

cassandra velasco
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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.

cassandra places her focus on people. To her, strangers are just friends she hasn't met! She likes quality social relationships. She often will become friends with her customers or clients. 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 tries to influence others through a personal relationship and many times will perform services to develop this relationship. cassandra tends to trust people and may be taken advantage of because of her high trust level. She projects a self-assured and self-confident image. She can be obliging and accommodating; that is, she likes to work with people and help them. She can be seen as a person of good will. cassandra is gregarious and sociable. She will be seen as a good mixer both on or off the job. She influences most people with her warmth.

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

cassandra usually uses many gestures when talking. She is both a good talker and a good listener. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. cassandra judges others by their verbal skills and warmth. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, cassandra will attempt to put them at ease. She may use her time imprecisely because she likes to talk to people. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- Dedicated to her own ideas.
- People-oriented.
- Creative problem solving.
- Optimistic and enthusiastic.
- Positive sense of humor.
- Accomplishes goals through people.

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."
- Make decisions based on surface analysis.
- Be too verbal in expressing criticism.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Overestimate her ability to motivate people or change others' behavior.
- Trust people indiscriminately if positively reinforced by those people.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of 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.

- Provide ideas for implementing action.
- Use a motivating approach, when appropriate.
- Provide solutions--not opinions.
- Use a balanced, objective and emotional approach.
- Clarify any parameters in writing.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Read the body language for approval or disapproval.
- Provide "yes" or "no" answers--not maybe.
- Provide a warm and friendly environment.
- Look for her oversights.
- Appeal to the benefits she will receive.

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.

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

- Demonstrates a will and desire to help others in the organization.
- Always willing to offer her time and perspective.
- Willing to share knowledge to benefit the team or organization.
- Volunteers her knowledge on many subjects.
- Accommodating and pleasing others is one of her natural talents.
- Strong supporter, therefore, always willing to help.
- Will keep sensitive information under lock and key.
- Great at retrieving information for decision makers she trusts.

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.

- Does not always listen to those she is helping.
- High trust and a desire to help could lead to being taken advantage of.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.
- May have difficulty correcting others as she wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May not pursue knowledge if it jeopardizes her security.
- Struggles in adapting to new situations without preparation.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- A stable and predictable environment.
- Time necessary to gather enough information in order to move forward.
- A forum to be curious about the discovery of new information.
- An environment where interacting with others in an effort to help each person is rewarded.
- Ability to achieve results through the interaction with and helping of others.

