

**MADELINE ERNST**  
10-12-2016



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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.*

MADELINE influences most people with her warmth. She is a team player and desires acceptance as a member of the team. She is enthusiastic and usually slow to anger. She wants to know what others think of her. She wants and tries to please. MADELINE, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She can be sensitive to criticism of her work and take it as a personal affront. She may equate work criticism as someone's personal displeasure with her. She believes in getting results through other people. She prefers the "team approach." 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." MADELINE places her focus on people. To her, strangers are just friends she hasn't met! She is optimistic and usually has a positive sense of humor.

MADELINE prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. Decisions are made after gathering facts and supportive data. 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. MADELINE 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 likes to participate in decision making. 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.

MADELINE will optimistically interact with people in an assured, diplomatic and poised manner. She 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! MADELINE 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. She is always concerned with other people's feelings and thoughts. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, MADELINE will attempt to put them at ease.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Concerned about quality.
- Will gather data for decision making.
- Negotiates conflicts.
- Team player.
- Turns confrontation into positives.
- Creative problem solving.
- Flexible.
- Optimistic and enthusiastic.

## 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 detail unless that detail is important to her or if detail work is of a short duration.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Trust people indiscriminately if positively reinforced by those people.
- Be too verbal in expressing criticism.
- Be so enthusiastic that she can be seen as superficial.
- Make decisions based on surface analysis.

## 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.*

- Talk about her, her goals and the opinions she finds stimulating.
- Support your communications with correct facts and data.
- Use scheduled timetable when implementing new action.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Give her time to ask questions.
- Read the body language for approval or disapproval.
- Leave time for relating, socializing.
- Provide solid, tangible, practical evidence.
- Take your time and be persistent.
- Keep conversation at discussion level.
- Provide testimonials from people she sees as important.

## 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.*

- Legislate or muffle--don't overcontrol the conversation.
- Be haphazard.
- Talk to her when you're extremely angry.
- Be dictatorial.
- Take credit for her ideas.
- Rush her in the decision-making process.
- Be curt, cold or tight-lipped.
- Use testimonies from unreliable sources.
- Talk down to her.
- Make promises you cannot deliver.
- Talk in a loud voice or use confrontation.
- Leave decisions hanging in the air.
- Kid around too much, or "stick to the agenda" too much.

## 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.*

- The "megaphone" to spreading a message.
- Expresses all that is great about a system of living.
- Resourceful and influential in creating effective results.
- Promotes efficiency and results.
- Maintains long-term relationships with a strong sense of loyalty.
- Steady communicator of structure and process and the way it "should" be.
- Loyal and consistent in using the resources she has been allocated.
- Takes a methodical approach to implementing changes that will increase return on investment.

## 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.*

- Has difficulty hearing what others are saying if it contradicts her beliefs.
- May over look contradictions in her own way of living.
- Overestimates what others will contribute.
- Struggles balancing financial advice with actual results.
- Can come off passive/aggressive especially when beliefs are challenged.
- May struggle with change even when it complements her way of living.
- May never get a good plan off the ground if she feels rushed.
- Puts all her "eggs in one basket".

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Little conflict between people.
- Rewards determined by return-on-investment based contributions to team efforts.
- Time to allow verification of return on investment, prior to making a change.
- Opportunity to be a spokesperson for the "system" of the organization.
- Ability to blend her creative and traditional problem solving skills within established parameters.

