

**josephine saldana**  
10-11-2016



# TABLE OF CONTENTS

## 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.*

josephine is usually steady, easygoing and relaxed. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. josephine's flexibility will allow her to fit into almost any environment. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. josephine is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She does not always like being placed in competitive situations. She tends to lose the "team feeling" when she is involved in direct competition. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She can be motivated through teamwork. She likes to know she is a valued team member. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She requires many good reasons, as well as the benefits involved, before agreeing to making changes.

josephine tries to use balanced judgment. She is the person who brings stability to the entire 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. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. She is persistent and persevering in her approach to achieving goals. josephine may tend to fight for her beliefs or those things she feels passionate about. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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." She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

josephine does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She will be open with those she trusts; however, reaching the required trust level may take time. josephine likes a friendly, open style of communication. 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. 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Respect for authority and organizational structure.
- Good at reconciling factions--is calming and adds stability.
- Turns confrontation into positives.
- Service-oriented.
- Adaptable.
- Patient and empathetic.
- Dependable team player.
- Works for a leader and a cause.
- Builds good relationships.

## 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 defensive when risk is involved--move towards maintaining status quo.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Underestimate her abilities.
- Avoid accountability by overstating the complexity of the situation.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of her work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if her personal beliefs are attacked.

## 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.*

- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Keep conversation at discussion level.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Give her time to ask questions.
- Be prepared.
- Support your communications with correct facts and data.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use scheduled timetable when implementing new action.
- Take your time and be persistent.
- Provide solid, tangible, practical evidence.

## 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.*

- Make promises you cannot deliver.
- Push too hard, or be unrealistic with deadlines.
- Be abrupt and rapid.
- Manipulate or push her into agreeing because she probably won't fight back.
- Rush her in the decision-making process.
- Be haphazard.
- Use testimonies from unreliable sources.
- Give your presentation in random order.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Be domineering or demanding; don't threaten with position power.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Talk in a loud voice or use confrontation.
- Debate about facts and figures.

## 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.*

- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.
- Will be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Gives clear instruction to what she needs to accomplish goals.
- Likes to do it right the first time and wants recognition for this.
- Brings organization for those striving for the same cause.
- Helps others achieve great results through a detailed process.

## 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 let other's criticism of her work continually frustrate her.
- Listens to others but wants to act to her own interest.
- May always place blame on herself.
- May not always stand up for oneself or others.
- Nothing is good enough, unless it's the best.
- Can confuse her desire for authority or power with her want for enforcing rules.
- May micromanage friends or family and in turn, unintentionally alienate others.
- Wants to help others but also has a desire to police the happenings of the organization.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Little conflict between people.
- Provide functional and useful ways to help others achieve and win.
- Ability to help others within the organizational framework.
- Opportunity to be the silent leader behind the team.
- Desires to be seen as the gatekeeper of information and sensitive materials.

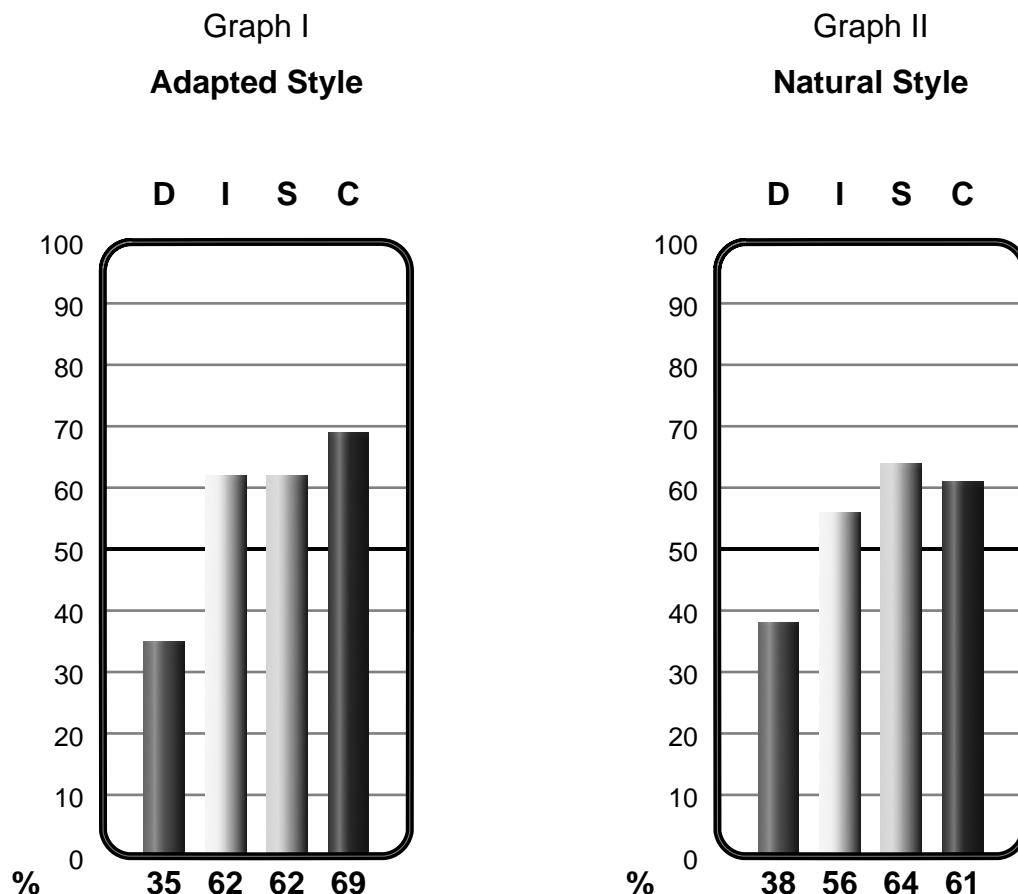
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Operating procedures in writing.
- Safety and security of the situation.
- Accountability for the desired humanitarian outcomes.
- Processes and procedures for maintaining compliance while giving back to society.
- Time to determine when and where to share information.
- The power to protect those she trusts or is loyal to.

