

alyssah esparza
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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.

alyssah influences most people with her warmth. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She tends to trust people and may be taken advantage of because of her high trust level. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. alyssah 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 likes to get results through others. She is at her best when she has people working with her. She is good at creating enthusiasm in others. alyssah prefers working for a participative manager. She does her best work in this kind of environment. She likes freedom from many controls.

alyssah is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She may leap to a favorable conclusion without considering all the facts. She is good at solving problems that deal with people. alyssah likes working for managers who make quick decisions. 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.

alyssah judges others by their verbal skills and warmth. She is good at negotiating conflict between others. alyssah feels that "if everyone would just talk it out, everything would be okay!" It is important for alyssah 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 people-oriented and verbally fluent. alyssah is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She usually uses many gestures when talking. She 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 her decisions and actions.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Big thinker.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Positive sense of humor.
- Dedicated to her own ideas.
- Bottom line-oriented.
- Optimistic and enthusiastic.
- Accomplishes goals through people.

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.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Be unrealistic in appraising people--especially if the person is a "friend."

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Use a motivating approach, when appropriate.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Flatter her ego.
- Understand her defiant nature.
- Leave time for relating, socializing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Expect her to return to fight another day when she has received a "no" answer.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide "yes" or "no" answers--not maybe.

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

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Volunteers her knowledge on many subjects.
- Motivates others to continue education.
- Positively promotes the image of the organization.
- Willing to be the spokesperson for the team.
- Will keep sensitive information under lock and key.
- Methodical and reliable researcher.
- Leads by example and in a quiet and methodical way.
- Methodically follows a strategy to achieve.

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 present facts and figures with too much emotion.
- A desire to share information can impede her ability to listen and learn.
- May only interact with those she feels complement her goals.
- May struggle with hearing and applying constructive criticism.
- May not pursue knowledge if it jeopardizes her security.
- Will have difficulty in establishing priorities in learning new matters.
- May let other's criticism of her work continually frustrate her.
- Listens to others but wants to act to her own interest.

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.
- Freedom from control and detail.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Information and time to make decisions.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Opportunity to be the silent leader behind the team.

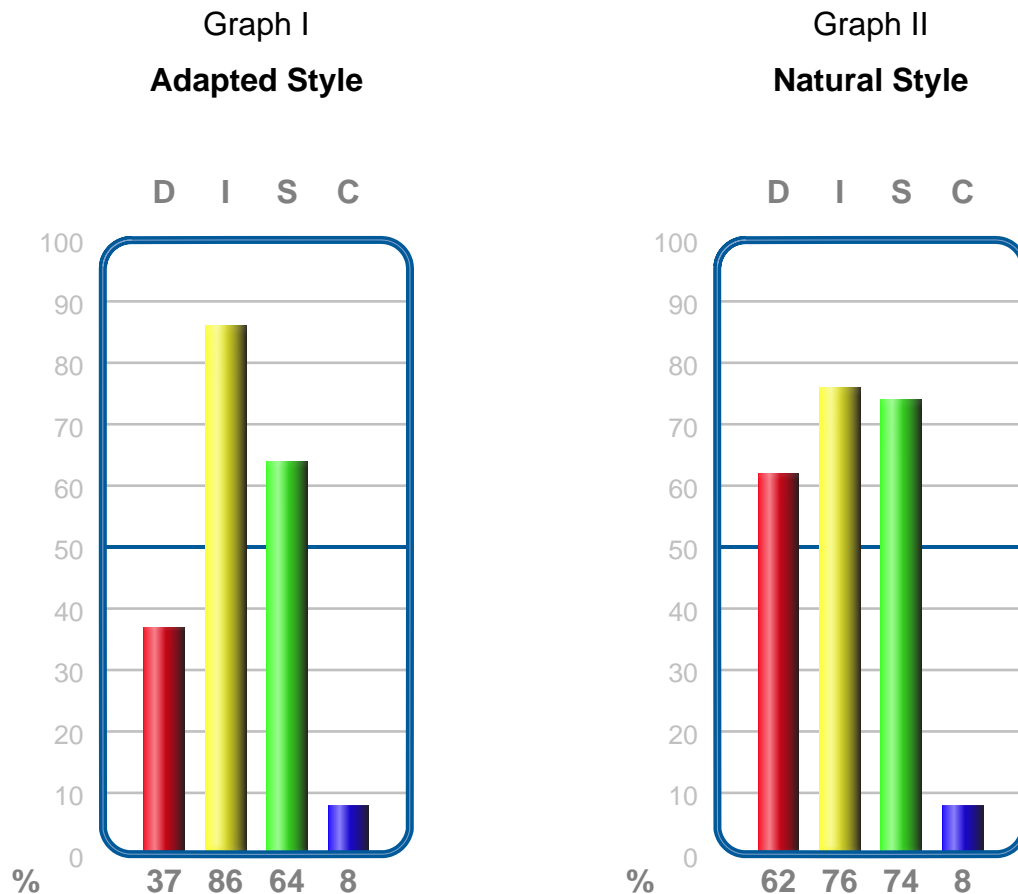
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support her dreams.
- Freedom from control and detail.
- To have the right information to support others so she can feel secure with how the job is being done.
- To support others through the gathering and delivery of information.
- 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:

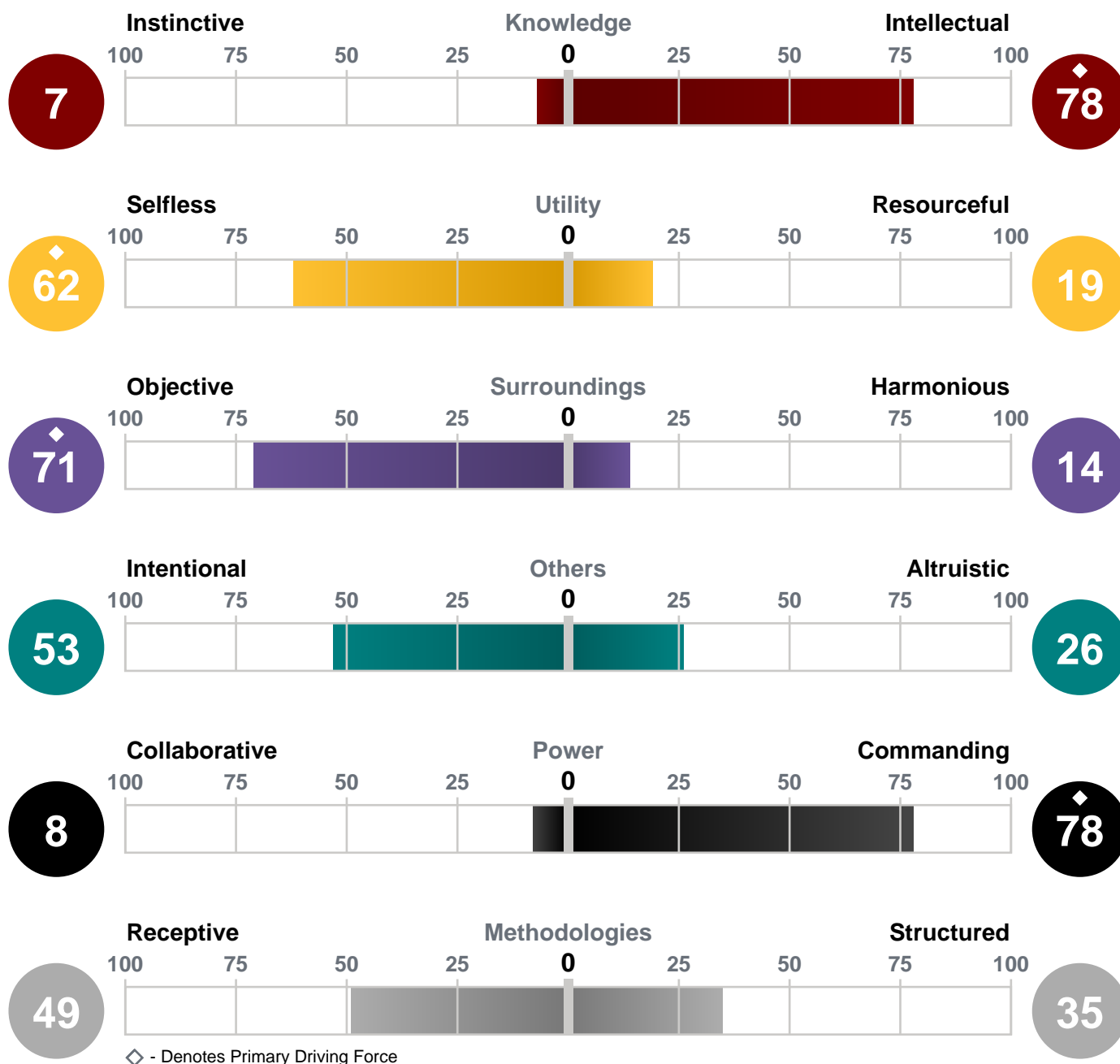
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

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

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.

- alyssah needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- alyssah at times will evaluate others based on her rules for living.
- alyssah lets her conscience be her guide.

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.

- alyssah's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- alyssah will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

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.

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

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.
- alyssah is not necessarily worried about form and beauty in her environment.
- alyssah's passion in life will be found in one or two of the other motivators discussed in this report.
- She wants to take a practical approach to events.
- Intellectually, alyssah 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.
- The utility of "something" is more important than its beauty, form and harmony.

