

**Jazmin Vargas**  
10-13-2016



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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.*

Jazmin is approachable, affectionate and understanding. She influences most people with her warmth. She may tend to agree to avoid confrontation. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. Jazmin seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She likes quality social relationships. She often will become friends with her customers or clients. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She is enthusiastic and usually slow to anger. Jazmin can combine and balance enthusiasm and patience. She is optimistic and usually has a positive sense of humor.

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

Jazmin is good at negotiating conflict between others. Jazmin feels that "if everyone would just talk it out, everything would be okay!" 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. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is both a good talker and a good listener. Jazmin usually uses many gestures when talking. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She is people-oriented and verbally fluent. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Jazmin will attempt to put them at ease.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Negotiates conflicts.
- Big thinker.
- Verbalizes her feelings.
- Positive sense of humor.
- Bottom line-oriented.
- Dedicated to her own ideas.
- 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.*

- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Overestimate her ability to motivate people or change others' behavior.
- Take information at face value without validation or substantial investigation.
- Be so enthusiastic that she can be seen as superficial.
- Be too verbal in expressing criticism.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- 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.*

- Provide a warm and friendly environment.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide testimonials from people she sees as important.
- Provide ideas for implementing action.
- Read the body language for approval or disapproval.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Use a balanced, objective and emotional approach.
- Provide "yes" or "no" answers--not maybe.
- Look for her oversights.
- Appeal to the benefits she will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.

## 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.*

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

## 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.*

- Being an optimistic leader.
- Positively promotes the image of the organization.
- Thinks outside of the box when gathering information.
- Looks for the positive side of every situation.
- Wants to control her destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.
- Methodical and reliable researcher.
- Desire for continuous learning is one of her greatest strengths.

## 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 be viewed as someone who over promises and under delivers.
- May only interact with those she feels complement her goals.
- May overlook vital details in her pursuit of information.
- Will tend to elaborate on limited data.
- Has strong opinions but may not always share them.
- Forgives but has a hard time forgetting.
- Will have difficulty in establishing priorities in learning new matters.
- May have difficulty sharing subjective information.

## 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.
- A stable and predictable environment.
- A leadership team that is optimistic toward learning new concepts or theories.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Opportunity to be the silent leader behind the team.

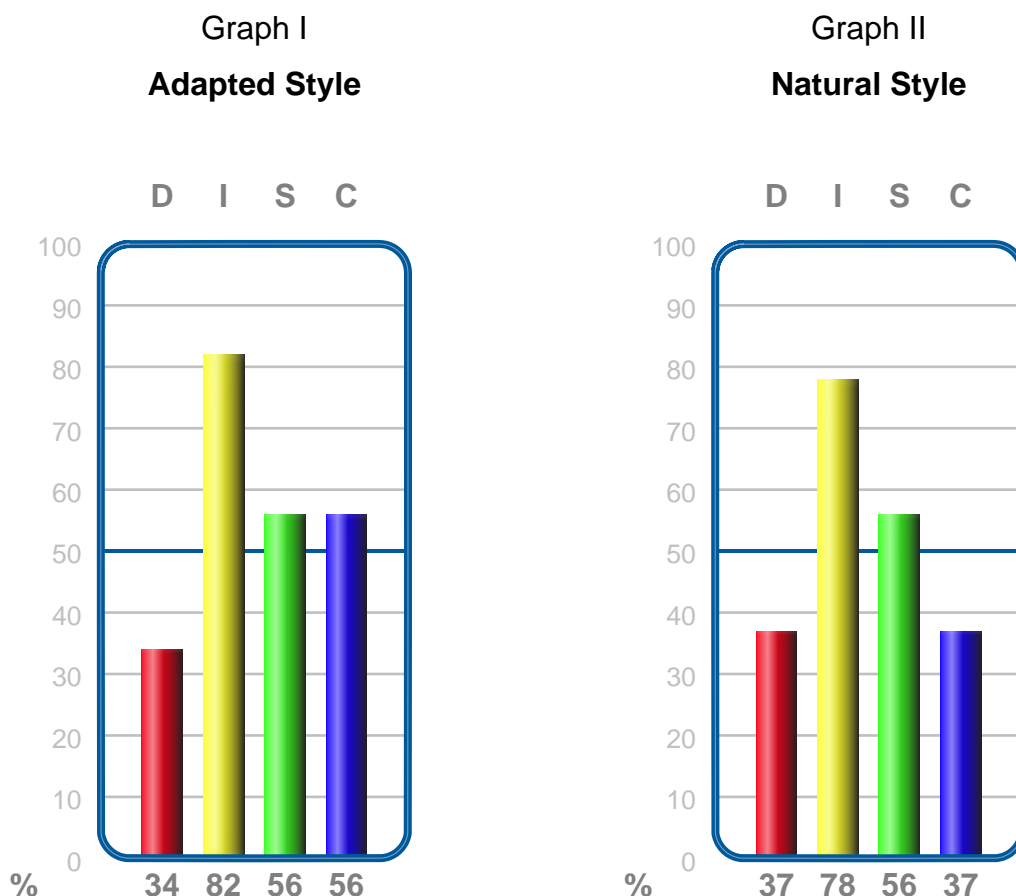
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support her dreams.
- Public recognition of her ideas and results.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- The opportunity to share knowledge with others.
- The power to protect those she trusts or is loyal to.
- Time to determine when and where to share information.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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**D, the red bar on the graphs, stands for Dominance.** High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

