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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.

mia is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She likes quality social relationships. She often will become friends with her customers or clients. She can be obliging and accommodating; that is, she likes to work with people and help them. mia can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. She believes in getting results through other people. She prefers the "team approach." She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She projects a self-assured and self-confident image.

mia prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. 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. She likes to participate in decision making. mia is good at solving problems that deal with people. 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. She likes working for managers who make quick decisions.

mia is people-oriented and verbally fluent. She judges others by their verbal skills and warmth. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, mia will attempt to put them at ease. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. mia tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. It is important for mia 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 positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She may use her time imprecisely because she likes to talk to people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Builds confidence in others.
- Verbalizes her feelings.
- Positive sense of humor.
- Negotiates conflicts.
- Optimistic and enthusiastic.
- People-oriented.
- Bottom line-oriented.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be so enthusiastic that she can be seen as superficial.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be too verbal in expressing criticism.
- Take information at face value without validation or substantial investigation.
- Be optimistic regarding possible results of her projects or the potential of her people.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.

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.

- Offer special, immediate and continuing incentives for her willingness to take risks.
- Read the body language for approval or disapproval.
- Define the problem in writing.
- Leave time for relating, socializing.
- Provide a warm and friendly environment.
- Use a balanced, objective and emotional approach.
- Provide ideas for implementing action.
- Talk about her, her goals and the opinions she finds stimulating.
- Appeal to the benefits she will receive.
- Provide "yes" or "no" answers--not maybe.
- Use a motivating approach, when appropriate.
- Provide solutions--not opinions.

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.
- Ramble.
- Leave decisions hanging in the air.
- Let her overpower you with verbiage.
- Be curt, cold or tight-lipped.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to her.

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.

- Capable of addressing conflict for a win-win scenario.
- Positively promotes the image of the organization.
- Demonstrates a will and desire to help others in the organization.
- Always willing to offer her time and perspective.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when her position or status is questioned.
- Willing to be the support system behind the cause.
- Will be persistent about moving toward the greater cause.

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.

- Can disclose their agenda to the wrong people.
- May only interact with those she feels complement her goals.
- Does not always listen to those she is helping.
- High trust and a desire to help could lead to being taken advantage of.
- May let other's criticism of her work continually frustrate her.
- Can come across as stubborn and unwilling to change.
- May always place blame on herself.
- 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.

- An environment in which she may deal with people on a personal, intimate basis.
- A stable and predictable environment.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to give of time, talent and resources in order to help the organization.
- Opportunity to display excitement and fun while getting others to act.
- An environment to express ideas to influence people.

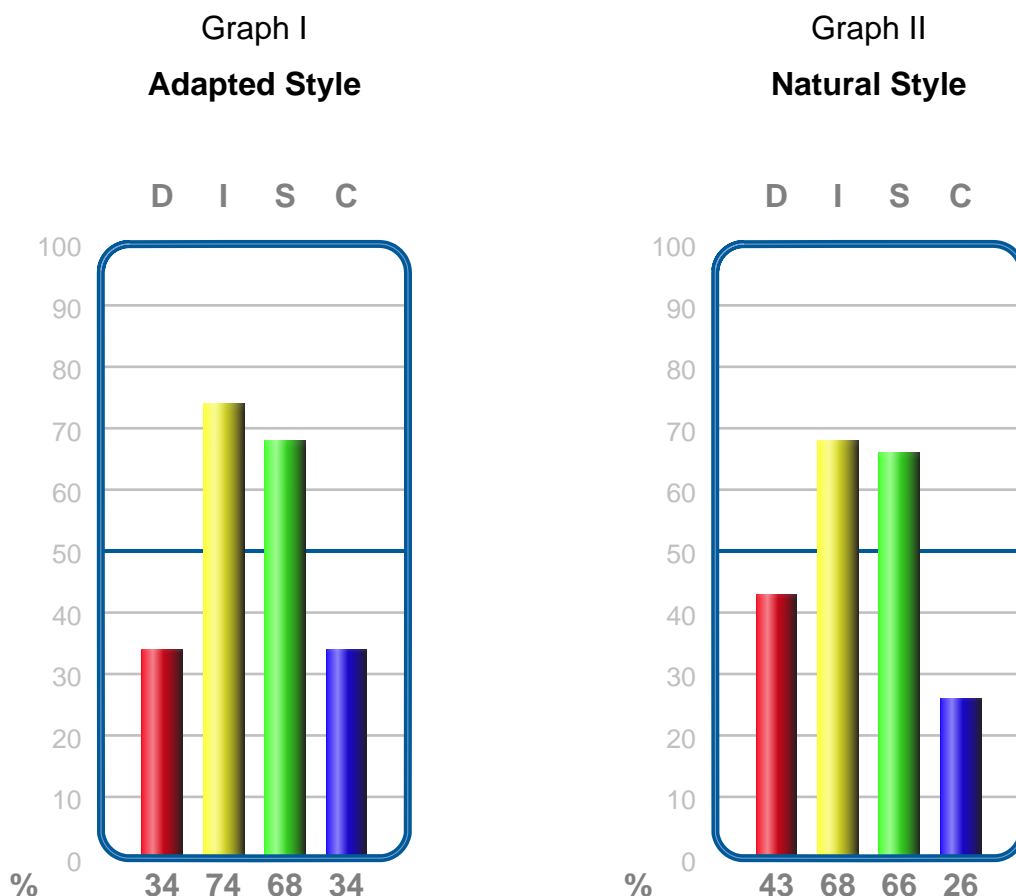
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- Identification with fellow workers.
- The flexibility to be creative in the way she and the organization help others and causes.
- Time to give back both internally and externally in order to quietly change things for the better.
- Recognition for leadership accomplishments and the results she receives.
- Public recognition of power and prestige.