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

Anthropology
Archaeology
Art History
Biochemistry, Biophysics
Biology
Botany
Broadcasting
Chemistry
Communications
Criminology, Forensics
Economics
Entertainment and Arts Management
Geology, Earth Sciences
Humanities
Information Technology
Legal Assistance, Paralegal Studies
Literature Studies, Classics
Meteorology
Neuroscience
Paleontology
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Business Communications, Public Relations

Career and Technical

Entrepreneurism

Engineering

Aerospace Engineering
Bio Engineering
Materials Engineering
Mechanical Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Biotechnology
Community Planning and Development
Community and Public Health Administration
Health Technology
Life Coaching
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Urban and City Planning

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Kinesiology
Pre-Medicine
Pre-Veterinary Medicine

Other Career Paths

Fitness and Exercise Science

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
19-3091	4+	Anthropologist & Archaeologist
41-3041	4	Travel Agent
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent

STUDY TIPS

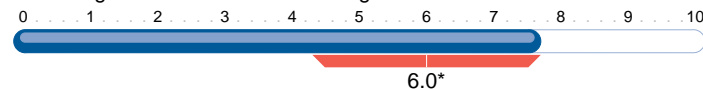
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't put off studying until the last minute.
- Use recitation to embed fact and ideas.
- Review your notes after class.
- Socialize after studying - not before.
- Don't doodle.
- Don't let your ego keep you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

Strengths

- Volunteers her knowledge on many subjects.
- Motivates others to continue education.
- Positively promotes the image of the organization.
- Willing to be the spokesperson for the team.
- Will keep sensitive information under lock and key.
- Leads by example and in a quiet and methodical way.

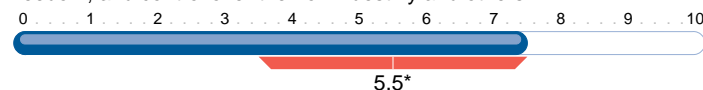
Motivators

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



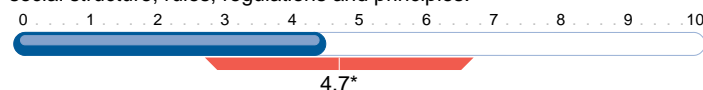
7.7

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



7.5

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



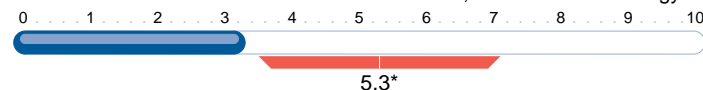
4.5

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



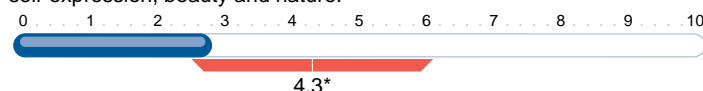
4.2

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

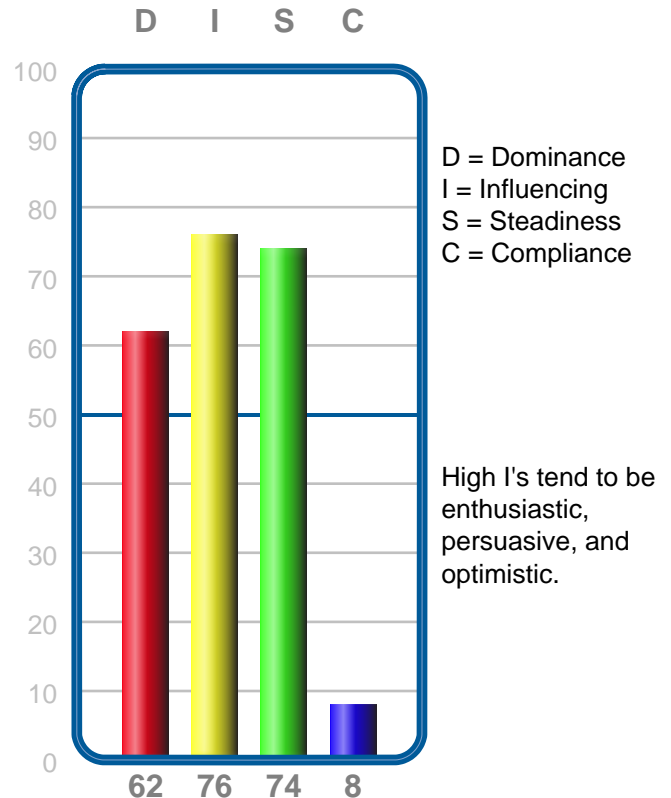


3.3

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



2.8



Value to a Team

- Positive sense of humor.
- Bottom line-oriented.
- Builds confidence in others.
- Creative problem solving.
- People-oriented.
- Negotiates conflicts.