

**karla jasso**  
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.*

karla establishes many standards for herself and others. Her high ego strength demands that her standards will be met. She is extremely results-oriented, with a sense of urgency to complete projects quickly. Her sensitivity to errors and mistakes sometimes tempers her aggressiveness. She may be accused of being "work compulsive" because of these tendencies. She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. karla is a creative person and uses this creativity to solve problems. She prefers an environment with variety and change. She is at her best when many projects are underway at once. Many people see her as a self-starter dedicated to achieving results. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. karla likes people, but can be seen occasionally as cold and blunt. She may have her mind on project results, and sometimes may not take the time to be empathetic toward others. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project.

karla refrains from getting emotionally involved in decision making. This allows her to make objective decisions. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She can be direct in her approach to discovering the facts and data. She maintains her focus on results. She usually takes time when confronted with a major decision; that is, she takes an unemotional approach to analyzing the data and facts. Others may see this as vacillating; however she is just thinking through all the ramifications of her decision. karla finds it easy to share her opinions on solving work-related problems. She sometimes requires assistance in bringing major projects to completion. She may have so many projects underway that she needs help from others. She will work long hours until a tough problem is solved. After it is solved, karla may become bored with any routine work that follows. She is logical, incisive and critical in her problem-solving activities.

karla should exhibit more patience and ask questions to make sure that others have understood what she has said. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. Sometimes she can become so involved with her work that she appears cool and aloof to others. She could improve her communication with others by being more flexible and showing a sincere interest in what they are saying. karla usually communicates in a cool and direct manner. Some may see her as being aloof and blunt. She may lack the patience to listen and communicate with slower acting people. She tends to be intolerant of people who seem ambiguous or think too slowly. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others!

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Places high value on time.
- Tenacious.
- Thinks big.
- Deadline conscious.
- Sense of urgency.
- Change agent--looks for faster and better ways.
- Creative in her approach to solving problems.
- Forward-looking and future-oriented.
- Usually makes decisions with the bottom line in mind.

## 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 argumentative--creates the devil's advocate position to its highest form--or wears down opposition.
- Resist participation as part of the team, unless seen as a leader.
- Have trouble delegating--can't wait, so does it herself.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Fail to complete what she starts because of adding more and more projects.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Keep too many balls in the air, and if her support is weak she will have a tendency to drop some of those balls.

## 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.*

- Put projects in writing, with deadlines.
- Take issue with facts, not the person, if you disagree.
- Verify that the message was heard.
- Be clear, specific, brief and to the point.
- Provide systems to follow.
- Understand her sporadic listening skills.
- Motivate and persuade by referring to objectives and results.
- Stick to business--let her decide if she wants to talk socially.
- Use her jargon.
- Be isolated from interruptions.
- Read the body language--look for impatience or disapproval.

## 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.*

- Be redundant.
- Ramble on, or waste her time.
- Let disagreement reflect on her personally.
- Ask rhetorical questions, or useless ones.
- Talk too slowly, or dwell on details to excess.
- Use paternalistic approach.
- Let her change the topic until you are finished.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Come with a ready-made decision, or make it for her.

## 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.*

- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.
- Initiates the activity of developing others.
- Tough but fair when others are involved.
- Wants to know everything about the process, which leads to high standards and results.
- Detailed and compliant about the research process.
- Could be a judge with a heart.
- Paints a very detailed picture for the benefit of others to follow.

## 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.*

- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- A focus on quick results may hinder quality of information.
- Needs immediate results when helping others.
- May set standards too high that causes others to fall short.
- Wants a consistent process but constantly looking to make sure it is correct.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- Wants to help others but sometimes gets upset when others don't follow rules.
- Viewed by others as a "watchdog", but wants to be seen as trying to help the cause move in the right direction.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- An environment dictated by logic rather than emotion.
- Appreciation for the process of gathering data in order to avoid mistakes.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- A results-driven environment where people are respected and appreciated.
- The opportunity to drive others to reach their potential.

