

**sheyla maciel**  
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.*

sheyla wants to be liked by fellow workers, as well as be recognized for doing quality work. Coworkers know that her projects will always be done correctly. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. She can be sensitive about any comments regarding the quality of her work. She strives forward constantly to improvement in everything she does. She has a need to achieve in an environment in which the quality is controlled. She can become frustrated when put in a situation that is nothing more than a rambling discussion. sheyla judges others by the quality of their work. She has such high personal standards that she expects others to have the same dedication. She may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly. She tends to be her own worst critic constantly reminding herself that she could have done better if given more time. Her motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to her. If forced to choose between producing quality work or quantities of work, quality will be the winner. When sheyla sees something that is wrong she wants to fix it. She is oriented toward achieving practical results. She can be a real "stickler" for quality systems and orderly procedures.

sheyla sees herself as factual, and "down-to-earth." She is more than casually interested in "theory." When confronted with a problem she will look for a method, a formula, a procedure or a system to solve it. She can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She gets frustrated when well-established rules are not observed by others. She prefers to have everyone adhere to the same rules and regulations. sheyla prefers to study and analyze a problem before responding. She wants to feel that her response is the correct one. She takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; she wants to be absolutely certain her decision is correct. She likes to collect data for decision making and may collect so much it makes the decision harder.

sheyla enjoys analyzing the motives of others. This allows her to develop her intuitive skills. sheyla's work represents her true self and she will take issue when people attack the quality of her work. She likes to ask questions to clarify the communications. She gathers data in order to be certain she is correct in her work, communications or decision making. She wants to establish good will with others and to influence them in a friendly and sociable manner. sheyla is intuitive and is able to ask good questions in order to get the critical, complete information she seeks. Because sheyla wants to be certain she is performing her work assignments correctly, she enjoys working for a manager who explains what is expected of her. She likes to have contact with a variety of individuals in her area of expertise. She can

## STYLE: YOUR STYLE

be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Proficient and skilled in her technical specialty.
- Comprehensive in problem solving.
- Conscientious and steady.
- Good mixer.
- Accurate and intuitive.
- Ability to handle many activities.
- Few dull moments.
- Always concerned about quality work.
- Spontaneity.

## 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 making decisions because she's mostly concerned about the "right" decision. If precedent does not give direction, her tendency is to wait for directions.
- Want full explanation before changes are made to ensure her understanding.

## 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 solid, tangible, practical evidence.
- Use her jargon.
- Provide systems to follow.
- Follow through, if you agree.
- Give her time to verify reliability of your actions; be accurate, realistic.
- Prepare your "case" in advance.
- Put projects in writing, with deadlines.
- Give her time to be thorough, when appropriate.
- Be specific and leave nothing to chance.
- Understand her sporadic listening skills.
- Provide time for fun and relaxing.

## 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.*

- Let her change the topic until you are finished.
- Be disorganized or messy.
- Make conflicting statements.
- Talk too slowly, or dwell on details to excess.
- Make statements about the quality of her work unless you can prove it.
- Dillydally, or waste time.
- Say "trust me"--you must prove it.
- Be vague about what's expected of either of you; don't fail to follow through.
- Provide special, personal incentives.
- Forget to follow-up.
- Use gimmicks or clever, quick manipulations.

## 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.*

- Lets her work demonstrate her uniqueness, rather than talking about herself.
- She brings extreme detail and precision to the project in order to enhance the outcome.
- Asks many questions to find the correct answers.
- Her desire to learn more allows processes to become more effective.
- May take a leadership position with ideas on protecting or preserving.
- Seen as a leader in her hobbies and interests.
- Offers informed opinions on a variety of topics.
- Will be decisive and make fact-based decisions.

## 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.*

- Her process may not always translate to beauty or creativity.
- Takes criticism personally and may need time to bounce back.
- Can be defensive when hard facts are questioned.
- Never enough facts to prove the new theory.
- May communicate bluntly and not fully express what she thinks and feels.
- Will want balance and harmony immediately.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Nonroutine work with challenge and opportunity.
- Logical approach to problem solving and information-based solutions.
- A forum to demonstrate the ability to gather facts and information.
- A forum to express ideas and concepts in an assertive way.
- Freedom to decorate office area with a status-conscious efficiency.

