

Karla Castro
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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.

Karla's flexibility will allow her to fit into almost any environment. When challenged, she becomes more objective. While she is usually considered as people-oriented, she does have a technical side. She tends to build a close relationship with a relatively small group of associates. Karla doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. She is usually steady, easygoing and relaxed. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. Karla looks to people for support and inner-satisfaction as a way to reach her personal goals. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals.

Karla prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She often thinks over major decisions before acting. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." Karla is persistent and persevering in her approach to achieving goals. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

Karla likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. Karla usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Big thinker.
- Bottom line-oriented.
- Works for a leader and a cause.
- Dedicated to her own ideas.
- People-oriented.
- Service-oriented.
- Self-reliant.
- Dependable team player.

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.

- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Avoid accountability by overstating the complexity of the situation.
- Not take action against those who challenge or break the rules or guidelines.
- Not let others know where she stands on an issue.
- Be dependent on others for decisions, even if she knows she is right.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

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.

- Ask "how?" questions to draw her opinions.
- Use a balanced, objective and emotional approach.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Move casually, informally.
- Define the problem in writing.
- Use a motivating approach, when appropriate.
- Start, however briefly, with a personal comment. Break the ice.
- Clarify any parameters in writing.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- 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.

- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Ramble.
- Let her overpower you with verbiage.
- Muffle or overcontrol.
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Patronize or demean her by using subtlety or incentive.
- 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.

- Delivers her knowledge and wisdom objectively.
- Methodical and reliable researcher.
- Maintains long-term relationships with a strong sense of loyalty.
- Great at maintaining a system or process.
- Will bring high energy and enthusiasm to the researching process.
- Motivates others to continue education.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Tends to promote traditional ideas and beliefs of the organization.

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.

- Resents change without logical facts and reasoning behind the change.
- Will have difficulty in establishing priorities in learning new matters.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Difficulty making ambiguous choices when confronted with changing the system.
- Ability to learn is diminished due to her lack of focus on one thing.
- A desire to share information can impede her ability to listen and learn.
- May use inappropriate forums to express beliefs.
- May be ineffective in sharing her system of living with others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- An environment in which she may deal with people on a personal, intimate basis.
- A forum to be curious about the discovery of new information.
- Continuous learning in a team atmosphere where people share openly.
- A leader that understand the need to talk through the system in order to have buy-in.
- Rewards for consistently following established systems and processes.

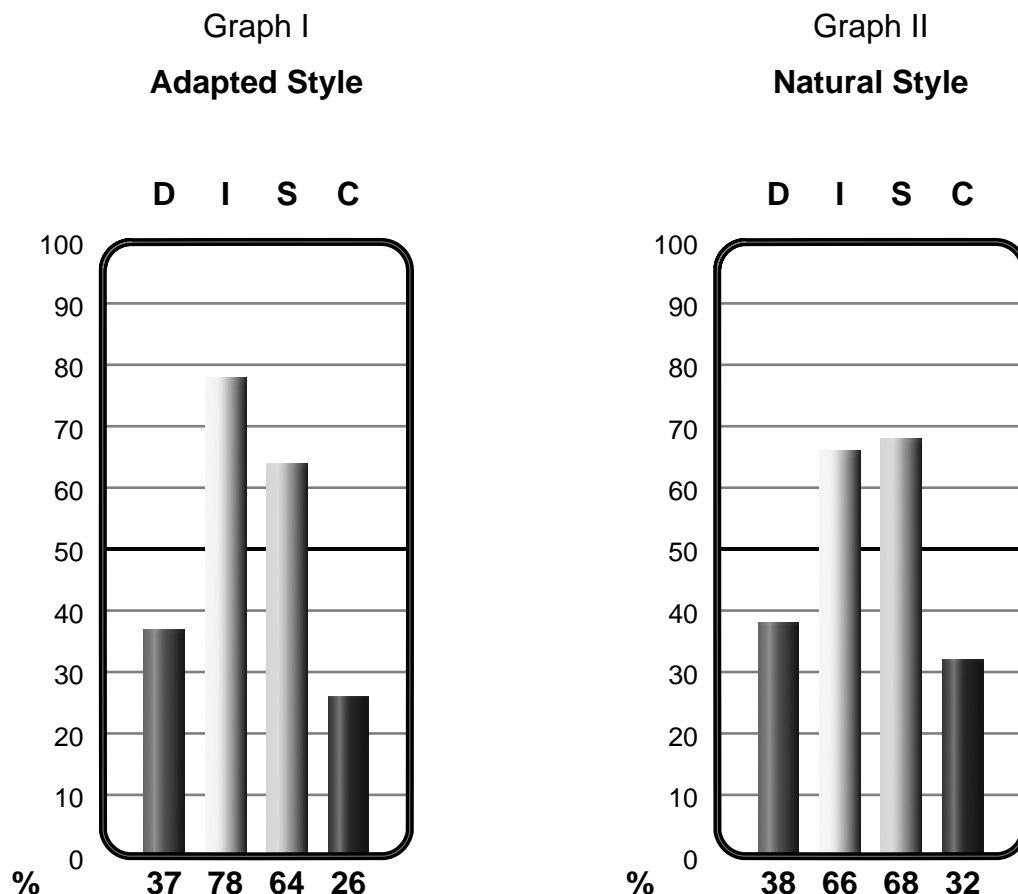
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Recognition for loyalty and long service.
- To be able to seek out new information that will be valuable to share with others.
- To research new information in a team environment requiring people interaction.
- A manager that values her optimism about the ability to live and stand for a system of living and doing business.
- Respect for privacy of her beliefs.

