

andrea cano
10-11-2016



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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.

andrea is approachable, affectionate and understanding. She prefers working for a participative manager. She does her best work in this kind of environment. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She believes in getting results through other people. She prefers the "team approach." andrea tries to influence others through a personal relationship and many times will perform services to develop this relationship. She is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She can be seen as a person of good will. She tends to trust people and may be taken advantage of because of her high trust level. andrea likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." She may tend to agree to avoid confrontation.

andrea likes working for managers who make quick decisions. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. 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 likes to participate in decision making.

andrea 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 is people-oriented and verbally fluent. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She judges others by their verbal skills and warmth. andrea has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She may use her time imprecisely because she likes to talk to people. She is both a good talker and a good listener. She is good at negotiating conflict between others. andrea feels that "if everyone would just talk it out, everything would be okay!"

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Optimistic and enthusiastic.
- Builds confidence in others.
- Team player.
- Adaptable.
- Respect for authority and organizational structure.
- Positive sense of humor.
- Accomplishes goals through people.
- People-oriented.

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."
- Be so enthusiastic that she can be seen as superficial.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Make decisions based on surface analysis.
- Trust people indiscriminately if positively reinforced by those people.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Overuse praise in motivating others.

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.

- Read the body language for approval or disapproval.
- Use scheduled timetable when implementing new action.
- Be sincere and use a tone of voice that shows sincerity.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Take time to be sure that she is in agreement and understands what you said.
- Provide testimonials from people she sees as important.
- Be prepared.
- Support your communications with correct facts and data.
- Leave time for relating, socializing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide ideas for implementing action.
- Give her time to ask questions.

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.
- Be dictatorial.
- Be curt, cold or tight-lipped.
- Legislate or muffle--don't overcontrol the conversation.
- Be haphazard.
- Make promises you cannot deliver.
- "Dream" with her or you'll lose time.
- Drive on to facts, figures, alternatives or abstractions.
- Push too hard, or be unrealistic with deadlines.
- Give your presentation in random order.
- Take credit for her ideas.

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.
- Capable of addressing conflict for a win-win scenario.
- Brings balance to the organization in a positive and friendly way.
- Expresses and strives for a balanced team.
- Methodically follows a strategy to achieve.
- Leads by example and in a quiet and methodical way.
- Supports a leader and a cause that brings beauty or creativity.
- Accommodating team member that brings balance to 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.

- May be viewed as someone who over promises and under delivers.
- Can disclose their agenda to the wrong people.
- Spends too much time self-reflecting and not enough time following through.
- Has difficulty looking at situations objectively.
- A fear of change prevents her from advancing.
- May let other's criticism of her work continually frustrate her.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- If environment is shaken, she struggles to speak up to realign it.

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.
- An environment in which she may deal with people on a personal, intimate basis.
- A fun and creative working environment.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- Recognition and rewards for consistency, steadiness and being methodical.
- Opportunity to display excitement and fun while getting others to act.