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:

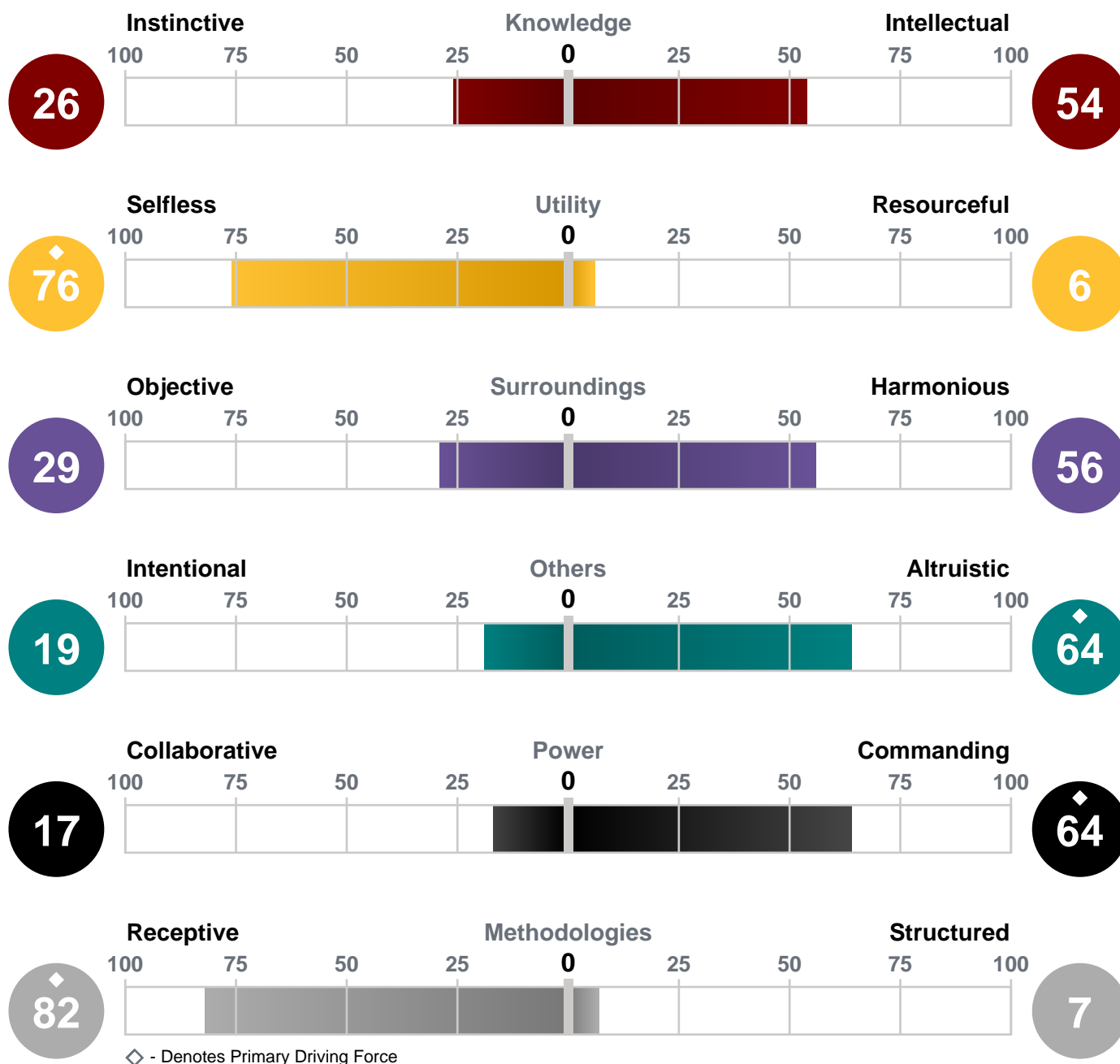
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She believes "if at first you don't succeed try, try again."
- Maintaining individuality is strived for in relationships.
- If necessary, mia will be assertive in meeting her own needs.
- People who are determined and competitive are liked by mia.
- mia has the desire to assert herself and to be recognized for her accomplishments.
- She wants to control her own destiny and display her independence.
- mia takes responsibility for her actions.
- mia believes "when the going gets tough, the tough get going."
- mia 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 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 her concerns.
- Saying "no" is difficult when others need her time or talent.
- mia is patient and sensitive to others.
- mia will be generous with time, research and information on social problems.
- She believes charities should be supported.
- She is generous with her time, talent and resources for those in need.