*Famous high D's are Hillary Clinton and Donald Trump.*

**I, the yellow bar on the graphs, stands for Influencing.** High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

*Famous high I's are Will Ferrell and Oprah Winfrey.*

**S, the green bar on the graphs, stands for Steadiness.** High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

*Famous high S's are Michelle Obama and Gandhi.*

**C, the blue bar on the graphs, stands for Compliance.** High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

*Famous high C's are Al Gore and Hermione from Harry Potter.*



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

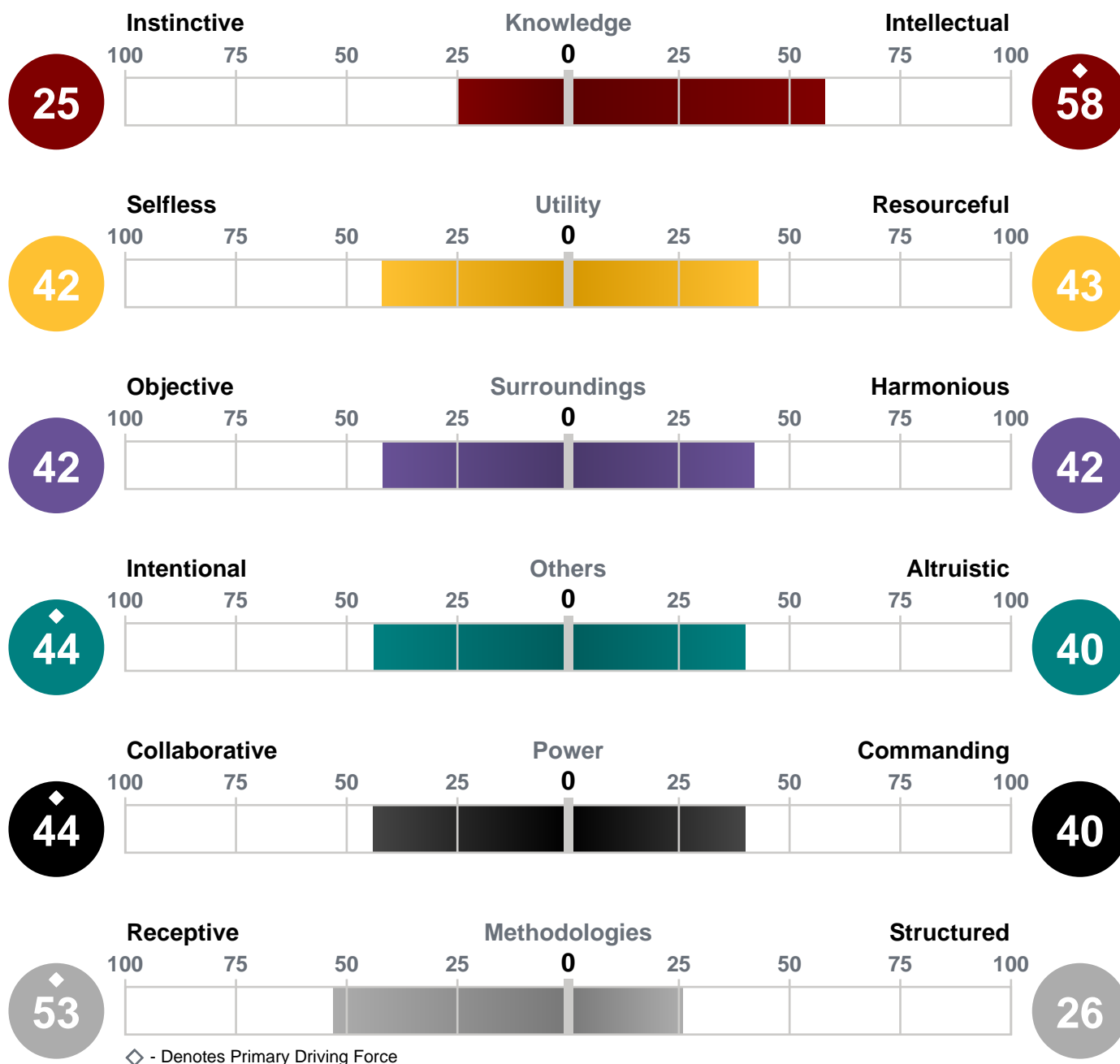
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