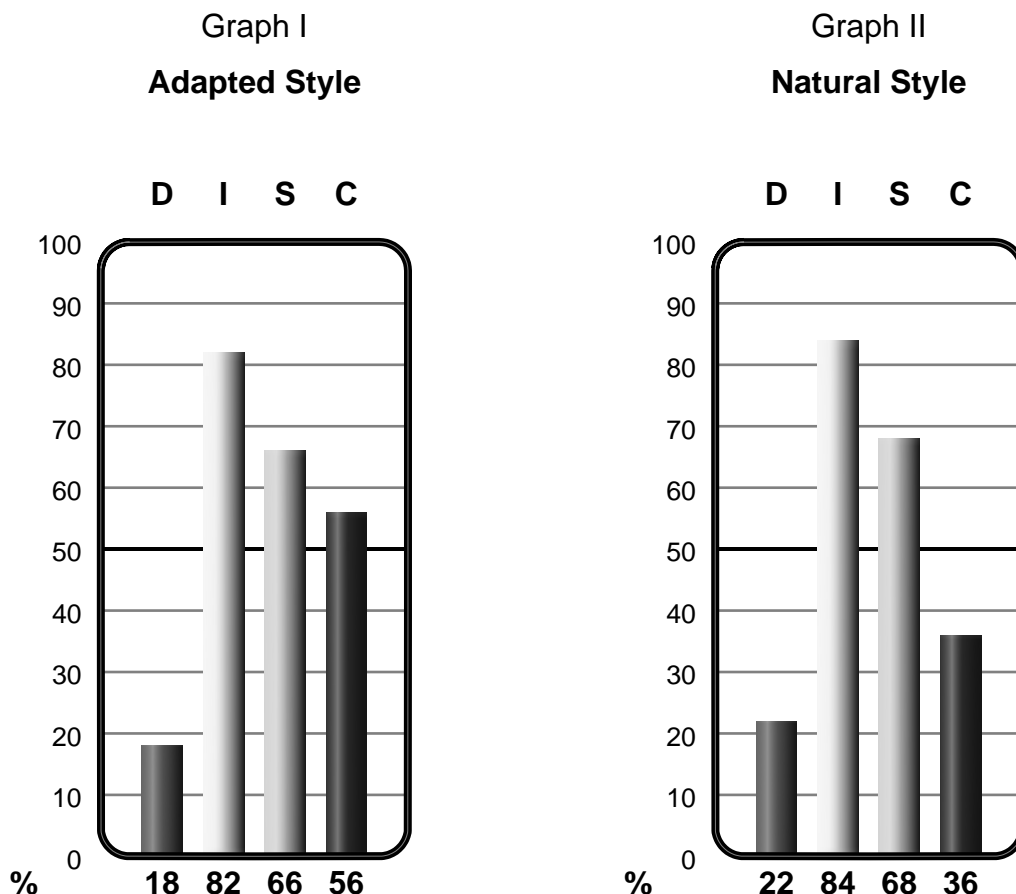
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of her ideas and results.
- Recognition for loyalty and long service.
- The experience of the people and the surroundings to be happy and balanced.
- Management to understand that she will focus on keeping up morale and the balance of the organization.
- A manager that appreciates her ability to be steadfast in her approach to the way of doing business.
- Recognition for leadership accomplishments and the results she receives.

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:

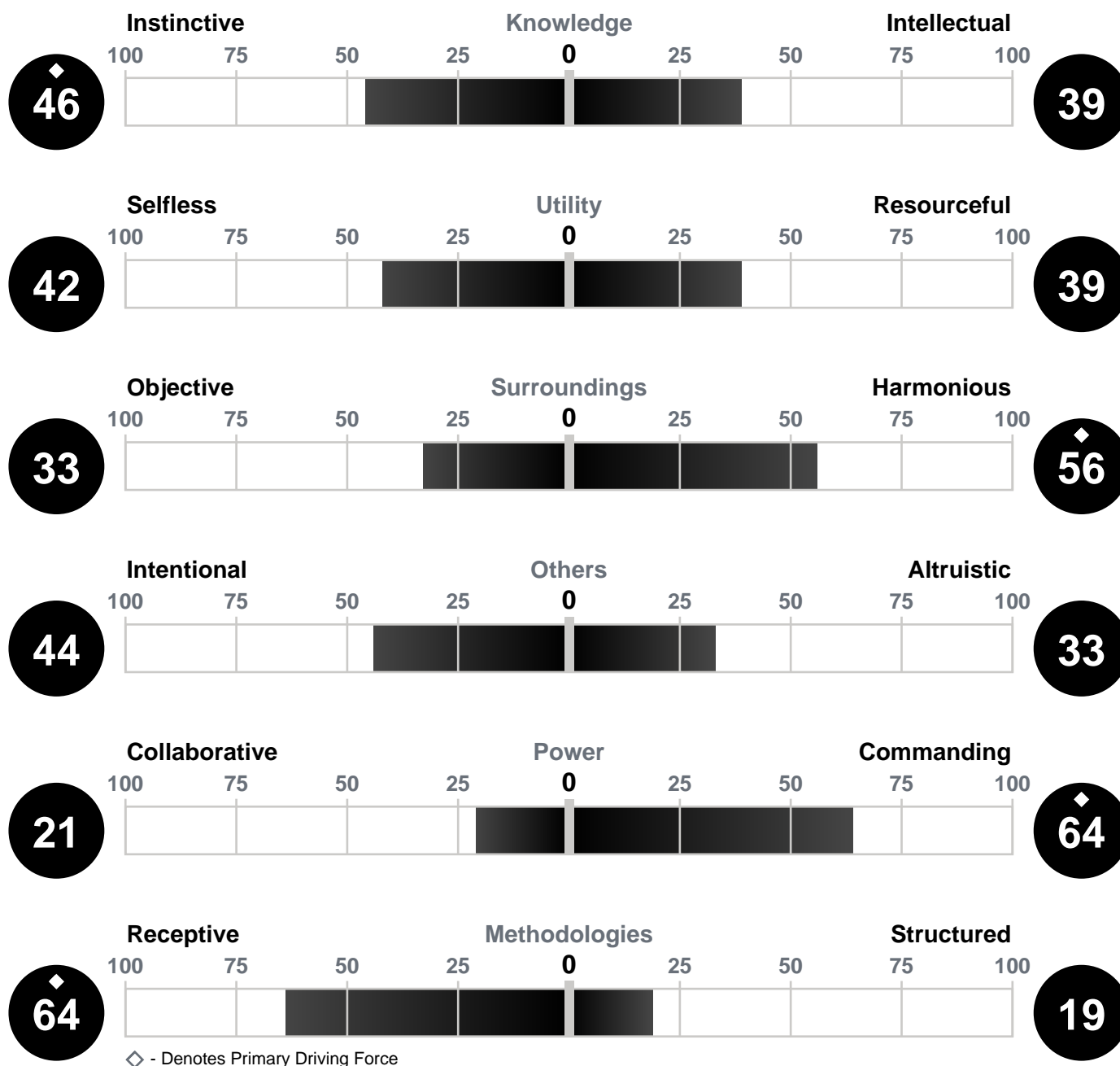
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

- Form and harmony provide her with an experience to remember.
- Decorating her surroundings so they are visually pleasing is enjoyable for andrea.
- Dressing for success comes naturally to andrea. She enjoys the latest designer clothes when she has the funds to purchase them.
- andrea uses her aesthetic talent to impress others.
- andrea looks for and appreciates the beauty in things.
- andrea will evaluate things based on artistic beauty and usefulness.

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.

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

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

- andrea will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- andrea will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- andrea can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- Money itself is not as important as what it will buy.
- She will use wealth as a yardstick to measure her work effort with certain activities.

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 attempt to take the practical approach and not over-analyze the process.
- andrea will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- When required, andrea will seek knowledge to better understand a particular situation.
- andrea will use an instinctual approach to problem solving.
- andrea will only read books that relate to her chosen field or special interests.
- andrea will not seek knowledge based on curiosity or just for the sake of knowledge.
- andrea can be turned off by people who talk about things in detail if she has no interest in the subject.
- For andrea, personal experiences are a key factor in decision making.

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.

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

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

Entertainment and Arts Management
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Graphic Design
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health and Fitness, Personal Training
Kinesiology
Occupational Therapy

Other Career Paths

Apparel Fashion
Interior Design
Personal Care Technician
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
27-2031	4 & exp	Dancer
29-1127	4+	Speech-Language Pathologist
19-3051	4+	Urban & Regional Planner
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
41-3041	4	Travel Agent
29-2021	4	Dental Hygienist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
49-2097	2	Home Entertainment Installer & Repairer
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9011	2	Massage Therapist
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
27-1023	HS	Floral Designer

STUDY TIPS

- Don't doodle.
- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- 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.
- Review your notes after class.
- Ask questions about things for which you are unsure.
- Socialize after studying - not before.
- Study or review notes before each class starts.
- Set goals which challenge your abilities.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

Being an optimistic leader.