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.

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

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- mia may desire fine things for her spouse or family members.
- At times mia will look for the beauty in all things.

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.

- Overemphasizing the value of money will bore mia and turn her off.
- Money and material possessions are not a high priority for mia.
- Financial security is not a necessity, but a long-term goal.
- mia 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.
- mia will not be swayed or motivated by what she feels are excessive material goals.
- mia will use her money to satisfy her true motivation.
- mia will not use money as a scorecard to impress others.
- mia will accept her financial situation and not strive to change it.
- There is not a tremendous need for mia to have great sums of money.

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.

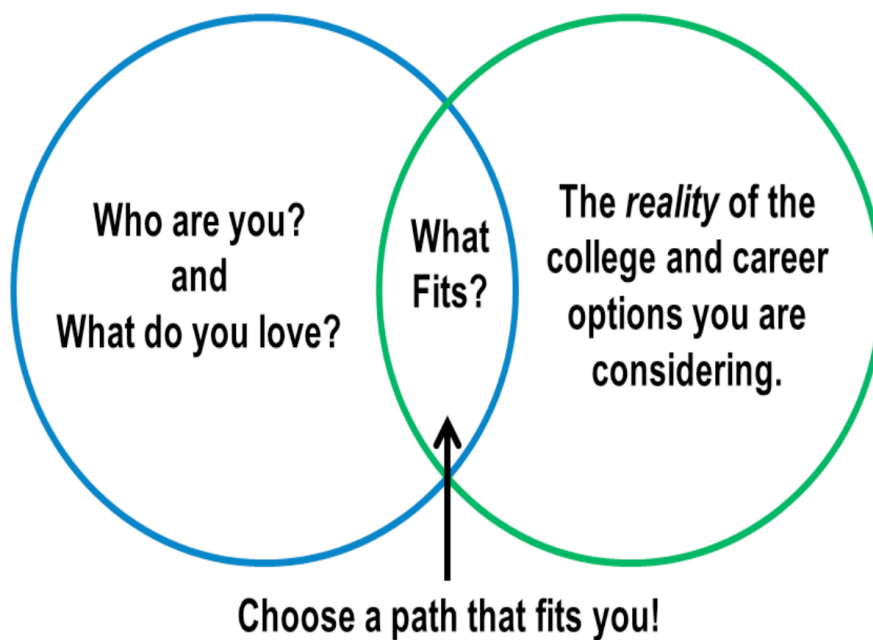
- mia can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, mia will want to set her own rules which will allow her own intuition to guide and direct her actions.
- mia's passion in life will be found in one or two of the other dimensions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

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

Art History
 Botany
 Composition, Writing
 Entertainment and Arts Management
 Ethnic, Cultural and Gender Studies
 Geography
 Geology, Earth Sciences
 History
 Humanities
 Journalism
 Library Science
 Literature Studies, Classics
 Paleontology
 Sociology
 Teaching, Education
 Urban Studies
 Web Design, Web Administration

Environmental, Agriculture and Food

Animal Sciences
 Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
 Community Planning and Development
 Community and Public Health Administration
 Computer Graphics, Animation
 Educational Administrator
 Environment, Conservation and Sustainability
 Graphic Design
 Life Coaching
 Nonprofit Management
 Nutrition and Diet Science
 Outdoor Studies, Outdoor Leadership
 Peace and Conflict Resolution Studies
 Renewable Energy
 Social Work
 Urban and City Planning

NEXT STEPS: POSSIBLE DEGREE MATCHES

Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Psychology

Other Career Paths

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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
11-9081	4	Lodging Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist

NEXT STEPS: POSSIBLE CAREER IDEAS

43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

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

Strengths

Capable of addressing conflict for a win-win scenario.