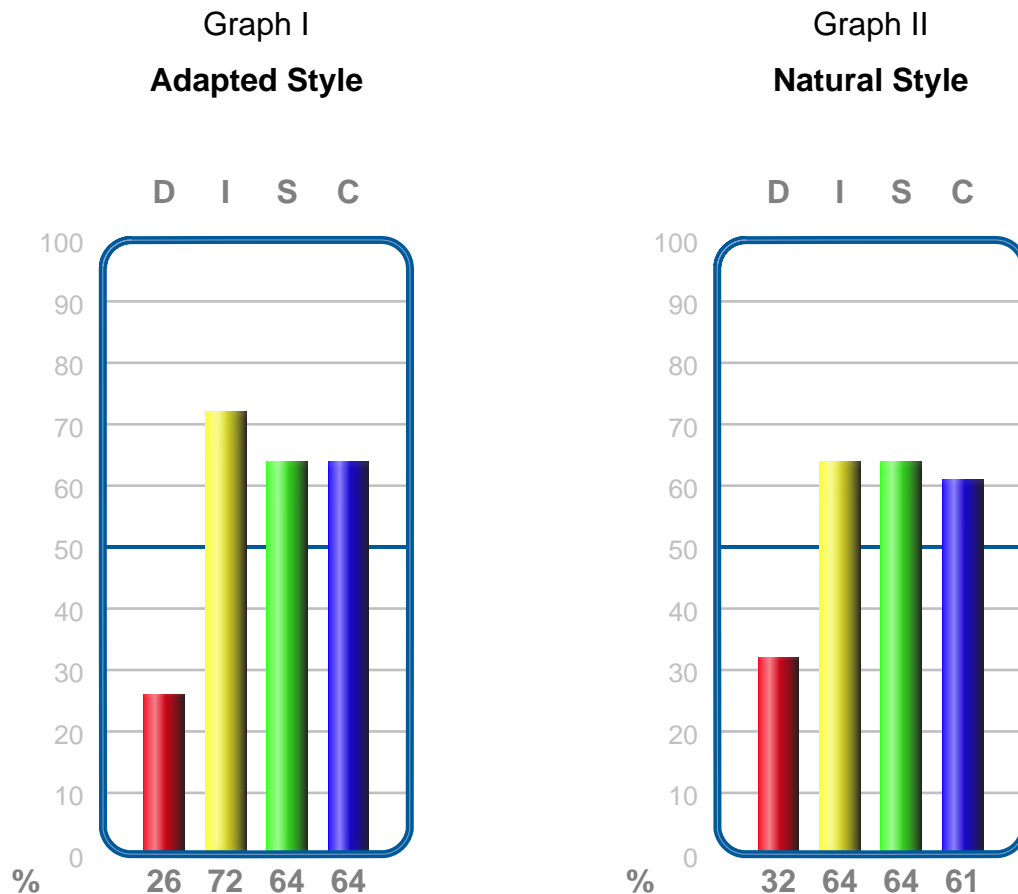
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- Participation in meetings on future planning.
- The ability to express accomplishments to others at a large scale.
- Loyalty and commitment to be seen as a return on investment for the organization.
- To influence anyone and everyone to her way of thinking, but in friendly terms.
- To be recognized as a promoter for the organization and the belief system within the organization.

## 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:

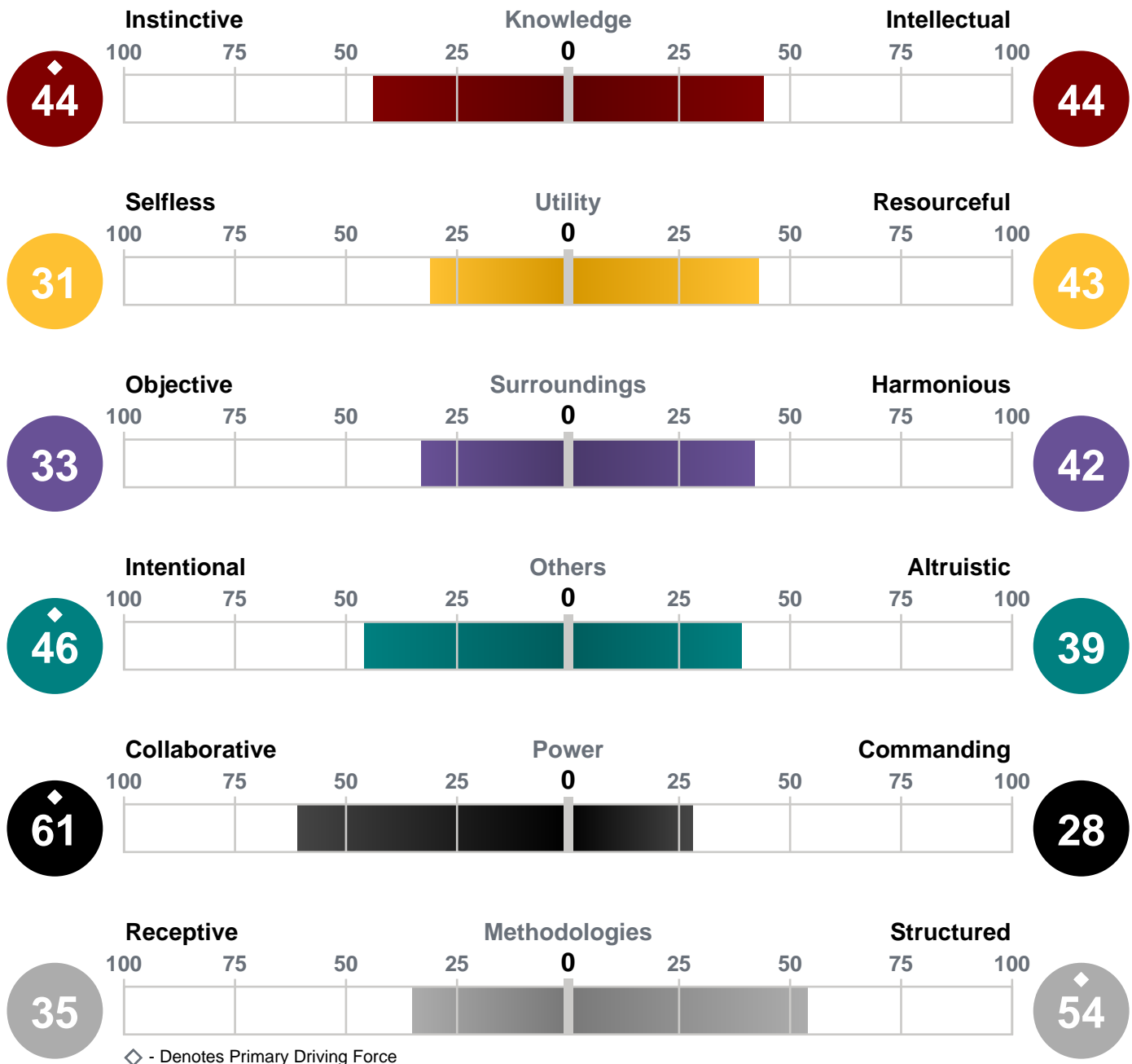
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Following proven procedures is more important than quick fixes.
- She will evaluate others based on her rules for living.
- MADELINE likes unity and order in her life.
- She believes strongly in her opinions.
- MADELINE lets her conscience be her guide.

