

xochitl reynoso
10-13-2016



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MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

xochitl can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. When people are involved, he may not always be precise about the use of his time. Others see him as a good neighbor, since he is always willing to help those he considers to be his friends. When challenged, he becomes more objective. Relationships with others are warm, personal and lasting. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He is a team player but can also exhibit a desire for independence. He wins through hard work and persistence. He likes to stay with one task until it is completed. xochitl is often seen as practical and objective. When the time is right, xochitl can stand up aggressively for what he believes.

xochitl is persistent and persevering in his approach to achieving goals. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. He often thinks over major decisions before acting. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

xochitl likes a friendly, open style of communication. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He will be open with those he trusts; however, reaching the required trust level may take time. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. xochitl likes to know what is expected of him 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

- Service-oriented.
- Bottom line-oriented.
- Patient and empathetic.
- Builds good relationships.
- Can support or oppose strongly.
- Self-reliant.
- Creative approach to problem solving.
- Has the confidence to do the difficult assignments.

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.

- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Not let others know where he stands on an issue.
- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if his personal beliefs are attacked.
- Need help in prioritizing new assignments.

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.

- Flatter his ego.
- Provide "yes" or "no" answers--not maybe.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Understand his defiant nature.
- Define the problem in writing.
- Provide solutions--not opinions.
- Look for his oversights.
- Provide a friendly environment.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits he 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.

- Be paternalistic.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Ramble.
- Patronize or demean him by using subtlety or incentive.
- Offer assurance and guarantees you can't fulfill.
- Muffle or overcontrol.
- Let him overpower you with verbiage.
- Take credit for his accomplishments.
- Be abrupt and rapid.
- Give him your opinion unless asked.

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.
- Accommodating and pleasing others is one of his natural talents.
- Wants to methodically solve people-related problems that benefit the greater good.
- Forward-looking to improve himself or a situation.
- Innovative with strategies for success.
- Tough but fair when others are involved.
- Goal focused when helping others.

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.

- Forgives but has a hard time forgetting.
- Listens to others but wants to act to his own interest.
- May have difficulty correcting others as he wants to help but not offend.
- Sees change for change's sake as negative for himself and others.
- May always want to display his superiority through problems or challenges.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May set standards too high that causes others to fall short.
- May have difficulty deciding between results or helping others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Little conflict between people.
- Ability to utilize own strengths to help others achieve results.
- Work on a team that has common interests and desires.
- Opportunity to be the silent leader behind the team.
- Recognition and rewards for consistency, steadiness and being methodical.

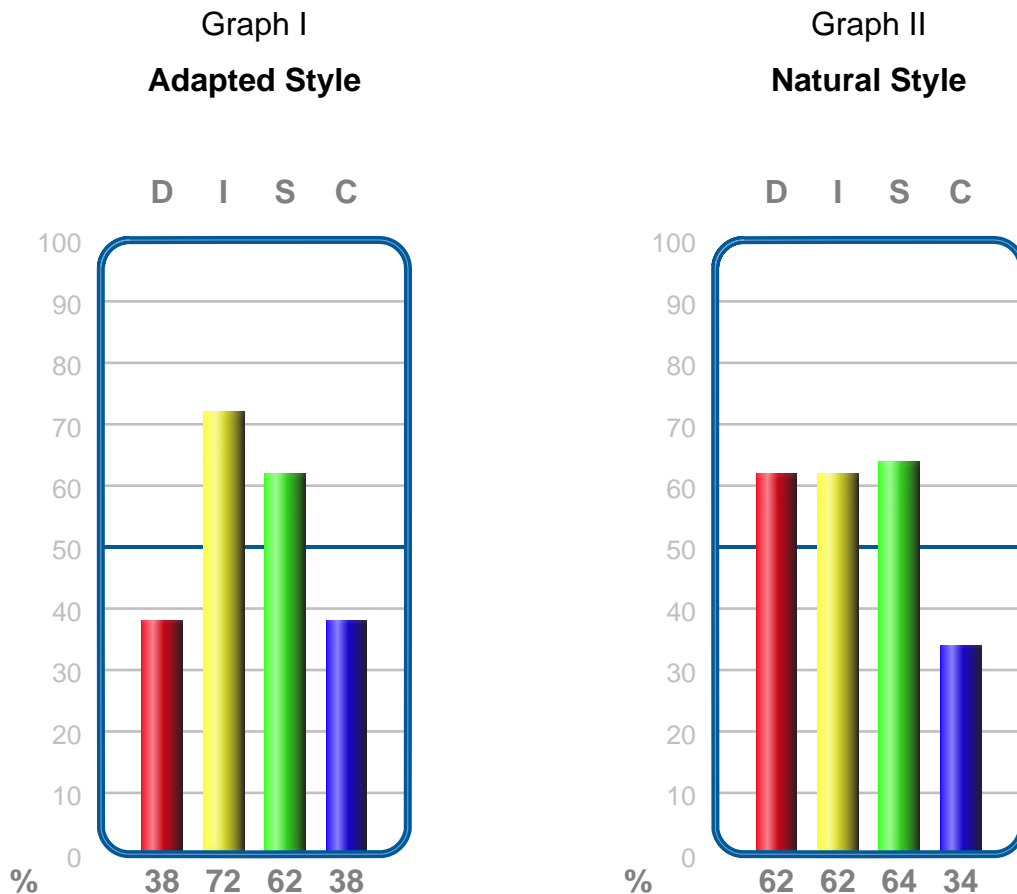
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity for rapid advancement.
- Constant appreciation, and a feeling of security on the team.
- To get results through his ability to help others and champion causes.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Time to determine when and where to share information.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.