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:

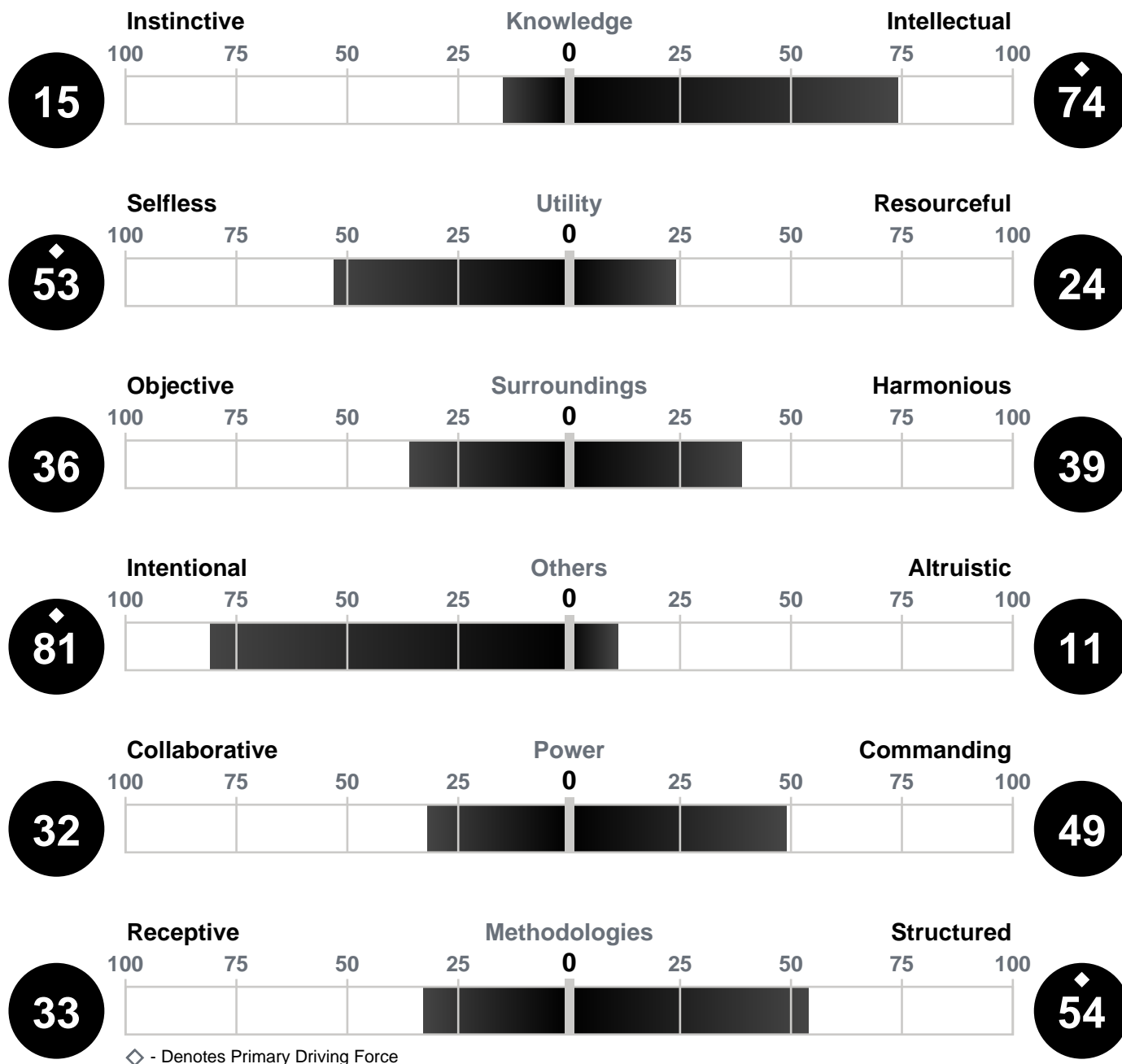
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- She will evaluate others based on her rules for living.
- Karla likes unity and order in her life.
- Following proven procedures is more important than quick fixes.
- She believes strongly in her opinions.
- Karla lets her conscience be her guide.
- She is true to her personal vision.