## 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.*

- She evaluates things for their utility and economic return.
- MADELINE tends to give freely of time and resources, but will want and expect a return on her investment.
- She will work long and hard to satisfy her needs.
- She may use wealth as a yardstick to measure her work effort.
- MADELINE is good at achieving goals.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.

## 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.*

- MADELINE's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- MADELINE 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 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.*

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

## 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.*

- MADELINE is not necessarily worried about form and beauty in her environment.
- Unpleasant surroundings will not stifle her creativity.
- MADELINE's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, MADELINE can see the need for beauty, but has difficulty buying the finer things in life.
- 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.

## 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.*

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

## 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

Criminology, Forensics  
Economics  
Interior Design  
Web Design, Web Administration

### Business

Human Resources, Organizational Development  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Dental Assistance  
Drafting  
Vehicle Maintenance and Repair

### Engineering

Aerospace Engineering  
Civil Engineering  
Electrical Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Community Planning and Development  
Community and Public Health Administration  
Ecommerce  
Medical Ethics  
Nutrition and Diet Science  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Exercise Science  
Kinesiology  
Nursing  
Pre-Medicine

### Other Career Paths

Apparel Fashion  
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
29-1131	4+	Veterinarian
29-1071.01	4+	Anesthesiologist Assistant
29-1021	4+	Dentist
29-1011	4+	Chiropractor
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3092	4+	Geographer
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2012	4+	Physicist
17-2131	4+	Materials Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
23-2092	4	Law Clerk
17-3012	4	Electrical & Electronic Drafter
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
17-3025	2-4	Environmental Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager

## NEXT STEPS: POSSIBLE CAREER IDEAS

11-9012	2-4	Farmer & Rancher
11-9011	2-4	Farm, Ranch & Other Agricultural Manager
53-6051	2	Transportation Inspector
51-5023	2	Printing Machine Operator
51-4011	2	Computer-Controlled Machine Tool Operator, Metal & Plastic
49-3023	2	Automotive Service Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
29-2071	2	Medical Records Technician
29-2052	2	Pharmacy Technician
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
55-3016	HS	Infantry
53-3032	HS	Truck Driver, Heavy & Tractor-Trailer
47-4051	HS	Highway Maintenance Worker
45-3011	HS	Fisher and Fishing Vessel Operator
43-5111	HS	Weights and Measure Checker
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3071	HS	Teller
43-3051	HS	Payroll Clerk
43-3011	HS	Bill and Accounts Collector
39-3011	HS	Gaming Dealer
37-2011	HS	Janitor & Cleaner
13-2082	HS	Tax Preparer

## STUDY TIPS

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

## Strengths

The "megaphone" to spreading a message.