## STYLE: THINGS YOU MAY WANT FROM OTHERS

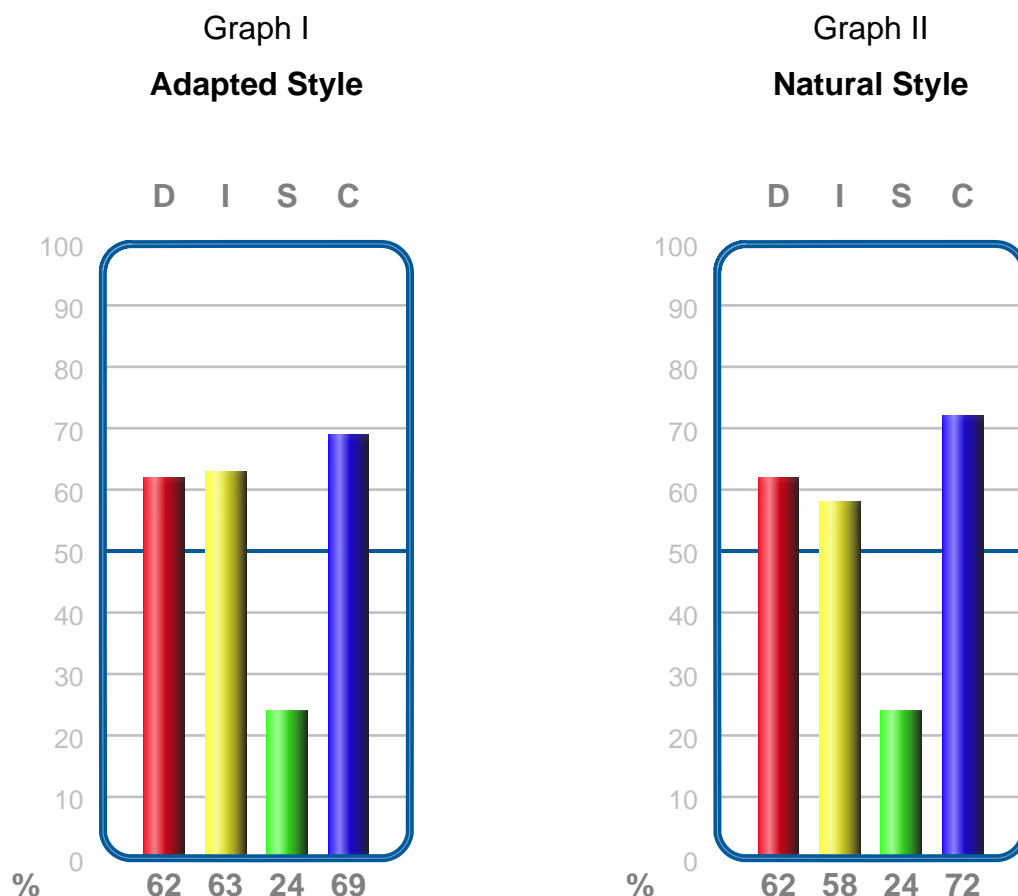
*People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".*

- To be recognized for her continuance of quality work.
- Limited exposure to new procedures.
- Time to gather data and facts in order to work through challenges and conflicts.
- To understand why a procedure is going to change or not be followed prior to the start of that change.
- The understanding from management that just working isn't the desired outcome; the result has to fit into the overall feel of the organization or project.
- Things done now and to the highest level of appeal possible in a streamlined way.