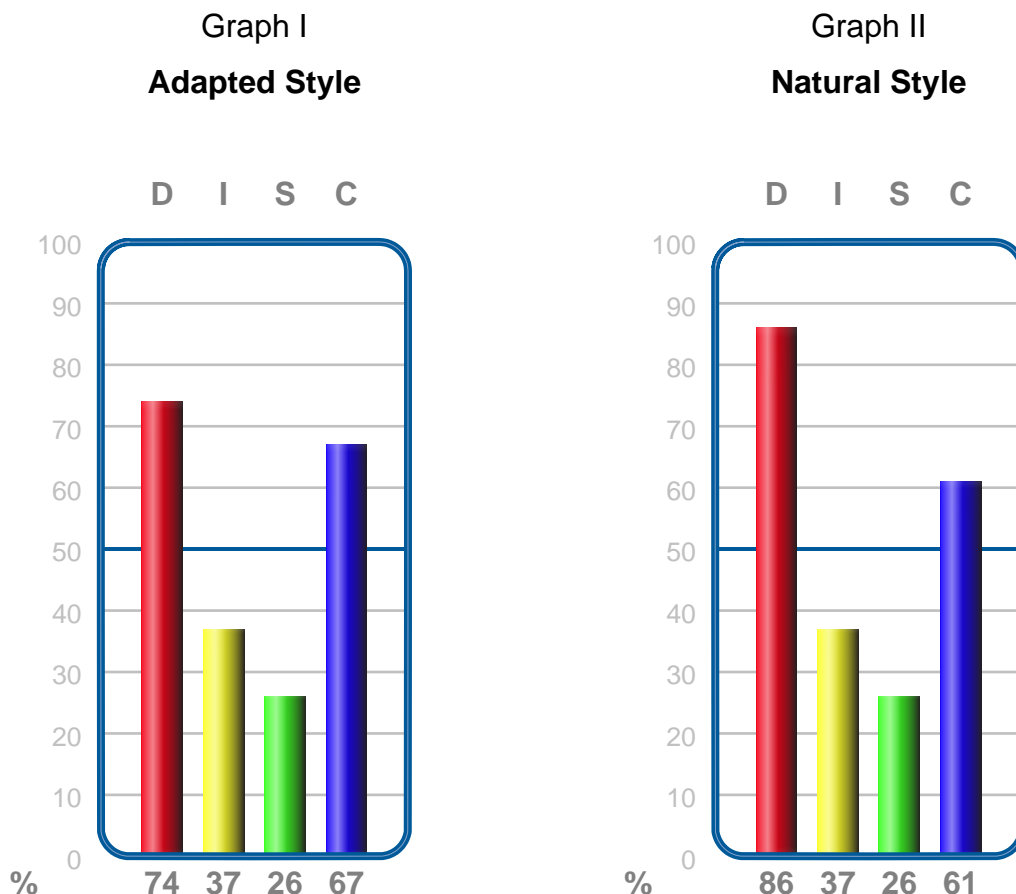
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- New challenges and problems to solve.
- Time to perform up to her high standards.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Information on how to do things right, for fear of making a mistake.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To be in charge of corporate social responsibility programs.