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:

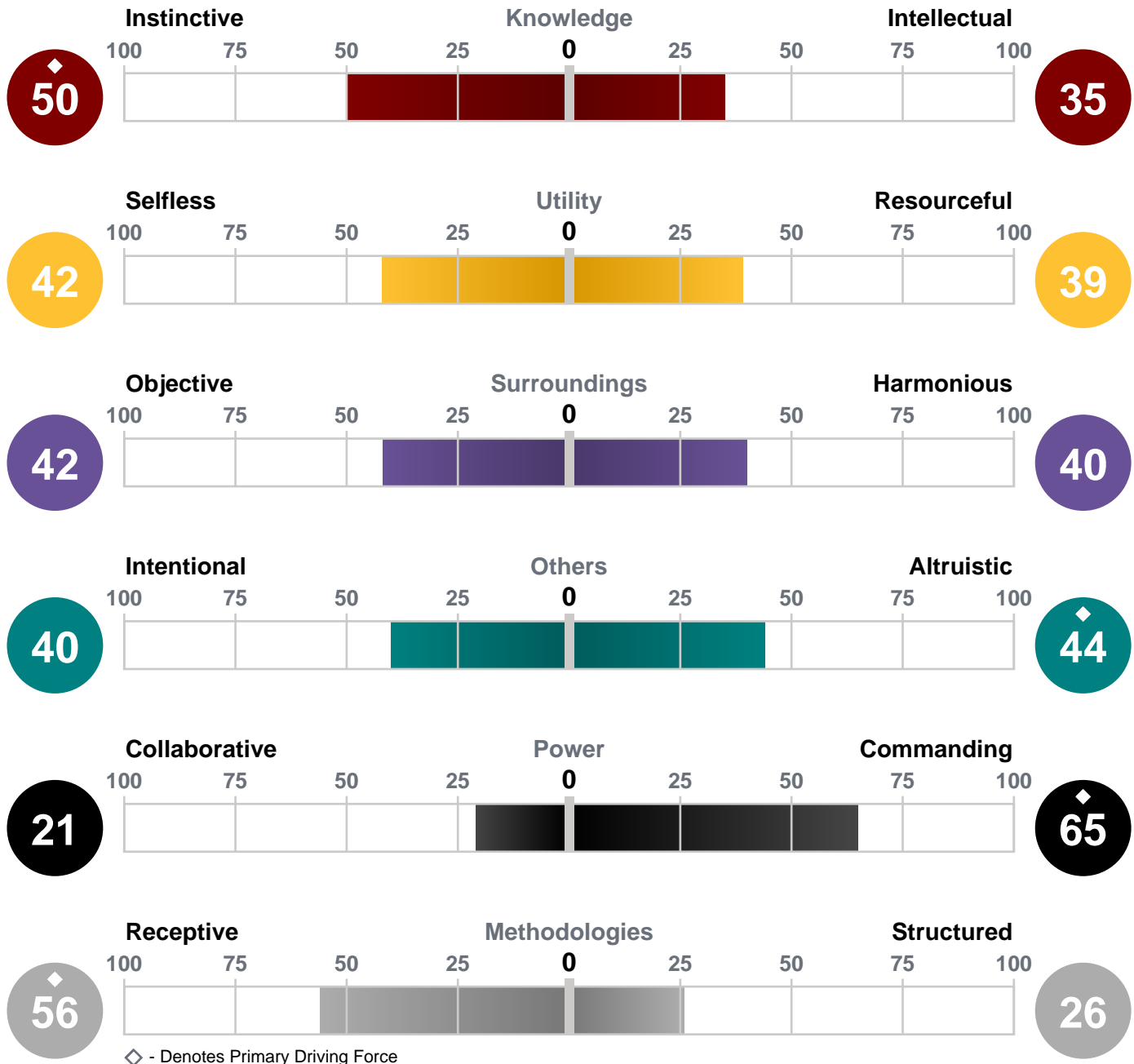
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- xochitl believes "when the going gets tough, the tough get going."
- He wants to control his own destiny and display his independence.
- People who are determined and competitive are liked by xochitl.
- xochitl has the desire to assert himself and to be recognized for his accomplishments.
- If necessary, xochitl will be assertive in meeting his own needs.
- xochitl takes responsibility for his actions.
- Maintaining individuality is strived for in relationships.
- xochitl likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- He believes "if at first you don't succeed try, try again."

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.

- xochitl is patient and sensitive to others.
- Saying "no" is difficult when others need his time or talent.
- He is generous with his time, talent and resources for those in need.
- He believes charities should be supported.
- Helping the homeless may be one of his 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.