## MOTIVATORS: HOW THE 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.*

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

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

## 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.*

- She evaluates things for their utility and economic return.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.
- She will work long and hard to satisfy her needs.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- Jazmin is good at achieving goals.
- She may use wealth as a yardstick to measure her work effort.
- Jazmin tends to give freely of time and resources, but will want and expect a return on her investment.

## 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.*

- At times Jazmin will look for the beauty in all things.
- 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.
- 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.
- Jazmin may desire fine things for her spouse or family members.

## 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.*

- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Jazmin will be torn if helping others proves to be detrimental to her.
- Jazmin'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.
- Jazmin is willing to help others if they are working as hard as possible to achieve their goals.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.

## 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.*

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

## NEXT STEPS: CHOOSE A PATH

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

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

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



### COMING SOON...

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

**Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .**

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Biochemistry, Biophysics  
Botany  
Broadcasting  
Composition, Writing  
Criminology, Forensics  
Economics  
Entertainment and Arts Management  
Film and Television Production  
Geology, Earth Sciences  
International Studies and Relations  
Library Science  
Meteorology  
Paleontology  
Political Science  
Radio and Broadcast Communications  
Web Design, Web Administration

### Business

Advertising  
Business Communications, Public Relations  
Business Management, Consulting  
General Business  
Human Resources, Organizational Development  
Marketing

### Career and Technical

Dental Assistance  
Rehabilitation Therapy  
Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Computer Engineering  
Electrical Engineering  
Environmental Engineering  
Industrial Engineering  
Materials Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Operations Research

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Biotechnology  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Ecommerce  
Entrepreneurial Studies  
Graphic Design  
Health Technology  
Life Coaching  
Medical Ethics  
Multimedia, Digital Communications  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Urban and City Planning  
Videography  
Web Development  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Kinesiology  
Occupational Therapy  
Physical Therapy, Sports Medicine  
Pre-Dental



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Pre-Ophthalmology  
Pre-Veterinary Medicine

### Other Career Paths

Apparel Fashion  
Business Sales  
Computer Support  
Customer Account Management and Service  
Event Planning  
Fitness and Exercise Science  
Recreation and Tourism

## 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
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2012	4	Producer & Director
27-2011	4	Actor & Actress
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
13-1199.04	4	Business Continuity Planner
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
43-4151	HS	Order Clerk

## NEXT STEPS: POSSIBLE CAREER IDEAS

39-6012      HS      Concierge

## STUDY TIPS

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

## Strengths

Being an optimistic leader.