## 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:

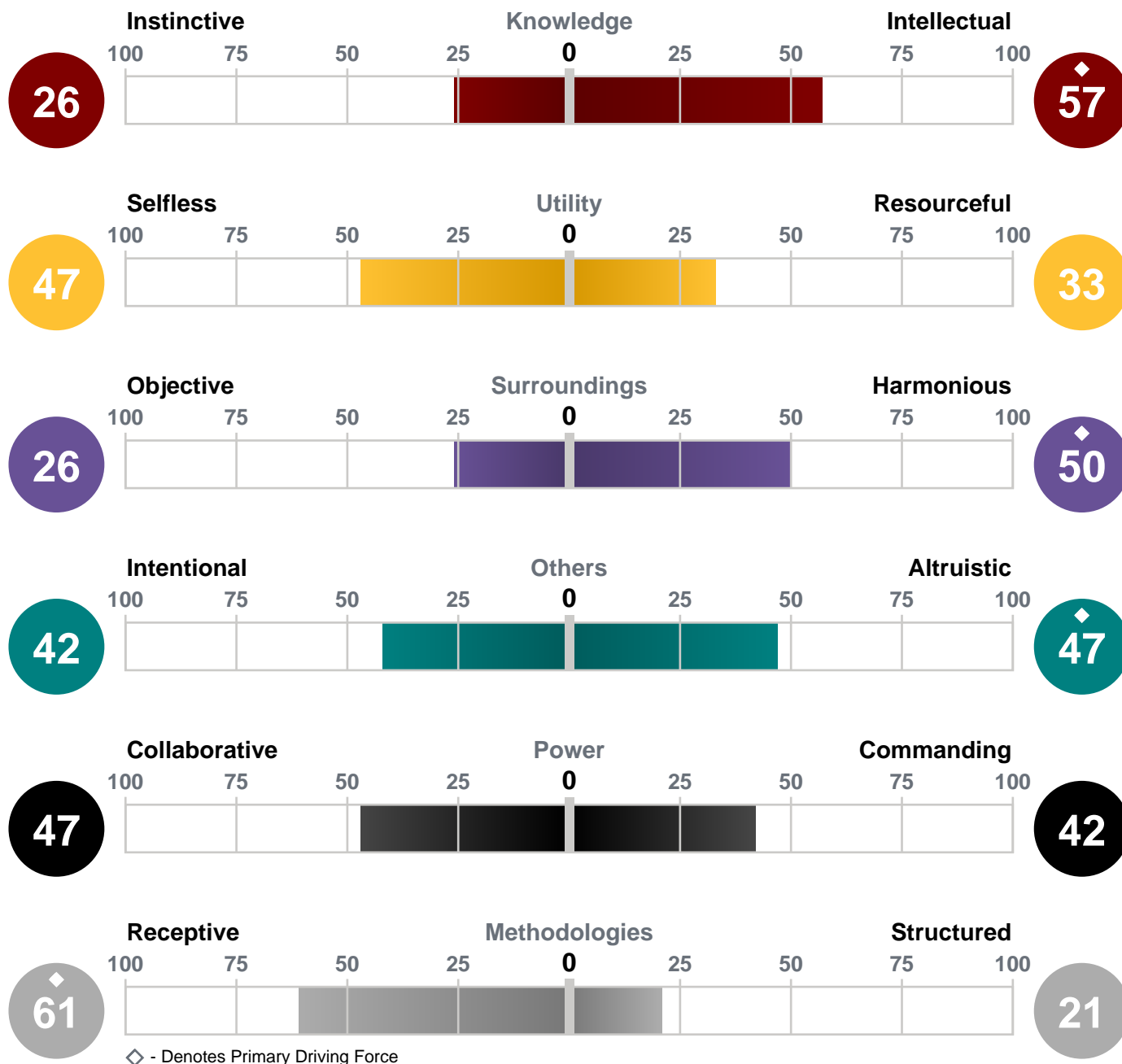
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

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

## MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.*

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- karla may desire fine things for her spouse or family members.
- At times karla will look for the beauty in all things.

## MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

## 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.*

- karla will be less concerned about her ego than others may be.
- karla's passion in life will be found in one or two of the other dimensions discussed in this report.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Being in total control of a situation is not a primary motivating factor.
- karla feels that struggles should be the burden of the team, not just the individuals.
- She will not attempt to overpower others' points of view or change their thinking.
- As long as karla's belief systems are not threatened, she will allow others to set the tone and direction of her work.

## 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.*

- It may be hard to manipulate karla because she has not defined a philosophy or system that can provide immediate answers to every situation.
- karla can be creative in interpreting other systems or traditions and selective in applying those traditions.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- karla'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 karla.
- In many cases, karla will want to set her own rules which will allow her own intuition to guide and direct her actions.
- 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

Architecture  
Computer Science  
Entertainment and Arts Management  
Film and Television Production  
Information Technology  
Interior Design  
Music Composition  
Web Design, Web Administration

### Business

Facilities Planning and Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Chef, Food Preparation  
Emergency Medical Technician

### Engineering

Aerospace Engineering  
Bio Engineering  
Computer Engineering  
Environmental Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Computer Graphics, Animation

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming  
Desktop Publishing  
Environment, Conservation and Sustainability  
Multimedia, Digital Communications  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Social Entrepreneurism  
Urban and City Planning  
Videography  
Wilderness Education

### Health Sciences

Hospital and Health Administration  
Nursing  
Pharmaceutical  
Pre-Medicine  
Pre-Ophthalmology  
Pre-Veterinary Medicine  
Psychology

### Other Career Paths

Apparel Fashion  
Camp Operations  
Military Service



## 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
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
11-3061	4+	Purchasing Manager
11-2021	4+	Marketing Manager
43-3061	4	Procurement Clerk
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
13-1023	4	Purchasing Agent
11-3042	4	Training & Development Manager
11-3021	4	Computer & Information Systems Manager
15-1061	2-4+	Database Administrator
15-1011	2-4+	Computer & Information Scientist, Research
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.04	2-4	Web Developer
43-5031	HS	Dispatcher

