

danielle ortiz
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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.

danielle 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. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. When challenged, she becomes more objective. danielle tends to build a close relationship with a relatively small group of associates. She is usually steady, easygoing and relaxed. She is a team player but can also exhibit a desire for independence. She may not project a sense of urgency like some people with different behavioral styles. danielle looks to people for support and inner-satisfaction as a way to reach her personal goals. At times, danielle would like to slow the world down and cut out some of the activities people want her involved in.

danielle can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She often thinks over major decisions before acting. She is persistent and persevering in her approach to achieving goals. danielle is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." 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." 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.

danielle 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. She 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. danielle 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

- Works for a leader and a cause.
- Patient and empathetic.
- Turns confrontation into positives.
- Builds good relationships.
- People-oriented.
- Adaptable.
- Flexible.

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.

- Dislike change if she feels the change is unwarranted.
- Need help in prioritizing new assignments.
- Be too conservative--bides time and avoids much that is new.
- Hold a grudge if her personal beliefs are attacked.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not let others know where she stands on an issue.
- Underestimate her abilities.

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.

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Start, however briefly, with a personal comment. Break the ice.
- Define clearly (preferably in writing) individual contributions.
- Support your communications with correct facts and data.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Ask "how?" questions to draw her opinions.
- Take time to be sure that she is in agreement and understands what you said.
- Use scheduled timetable when implementing new action.
- Take your time and be persistent.
- Be sincere and use a tone of voice that shows sincerity.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

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.

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be haphazard.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean her by using subtlety or incentive.
- Be abrupt and rapid.
- Be domineering or demanding; don't threaten with position power.
- Make promises you cannot deliver.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Give your presentation in random order.
- Talk to her when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.

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.

- Desire for continuous learning is one of her greatest strengths.
- Will keep sensitive information under lock and key.
- Will take a firm stance when her position or status is questioned.
- Wants to control her destiny, but does so in a soft way.
- Willing to share knowledge to benefit the team or organization.
- Thinks outside of the box when gathering information.
- Being an optimistic leader.
- Utilizes people to win and accomplish goals.

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 have difficulty sharing subjective information.
- May not pursue knowledge if it jeopardizes her security.
- Can come across as stubborn and unwilling to change.
- Has strong opinions but may not always share them.
- May be too trusting of people as resources.
- May overlook vital details in her pursuit of information.
- May be viewed as someone who over promises and under delivers.
- As a leader may over focus on self and her own needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Little conflict between people.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Information and time to make decisions.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Opportunity to be the silent leader behind the team.

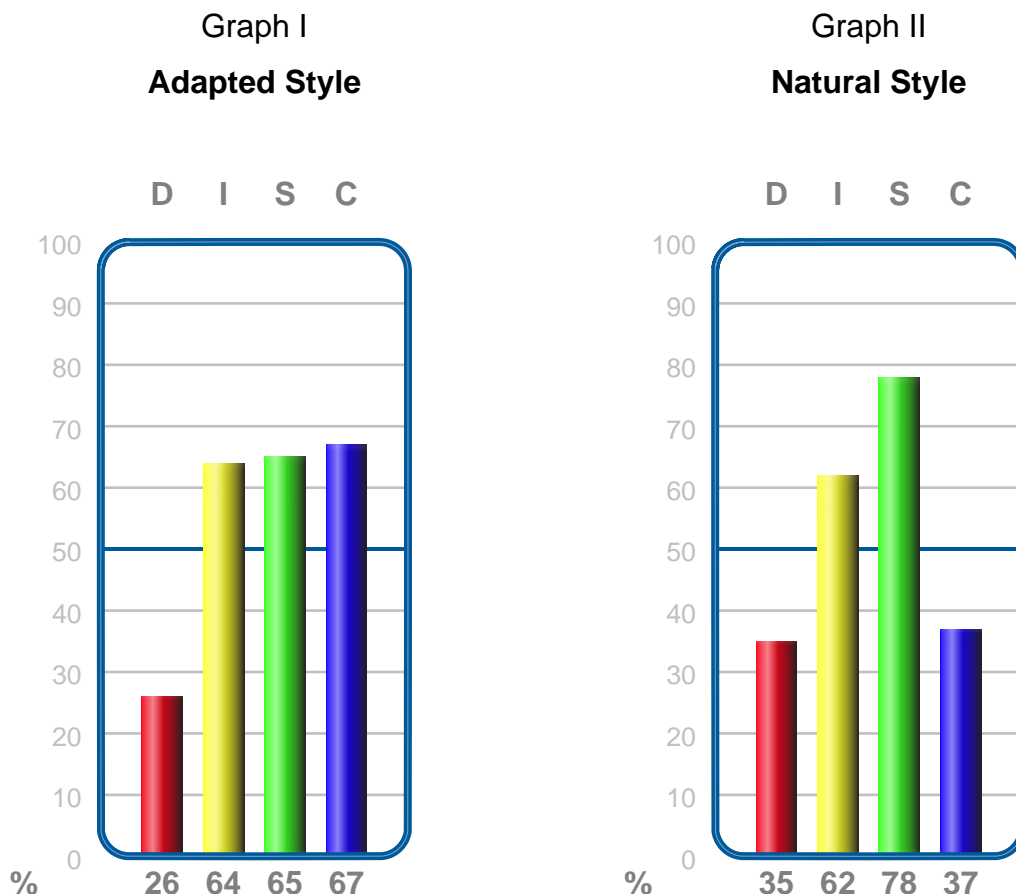
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- A friendly work environment.
- The opportunity to share knowledge with others.
- To support others through the gathering and delivery of information.
- Control over keeping the process consistent and methodical.
- 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:

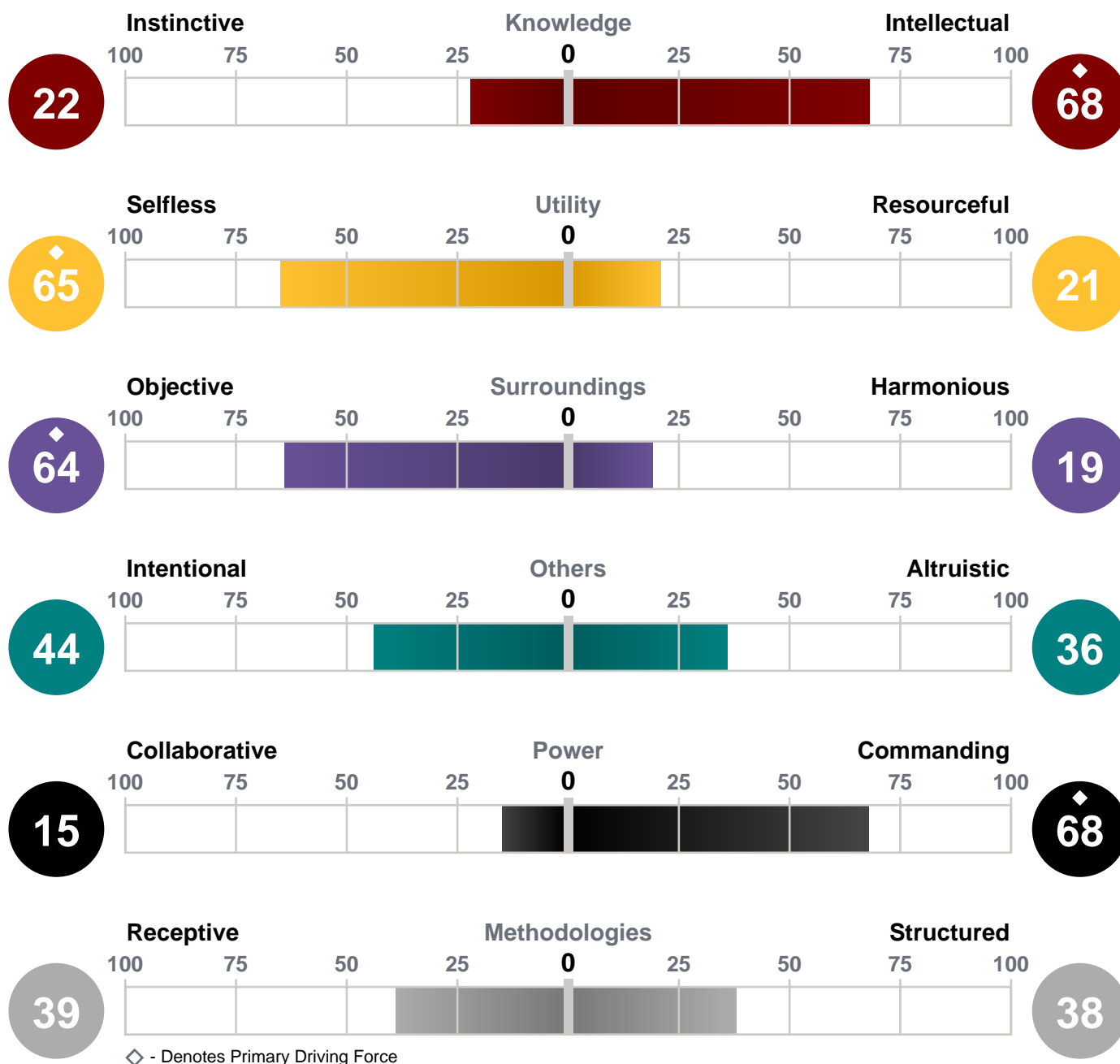
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

- danielle's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- danielle 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 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.

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

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

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.