Positively promotes the image of the organization.

Thinks outside of the box when gathering information.

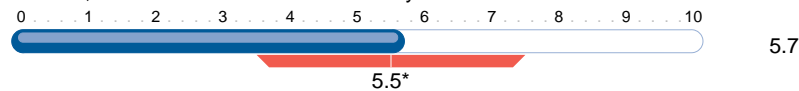
Looks for the positive side of every situation.

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

Methodical and reliable researcher.

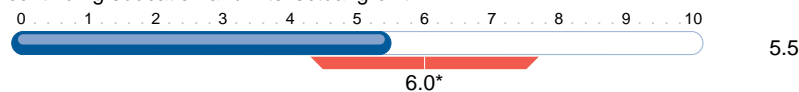
## Motivators

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



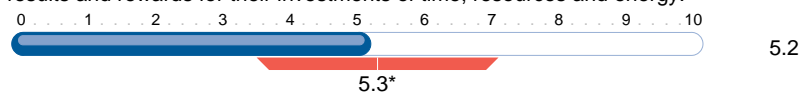
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



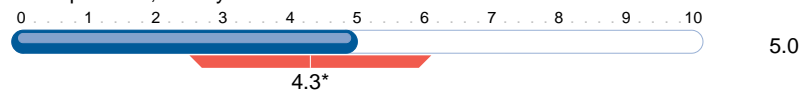
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**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



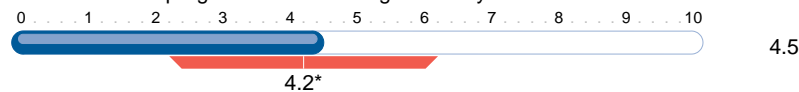
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



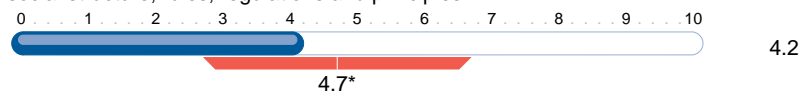
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**5. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

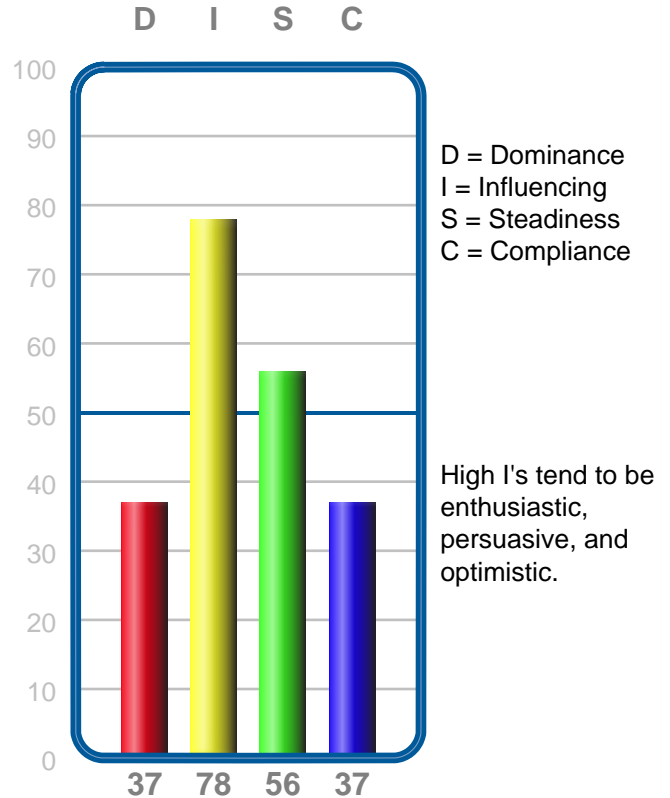


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



4.2



## Value to a Team

Creative problem solving.

Positive sense of humor.

Dedicated to her own ideas.

Team player.

People-oriented.

Self-reliant.