## STUDY TIPS

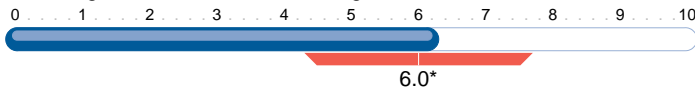
- Work on your listening skills.
- Think visually - convert words into pictures.
- Write detailed instructions for each class assignment.
- Cut down on some of your activities and devote this time to studying.
- Do only one class assignment at a time.
- Set aside time to plan.
- Set up an area for studying only.
- Plan ahead - don't put off completing assignments until the last minute.
- Organize your study area and keep it organized.
- Chunk big assignments into smaller pieces.
- Plan tomorrow today and put your plan in writing.

## Strengths

- Will be decisive and make fact-based decisions.
- Thrives on the challenge of solving problems.
- Initiates the activity of developing others.
- Tough but fair when others are involved.
- Wants to know everything about the process, which leads to high standards and results.
- Could be a judge with a heart.

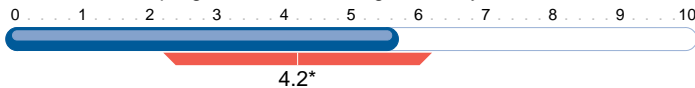
## Motivators

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



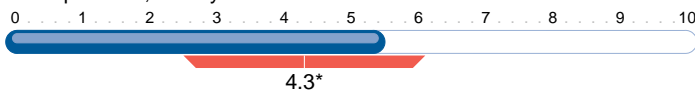
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**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



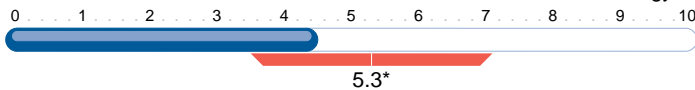
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



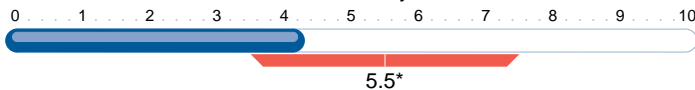
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



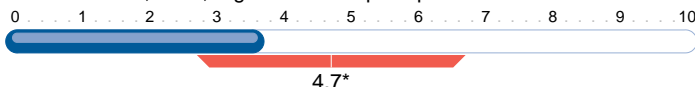
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**5. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

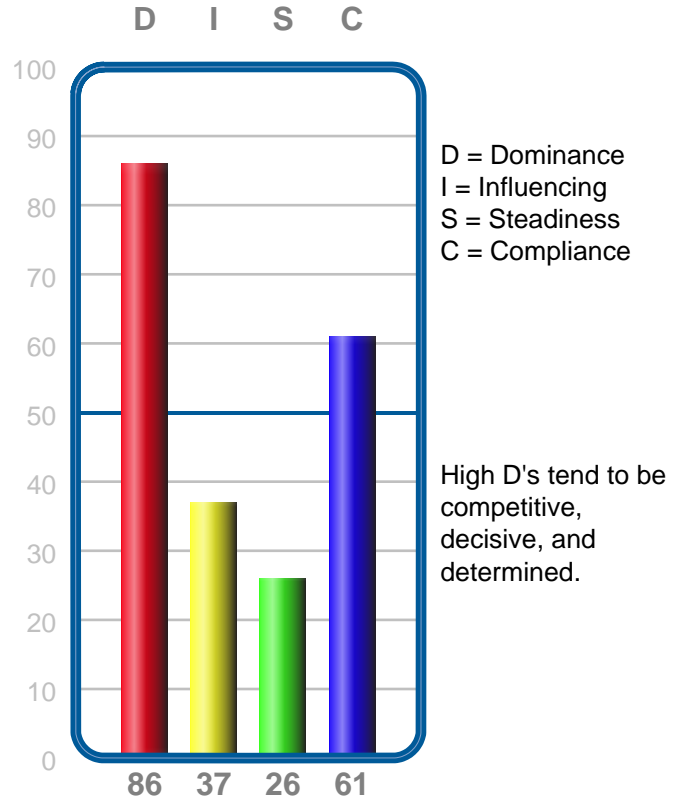


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.7



## Value to a Team

- Places high value on time.
- Ability to handle many activities.
- Innovative.
- Challenge-oriented.
- Tenacious.
- Competitive.