## 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.



Norm 2015 R4

**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:

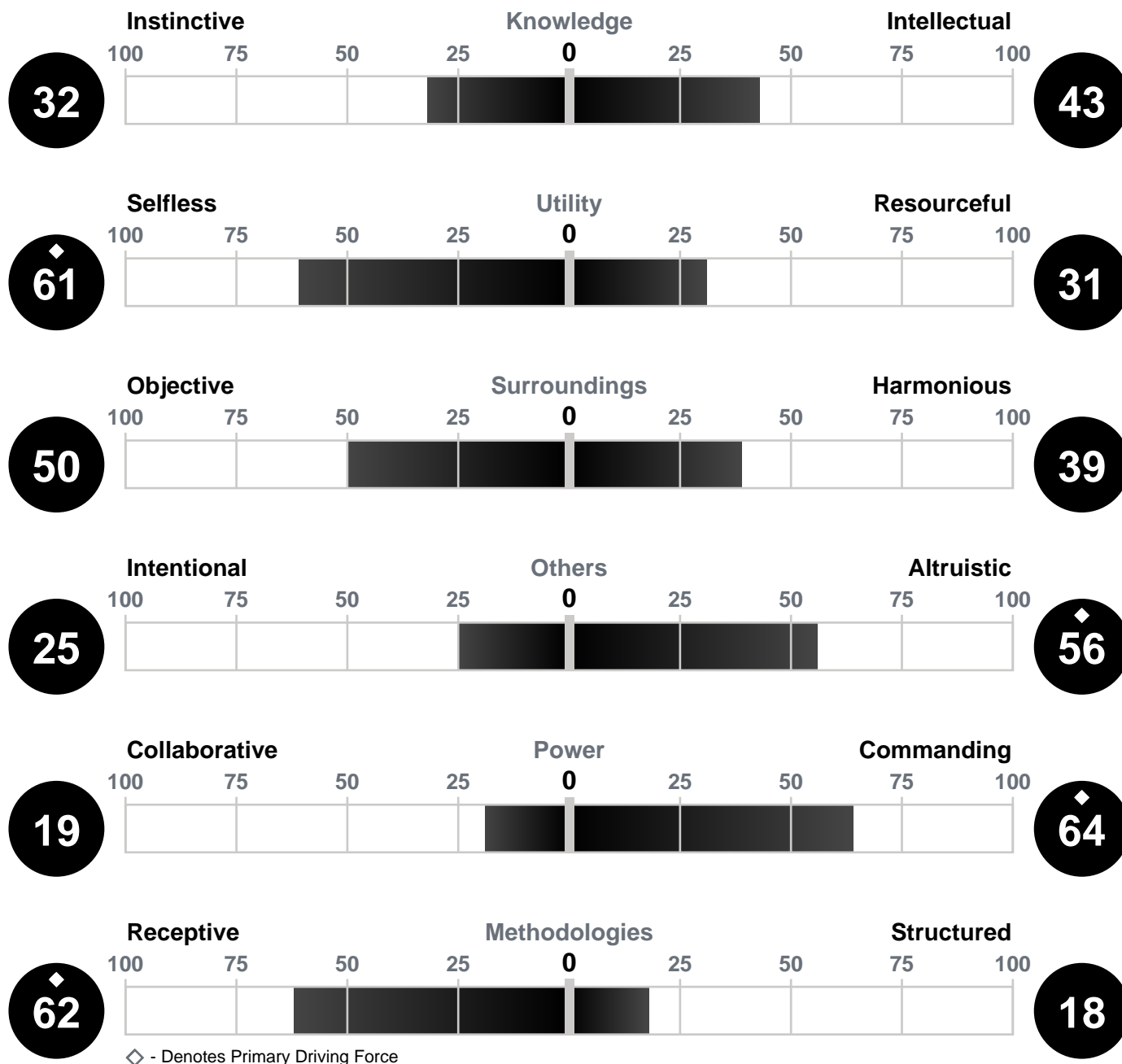
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- josephine will be generous with time, research and information on social problems.
- She is generous with her time, talent and resources for those in need.
- Saying "no" is difficult when others need her time or talent.
- josephine is patient and sensitive to others.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.