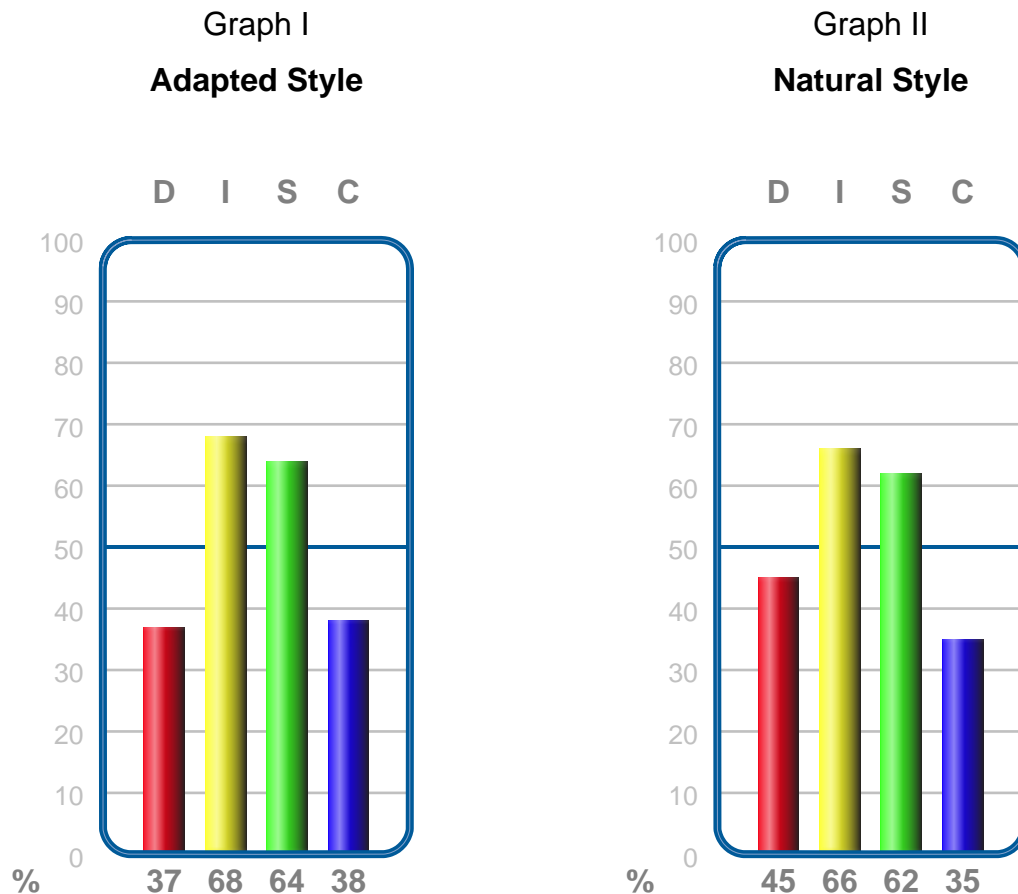
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Identification with fellow workers.
- The time to research and layout information in a methodical way.
- To be able to seek out new information that will be valuable to share with others.
- To be a part of the team that contributes to causes and helping others.
- An opportunity to express how she can improve society.

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:

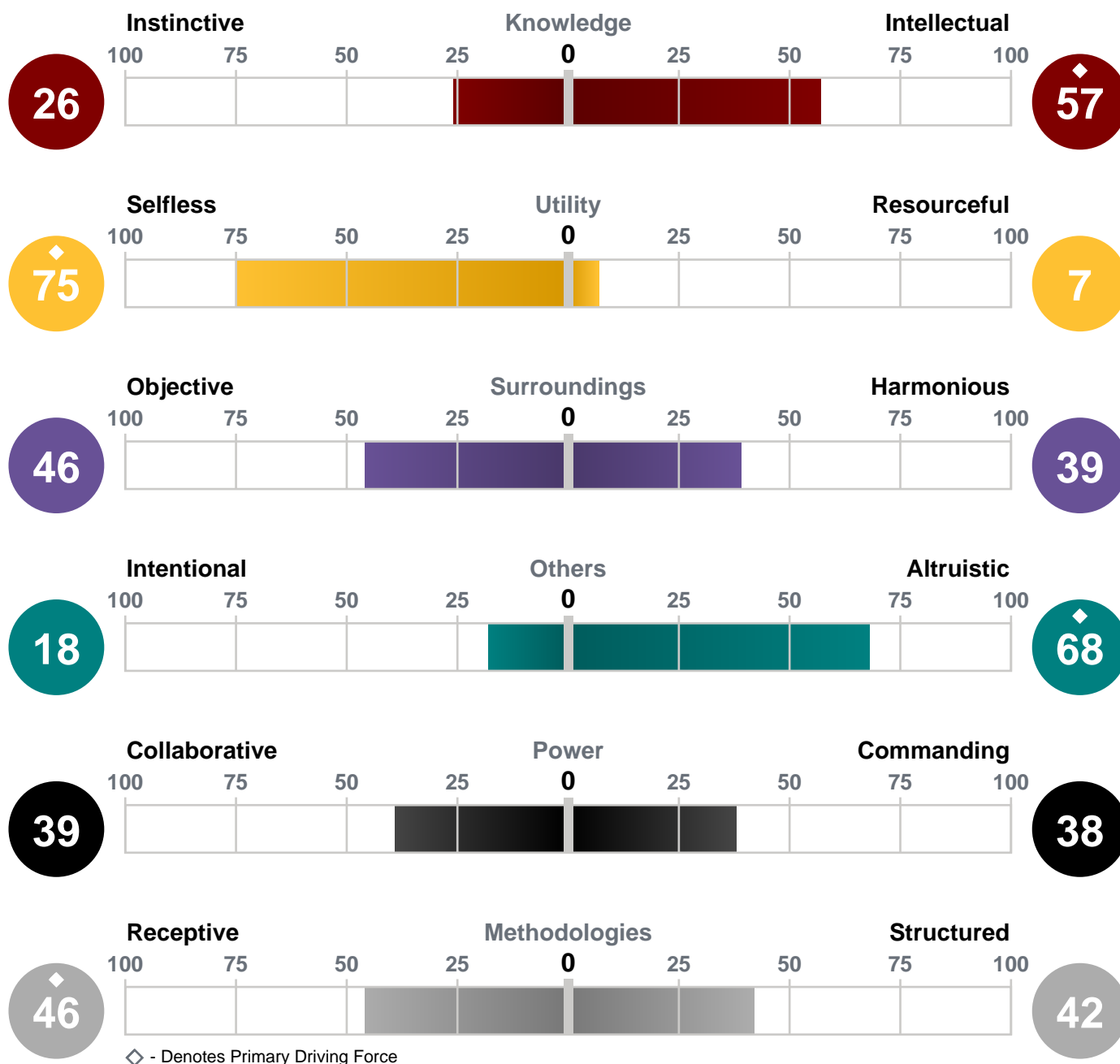
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 is generous with her time, talent and resources for those in need.
- cassandra will be generous with time, research and information on social problems.
- Saying "no" is difficult when others need her time or talent.
- Helping the homeless may be one of her concerns.
- She will have a keen interest in improving society.
- She believes charities should be supported.
- cassandra is patient and sensitive to others.