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

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.
- Karla may desire fine things for her spouse or family members.
- At times Karla 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.

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

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.

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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

Stay tuned to our progress at www.IndigotheAssessment.com .

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

Composition, Writing
Computer Science
Creative Writing
English
Film and Television Production
Geology, Earth Sciences
Interior Design
Journalism
Language Study
Meteorology
Paleontology
Political Science
Web Design, Web Administration

Business

Marketing

Career and Technical

Speech and Language Pathology

Engineering

Computer Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture
Natural Sciences
Plants and Horticulture

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Graphic Design
Videography

Health Sciences

Kinesiology

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
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-4151	HS	Order Clerk

STUDY TIPS

- Read an article on listening and note taking.
- Study and review notes just before class starts.
- Set realistic goals.
- Don't put off studying until the last minute.
- Put words you have trouble spelling on your mirror so you see them daily.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Think positively about subjects that give you difficulty.
- Try new ways of learning.
- Study in groups of two or more.
- Quiz yourself and others about ideas you are learning.
- Use recitation to embed fact and ideas.

Strengths

Delivers her knowledge and wisdom objectively.

Methodical and reliable researcher.

Maintains long-term relationships with a strong sense of loyalty.

Great at maintaining a system or process.

Will bring high energy and enthusiasm to the researching process.

Willing to talk to "naysayers" about conforming to the system or structure.

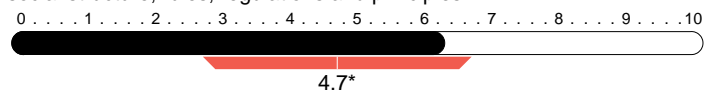
Motivators

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



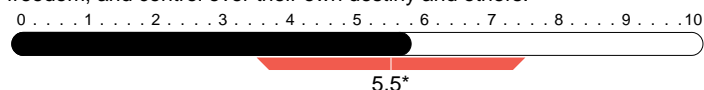
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2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



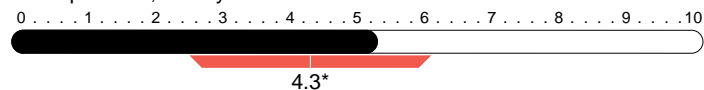
6.3

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



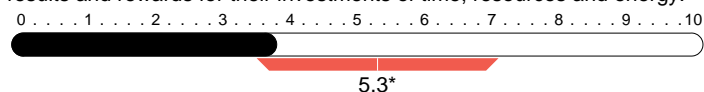
5.8

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



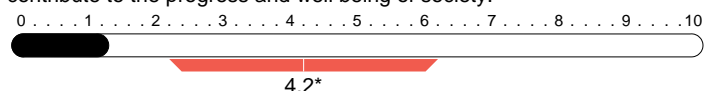
5.3

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

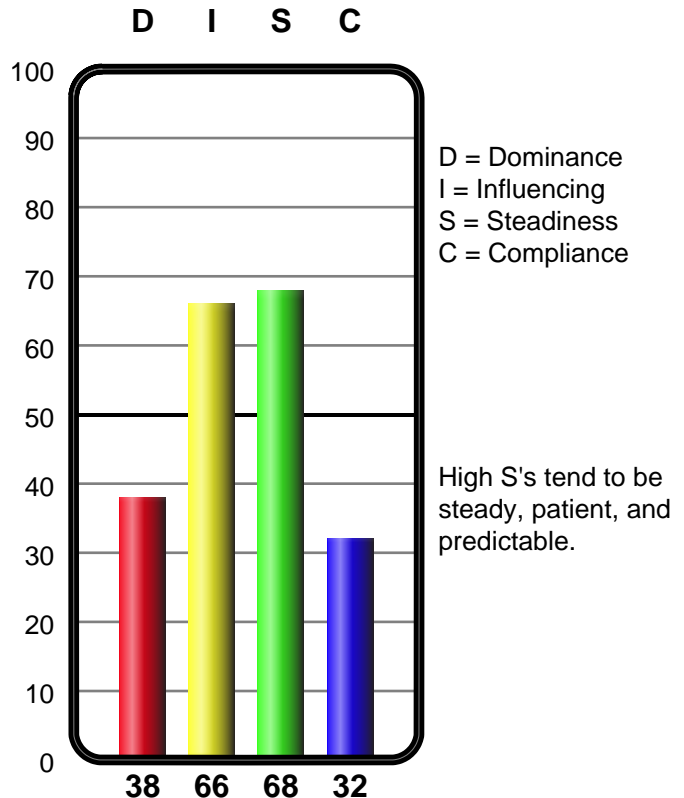


3.8

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



1.3



Value to a Team

Bottom line-oriented.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Service-oriented.

Builds good relationships.

Self-reliant.

Big thinker.