## 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.*

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

## 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.
- Josephine may desire fine things for her spouse or family members.
- At times Josephine 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.*

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

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

## 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

Chemistry  
Criminology, Forensics  
Information Technology  
Interior Design  
Library Science  
Microbiology  
Neuroscience

### Career and Technical

Speech and Language Pathology

### Engineering

Bio Engineering  
Civil Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Fish, Game and Wildlife  
Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Diagnostic, Scanning Technician  
Environment, Conservation and Sustainability  
Nonprofit Management  
Nutrition and Diet Science  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

## NEXT STEPS: POSSIBLE DEGREE MATCHES

### Health Sciences

Counseling  
Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing  
Pre-Medicine



## 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
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
49-3011	2-4	Aircraft Mechanic

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Study and review notes just before class starts.
- Quiz yourself and others about ideas you are learning.
- Study or review notes before each class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set goals which challenge your abilities.
- Set realistic goals.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Study in groups of two or more.
- 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.
- Put words you have trouble spelling on your mirror so you see them daily.
- Ask questions about things for which you are unsure.

## Strengths

Leads by example and in a quiet and methodical way.

The ideal right hand to a goal-driven leader.

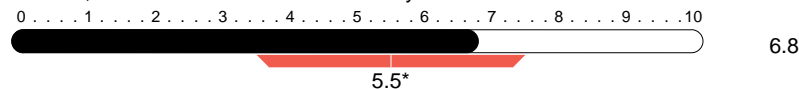
Will be persistent about moving toward the greater cause.

Wants to methodically solve people-related problems that benefit the greater good.

Gives clear instruction to what she needs to accomplish goals.

## Motivators

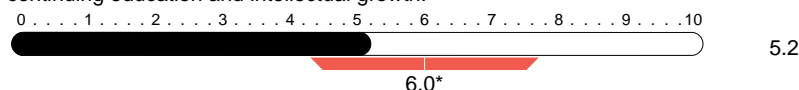
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



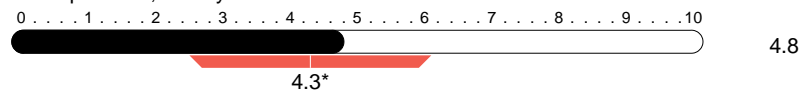
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



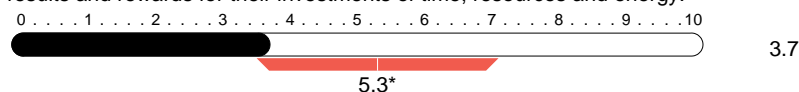
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



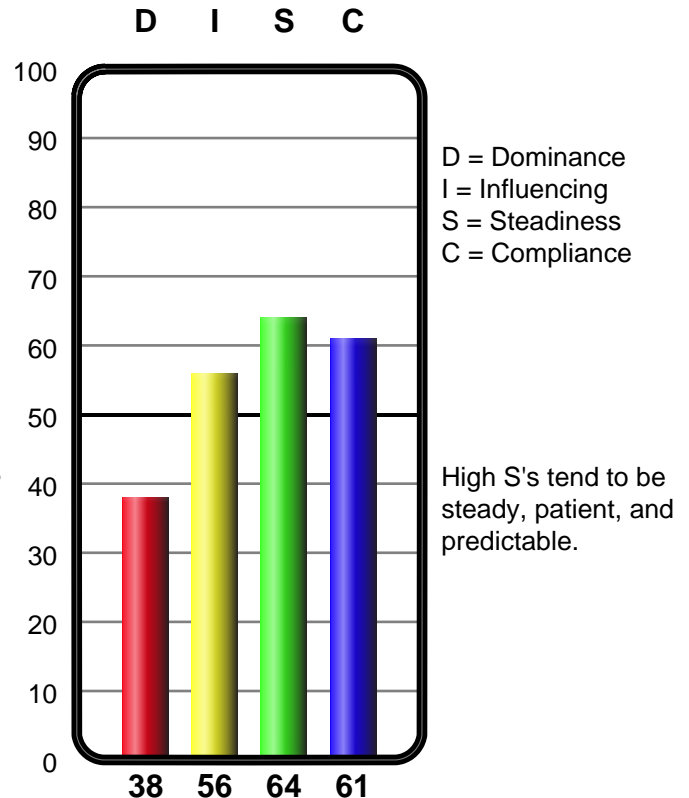
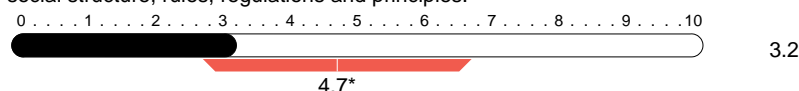
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



## Value to a Team

Builds good relationships.

Dependable team player.

Adaptable.

Concerned about quality.

People-oriented.

Patient and empathetic.