- Intellectually, danielle can see the need for beauty, but has difficulty buying the finer things in life.
- danielle'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.
- 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.
- Unpleasant surroundings will not stifle her creativity.
- danielle is not necessarily worried about form and beauty in her environment.

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
Criminology, Forensics
Economics
Geology, Earth Sciences
Journalism
Legal Assistance, Paralegal Studies
Library Science
Literature Studies, Classics
Paleontology
Web Design, Web Administration

Business

Marketing

Career and Technical

Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Peace and Conflict Resolution Studies
Renewable Energy

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Kinesiology
Nursing

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
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-4151	HS	Order Clerk
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Set realistic goals.
- Quiz yourself and others about ideas you are learning.
- Study or review notes before each class starts.
- Study in groups of two or more.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set goals which challenge your abilities.
- Don't let others intrude upon your study time.
- Identify the time of day you feel best and try to fit studying into these hours.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Ask questions about things for which you are unsure.

Strengths

Desire for continuous learning is one of her greatest strengths.

Will keep sensitive information under lock and key.

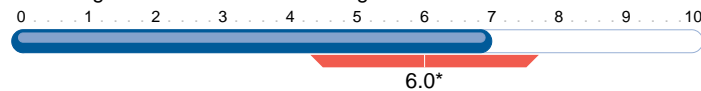
Will take a firm stance when her position or status is questioned.

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

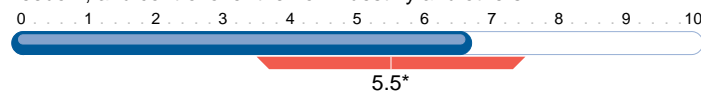
Willing to share knowledge to benefit the team or organization.

Motivators

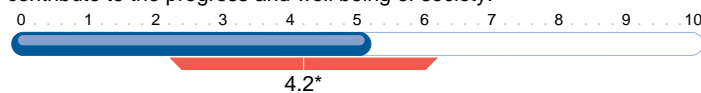
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



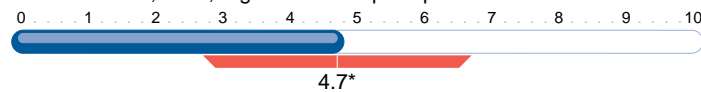
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



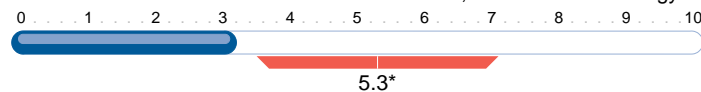
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



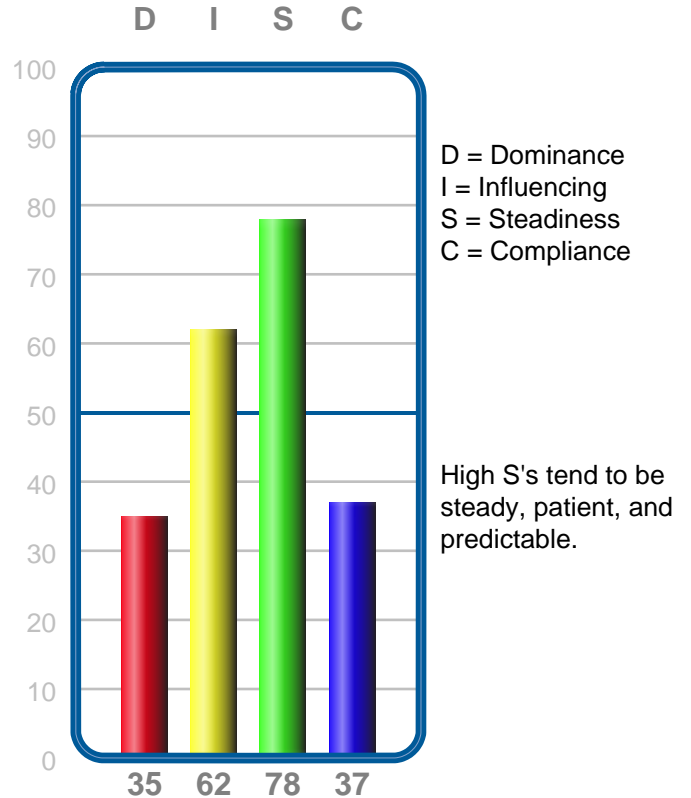
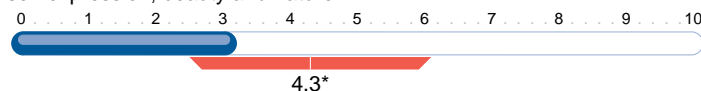
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Patient and empathetic.

Respect for authority and organizational structure.

Turns confrontation into positives.

Dependable team player.

Builds good relationships.

Works for a leader and a cause.