Capable of addressing conflict for a win-win scenario.

Brings balance to the organization in a positive and friendly way.

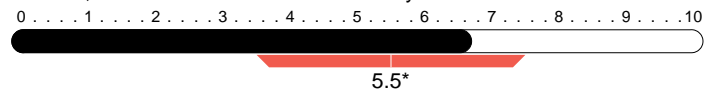
Expresses and strives for a balanced team.

Methodically follows a strategy to achieve.

Supports a leader and a cause that brings beauty or creativity.

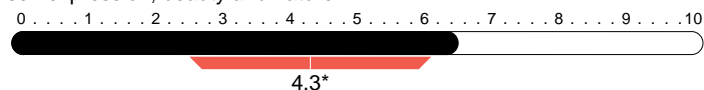
Motivators

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



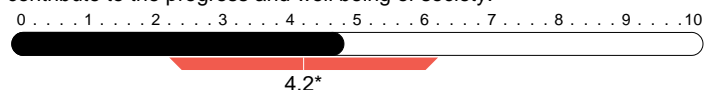
6.7

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



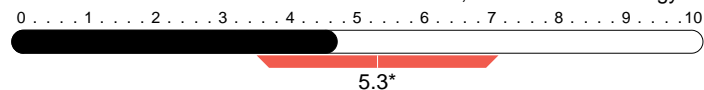
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



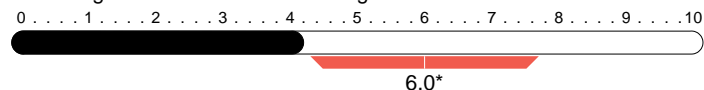
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



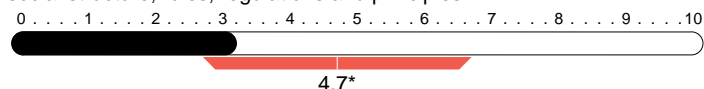
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

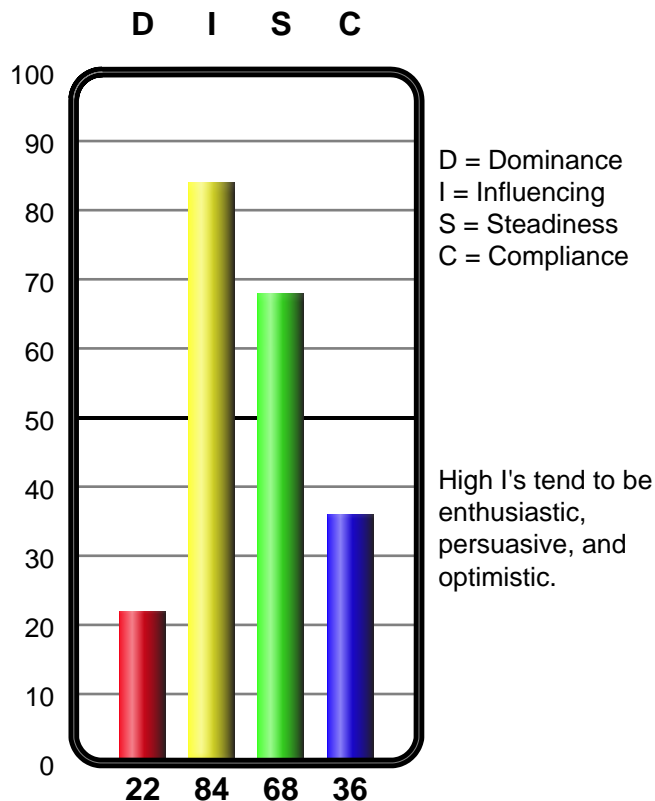


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.2



Value to a Team

Positive sense of humor.

Creative problem solving.

Flexible.

Adaptable.

Optimistic and enthusiastic.

Builds confidence in others.