## 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:

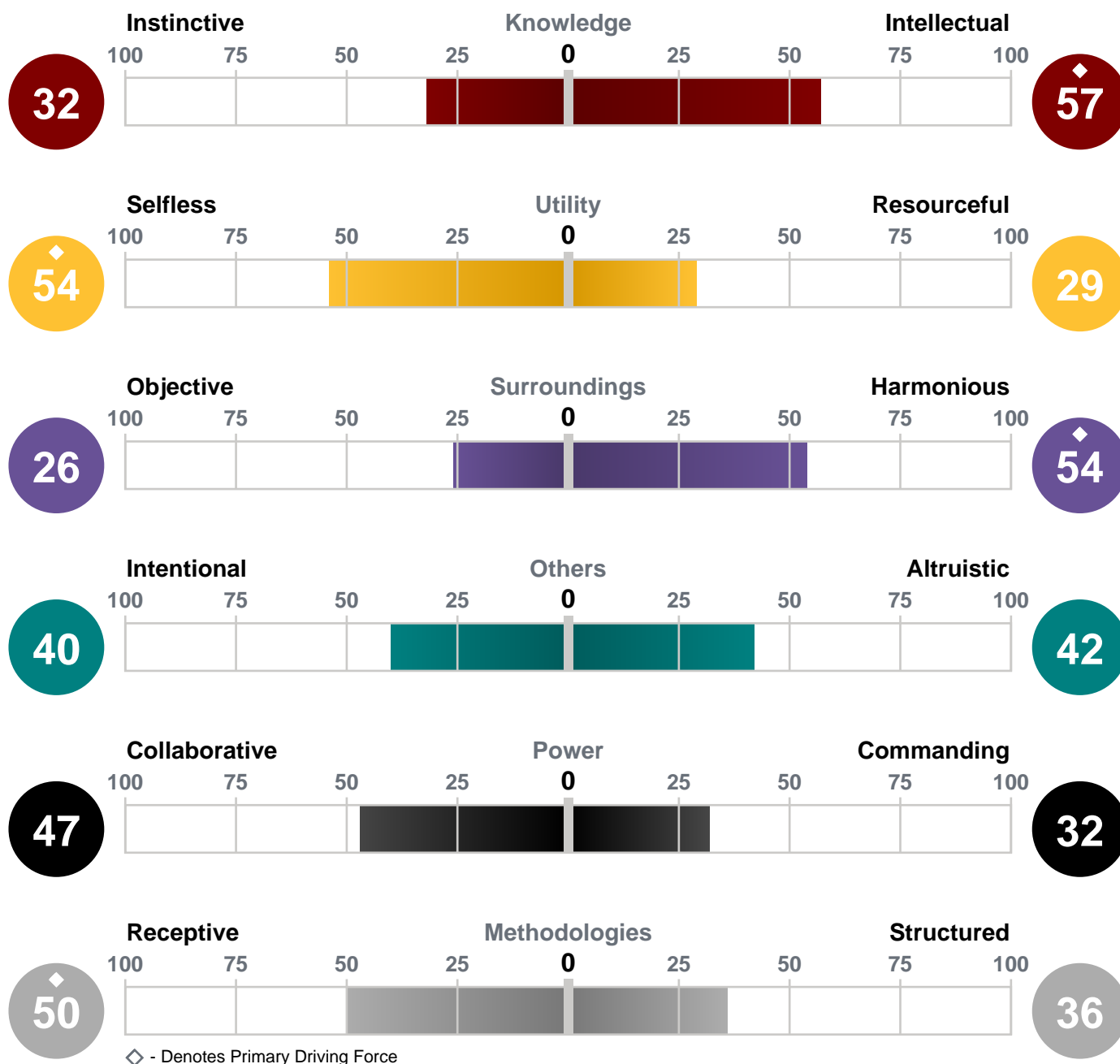
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

## 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.*

- A comfortable job for sheyla is one that challenges her knowledge.
- sheyla is very good at integrating past knowledge to solve present problems.
- sheyla has the potential to become an expert in her chosen field.
- sheyla 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.
- She will usually have the data to support her 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.*

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

- sheyla 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.
- sheyla at times will evaluate others based on her rules for living.
- sheyla 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.*

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

## 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.*

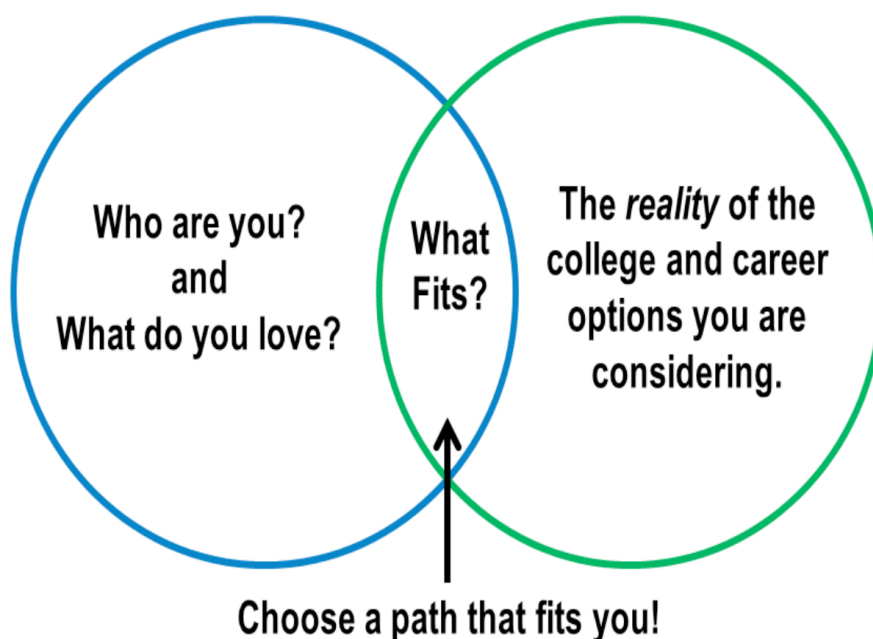
- As long as sheyla's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- sheyla will be less concerned about her ego than others may be.
- sheyla feels that struggles should be the burden of the team, not just the individuals.
- sheyla's passion in life 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.
- She will not attempt to overpower others' points of view or change their thinking.
- Being in total control of a situation is not a primary motivating factor.