Positively promotes the image of the organization.

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

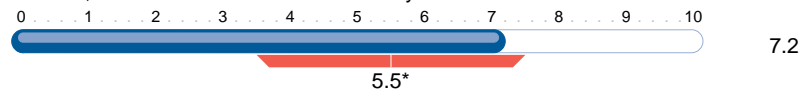
Always willing to offer her time and perspective.

A "winner" who is consistent but does not brag about accomplishments.

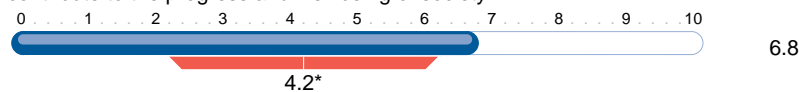
Willing to be the support system behind the cause.

Motivators

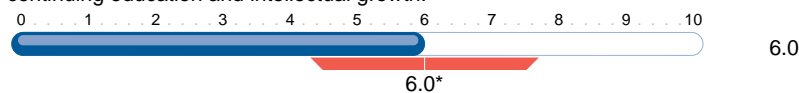
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



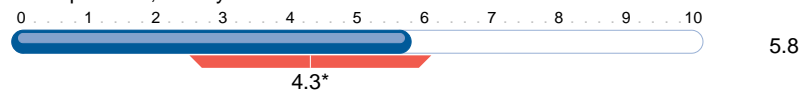
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



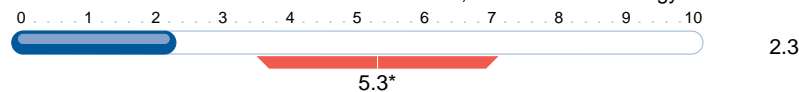
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



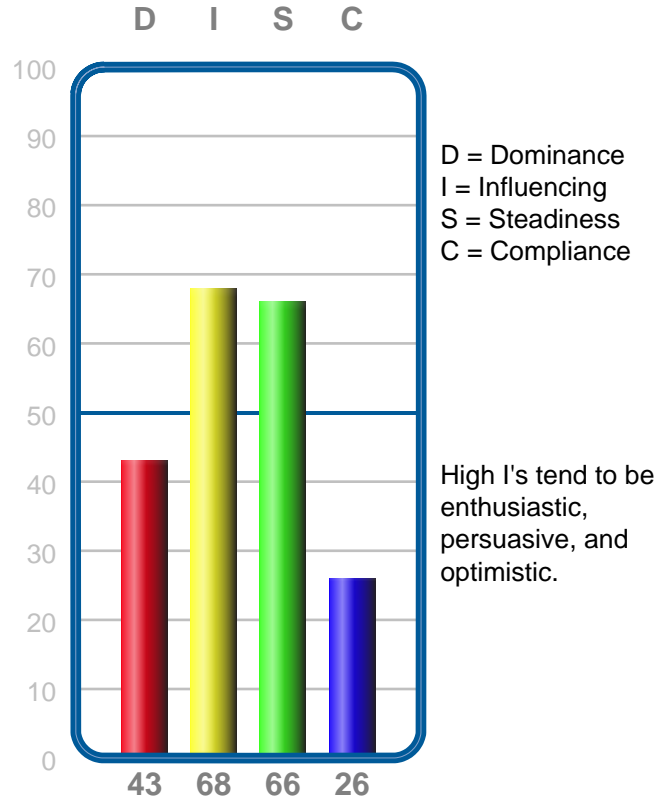
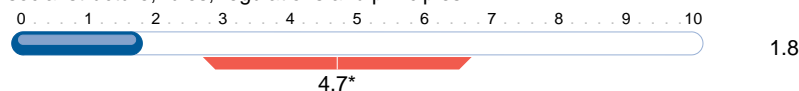
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Self-reliant.

Big thinker.

People-oriented.

Verbalizes her feelings.

Builds confidence in others.

Positive sense of humor.