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.

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

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.

- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- cassandra can be assertive in meeting her needs.
- At times cassandra can be very competitive.

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.

- cassandra at times will evaluate others based on her rules for living.
- cassandra needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- cassandra lets her conscience be her guide.

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.

- cassandra is not necessarily worried about form and beauty in her environment.
- cassandra's passion in life will be found in one or two of the other motivators discussed in this report.
- Unpleasant surroundings will not stifle her creativity.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- The utility of "something" is more important than its beauty, form and harmony.
- She wants to take a practical approach to events.
- Intellectually, cassandra can see the need for beauty, but has difficulty buying the finer things in life.

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.

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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Anthropology
Archaeology
Art History
Astronomy
Botany
Chemistry
Criminology, Forensics
Economics
Education Counselor
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
History
Humanities
International Studies and Relations
Journalism
Library Science
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Political Science
Sociology
Teaching, Education
Theology
Urban Studies
Web Design, Web Administration

Business

Hospitality, Hotel Management

Career and Technical

Emergency Medical Technician
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

Bio Engineering

Environmental, Agriculture and Food

Animal Sciences

Natural Sciences

Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health

Biotechnology

Community Planning and Development

Community and Public Health Administration

Educational Administrator

Environment, Conservation and Sustainability

Genetics, Reproductive Technology and Research

Health Technology

Life Coaching

Medical Ethics

Nonprofit Management

Nutrition and Diet Science

Outdoor Studies, Outdoor Leadership

Peace and Conflict Resolution Studies

Renewable Energy

Social Work

Urban and City Planning

Wilderness Education

Yoga Therapy and Training

Health Sciences

Chiropractic Assistance

Counseling

Exercise Science

Health and Fitness, Personal Training

Human Development and Family Services

Kinesiology

Nursing

Occupational Therapy

Psychology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Other Career Paths

Publishing

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
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author

NEXT STEPS: POSSIBLE CAREER IDEAS

27-3031	4	Public Relations Specialist
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
13-1121	4	Meeting & Convention Planner
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Demonstrates a will and desire to help others in the organization.

