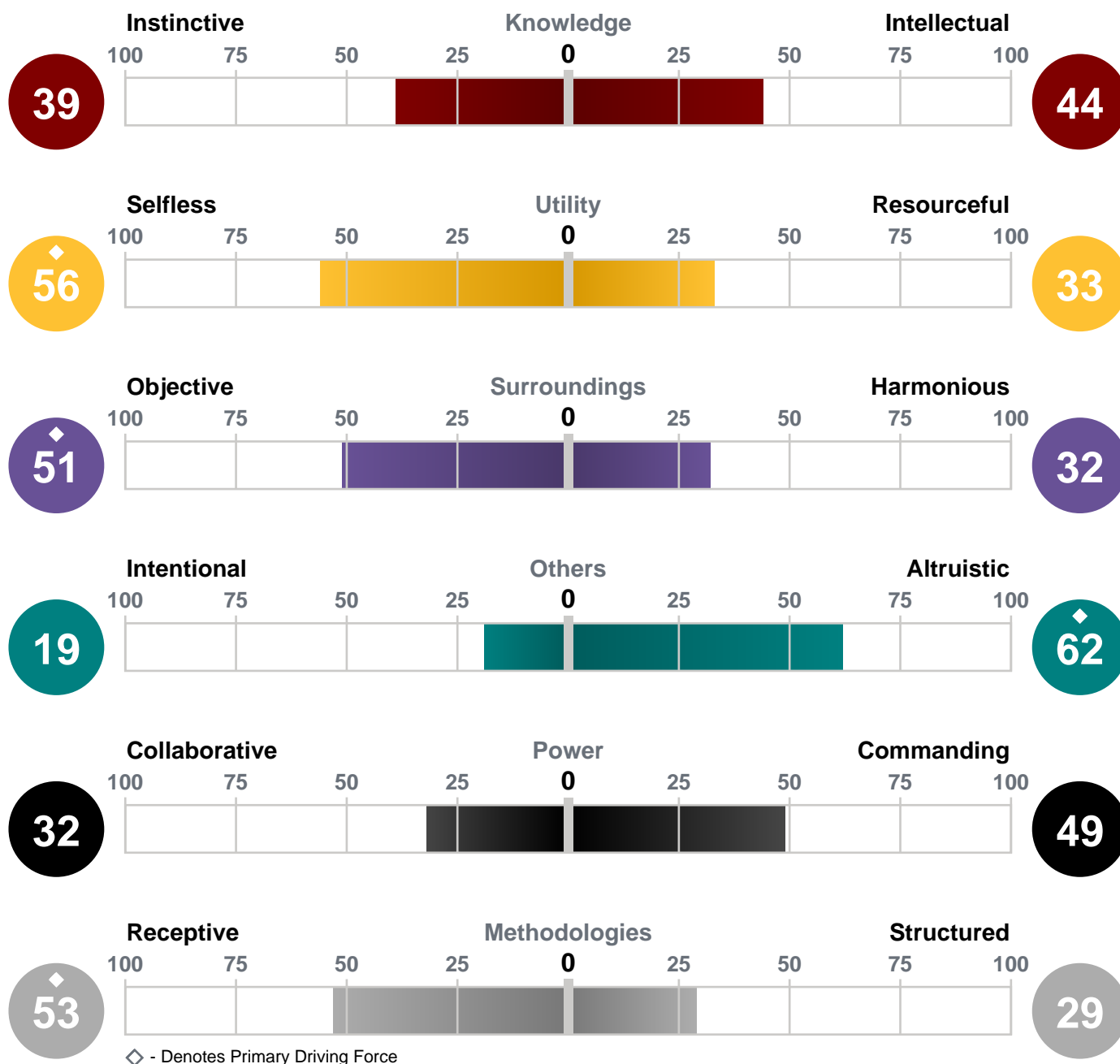
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- brianna will be generous with time, research and information on social problems.
- Saying "no" is difficult when others need her time or talent.
- She is generous with her time, talent and resources for those in need.
- Helping the homeless may be one of her concerns.
- brianna is patient and sensitive to others.
- She will have a keen interest in improving society.
- She believes charities should be supported.

## 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.*

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

## 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 job that challenges the knowledge will increase her job satisfaction.
- brianna will seek knowledge based on her needs in individual situations.
- brianna will usually have the data to support her convictions.
- In those areas where brianna has a special interest she will be good at integrating past knowledge to solve current problems.
- brianna 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, brianna will have a tendency to rely on her intuition or practical information in this area.
- If brianna 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 "traditionalists" 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.*

- brianna needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- brianna lets her conscience be her guide.
- 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.
- brianna at times will evaluate others based on her rules for living.

## 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.*

- Unpleasant surroundings will not stifle her creativity.
- Intellectually, brianna 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.
- brianna'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.
- brianna is not necessarily worried about form and beauty in her environment.