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

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.

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

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.

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

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 "traditionalists" 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.

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

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

Criminology, Forensics
Entertainment and Arts Management
Web Design, Web Administration

Business

Business Communications, Public Relations
Hospitality, Hotel Management
Marketing

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Environment, Conservation and Sustainability
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

NEXT STEPS: POSSIBLE DEGREE MATCHES

Apparel Fashion

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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
21-1029	4+	Social Worker
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
11-3049	4+	Human Resources, Manager, all other
11-2022	4+	Sales Manager
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
21-1093	HS-4	Social & Human Services Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

- Put words you have trouble spelling on your mirror so you see them daily.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Quiz yourself and others about ideas you are learning.
- Think positively about subjects that give you difficulty.
- Study and review notes just before class starts.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Read an article on listening and note taking.
- Try new ways of learning.
- Don't let your ego keep you from studying.
- Develop good study habits and follow them everyday.

Strengths

Leads by example and in a quiet and methodical way.

The ideal right hand to a goal-driven leader.

Accommodating and pleasing others is one of his natural talents.

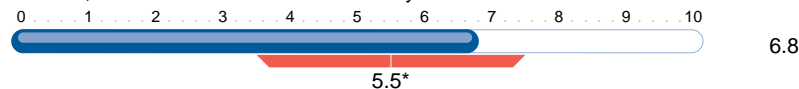
Wants to methodically solve people-related problems that benefit the greater good.

Forward-looking to improve himself or a situation.

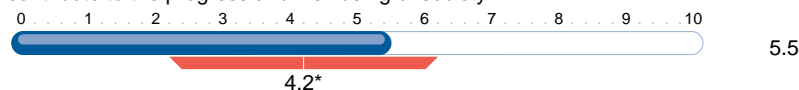
Tough but fair when others are involved.

Motivators

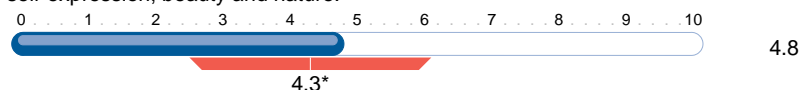
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



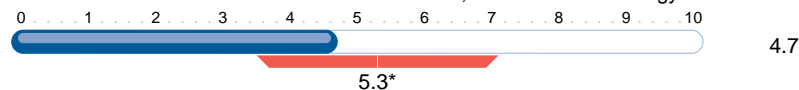
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



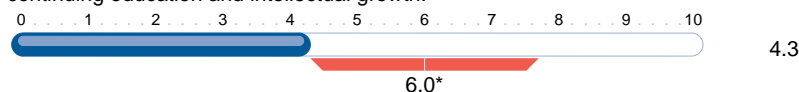
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



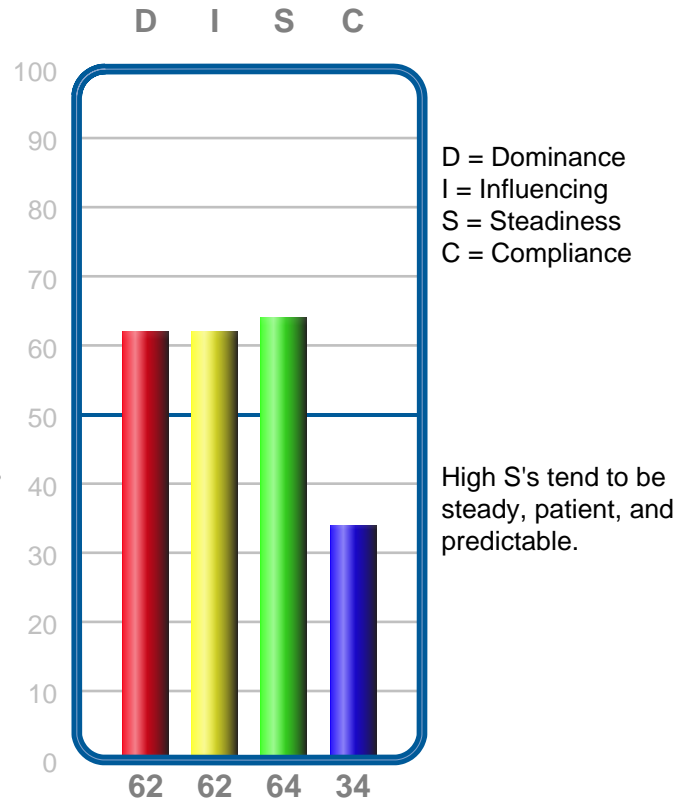
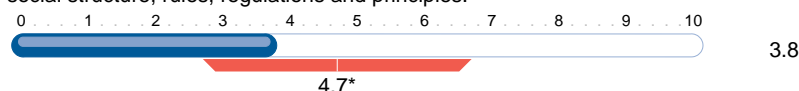
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Self-reliant.

Big thinker.

Dependable team player.

Dedicated to his own ideas.

Creative approach to problem solving.

Bottom line-oriented.