Always willing to offer her time and perspective.

Willing to share knowledge to benefit the team or organization.

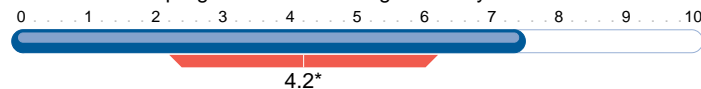
Volunteers her knowledge on many subjects.

Accommodating and pleasing others is one of her natural talents.

Will keep sensitive information under lock and key.

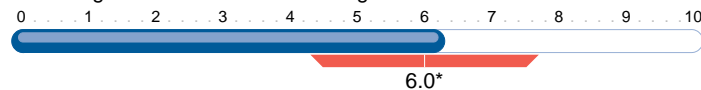
Motivators

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



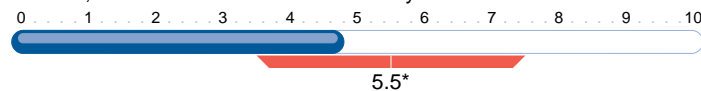
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



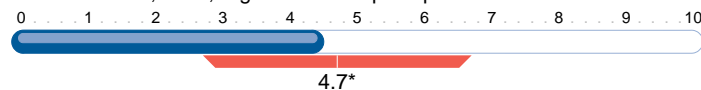
6.3

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



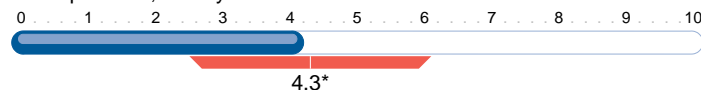
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



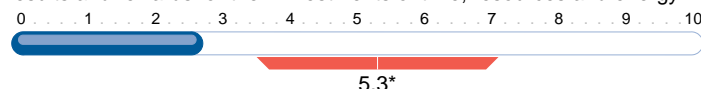
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

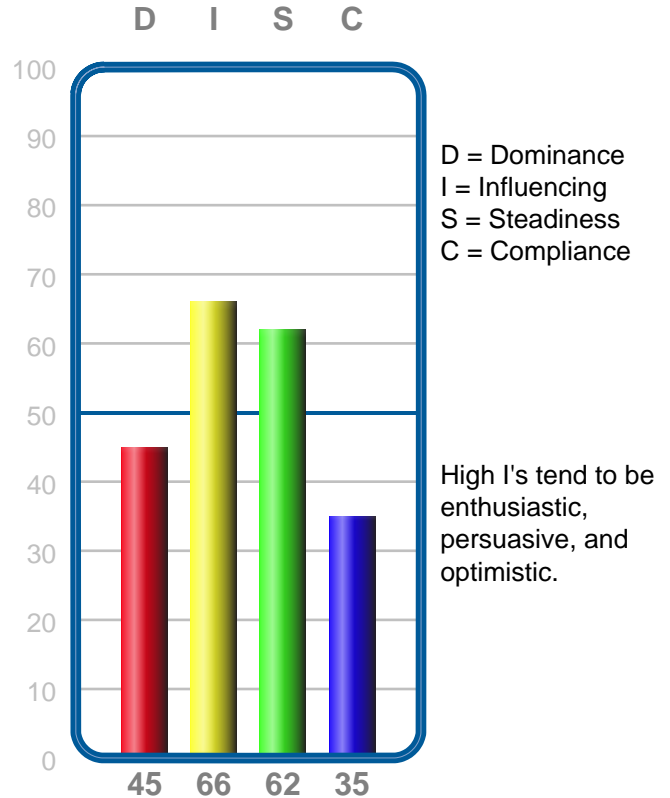


4.2

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



2.7



Value to a Team

Verbalizes her feelings.

Big thinker.

Positive sense of humor.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Accomplishes goals through people.

Optimistic and enthusiastic.