## 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.*

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

## 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

Anthropology  
Archaeology  
Art History  
Botany  
Chemistry  
Criminology, Forensics  
Economics  
Education Counselor  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Geology, Earth Sciences  
Humanities  
International Studies and Relations  
Journalism  
Library Science  
Literature Studies, Classics  
Paleontology  
Philosophy, Religious Studies  
Political Science  
Pre-Law  
Sociology  
Teaching, Education  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Hospitality, Hotel Management  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Dental Assistance  
Emergency Medical Technician  
Health Aide, Medical Assistance  
Massage Therapy  
Rehabilitation Therapy

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Speech and Language Pathology  
Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Electrical Engineering  
Materials Engineering

### 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  
Educational Administrator  
Genetics, Reproductive Technology and Research  
Health Technology  
Life Coaching  
Medical Ethics  
Nonprofit Management  
Nutrition and Diet Science  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning

### Health Sciences

Chiropractic Assistance  
Counseling  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Nursing



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Occupational Therapy  
Pre-Veterinary Medicine  
Psychology

### Other Career Paths

Child Care, Family Services  
Fitness and Exercise Science  
Law Enforcement  
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
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
13-1121	4	Meeting & Convention Planner
43-4051	2-4	Customer Service Representative

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
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

- Quiz yourself and others about ideas you are learning.
- Socialize after studying - not before.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Listen for ideas and facts to support the main idea.
- Put words you have trouble spelling on your mirror so you see them daily.
- Track your time and see how you are spending it and add more time for studying if needed.
- Take meaningful notes.
- Review notes from previous lessons to prepare yourself for the next.
- Set realistic goals.
- Study in groups of two or more.

## Strengths

Always willing to offer her time and perspective.

Great at generating excitement in others and getting people on board.

Motivates others to be the best they can be.

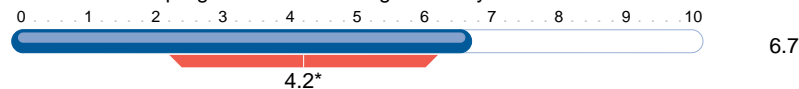
Being an optimistic leader.

Wants to methodically solve people-related problems that benefit the greater good.

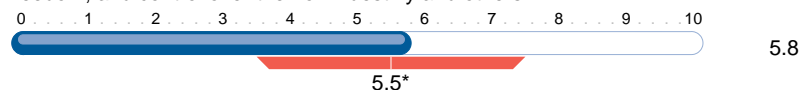
Wants to control her destiny, but does so in a soft way.

## Motivators

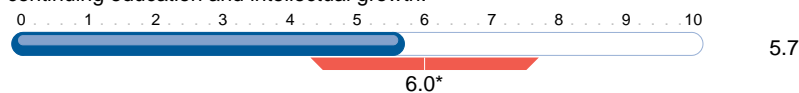
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



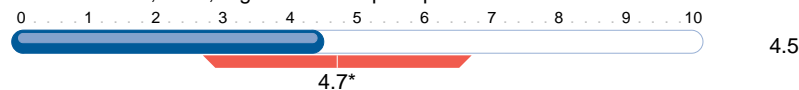
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



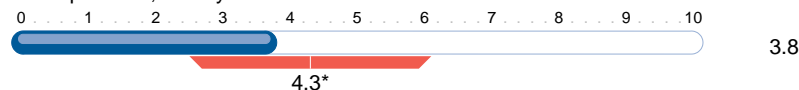
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



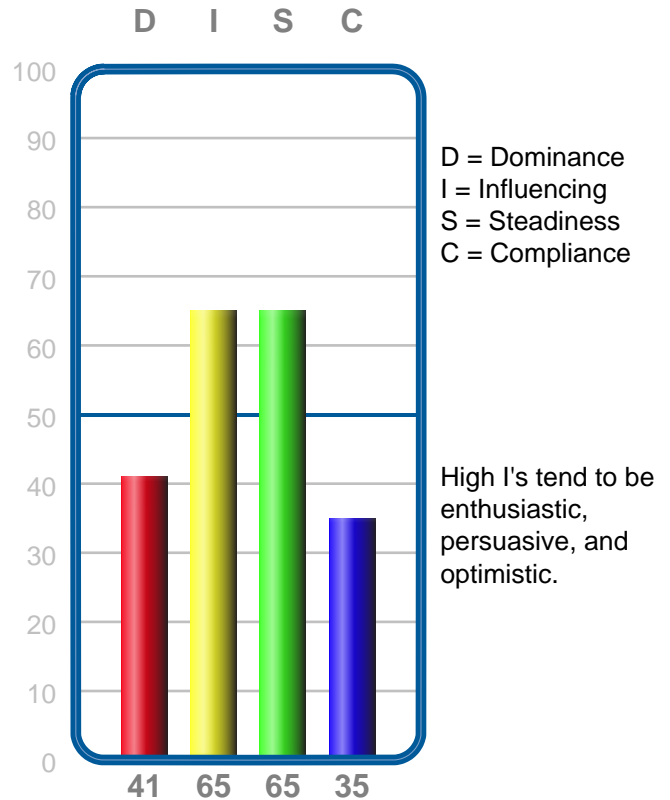
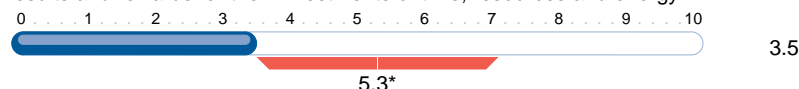
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Builds good relationships.

Optimistic and enthusiastic.

Builds confidence in others.

Creative problem solving.

Accomplishes goals through people.

Dependable team player.