Expresses all that is great about a system of living.

Resourceful and influential in creating effective results.

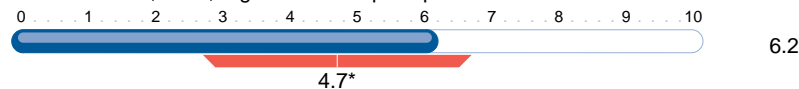
Promotes efficiency and results.

Maintains long-term relationships with a strong sense of loyalty.

Loyal and consistent in using the resources she has been allocated.

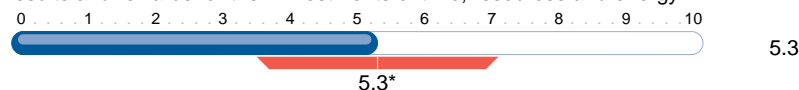
## Motivators

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



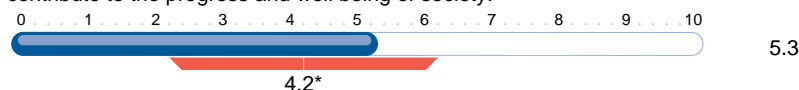
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**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



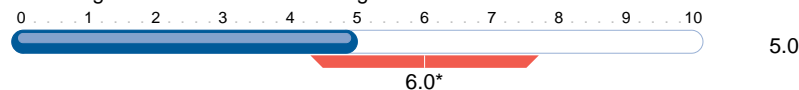
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**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



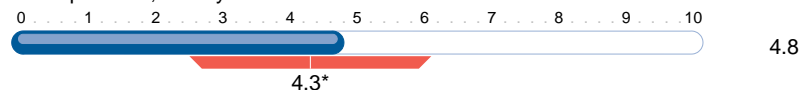
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**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



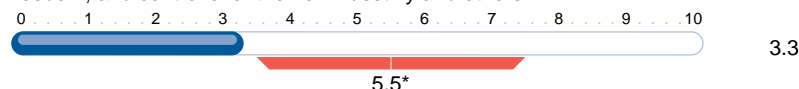
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**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

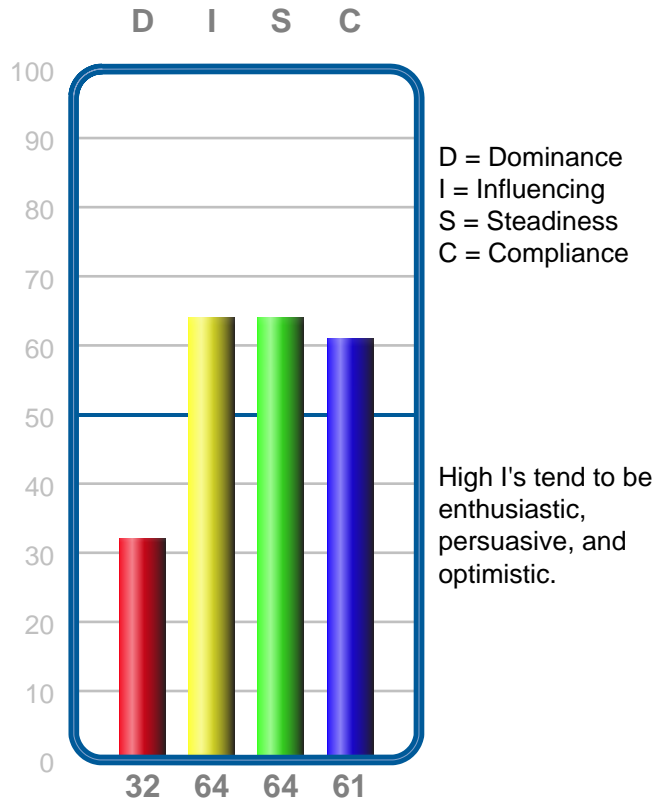


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**6. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



3.3



## Value to a Team

Team player.

Negotiates conflicts.

Flexible.

Creative problem solving.

Respect for authority and organizational structure.

People-oriented.