## 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

Broadcasting  
Entertainment and Arts Management  
Film and Television Production  
Information Technology  
Interior Design  
International Studies and Relations  
Music Composition  
Political Science

### Business

Business Communications, Public Relations  
Facilities Planning and Management  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Chef, Food Preparation  
Drafting  
Emergency Medical Technician

### Engineering

Aerospace Engineering  
Bio Engineering  
Computer Engineering

### Environmental, Agriculture and Food

Culinary Science

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Educational Administrator  
Multimedia, Digital Communications  
Nonprofit Management



## NEXT STEPS: POSSIBLE DEGREE MATCHES

Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Social Entrepreneurism  
Videography  
Wilderness Education

### Health Sciences

Exercise Science  
Hospital and Health Administration  
Kinesiology  
Pharmaceutical  
Pre-Medicine  
Psychology

### Other Career Paths

Apparel Fashion  
Camp Operations  
Event Planning

## 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
11-9041	4+	Engineering Manager
11-3061	4+	Purchasing Manager
11-3049	4+	Human Resources, Manager, all other
43-3061	4	Procurement Clerk
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
19-3022	4	Survey Researcher
19-3021	4	Market Research Analyst
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1011	2-4+	Computer & Information Scientist, Research
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.13	2-4	Video Game Designer
51-8031	2	Waste Treatment Plant Operator
51-4121	HS	Welders, Cutters, Solderers, & Brazers
51-3011	HS	Baker
43-9031	HS	Desktop Publishers
39-6012	HS	Concierge

## STUDY TIPS

- Participate in class discussions.
- Set challenging goals.
- Study alone.
- Underline or highlight when you read; make study notes.
- Think positively about your ability to pass every class with high marks.
- Make sure you understand course expectations and ask if necessary.
- Use a quiet place for studying when possible.
- Determine the grade you want in each class before the term begins and study accordingly.
- Force yourself to ask your classmates questions.
- Set aside time to plan.
- Do only one class assignment at a time.
- Cut down on some of your activities and devote this time to studying.

## Strengths

Lets her work demonstrate her uniqueness, rather than talking about herself.

She brings extreme detail and precision to the project in order to enhance the outcome.

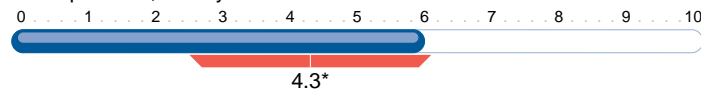
Asks many questions to find the correct answers.

Her desire to learn more allows processes to become more effective.

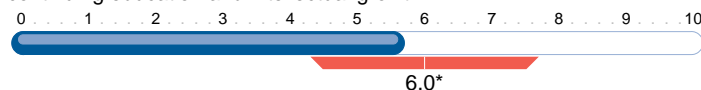
May take a leadership position with ideas on protecting or preserving.

## Motivators

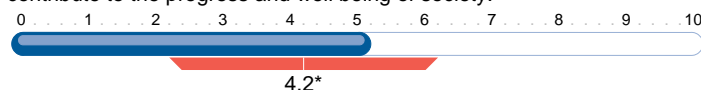
**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



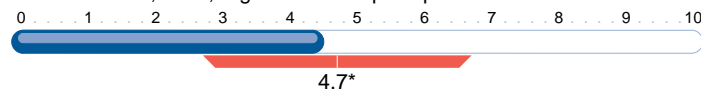
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



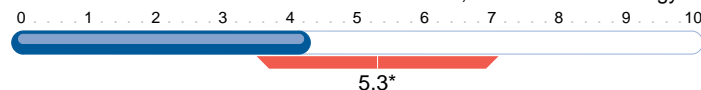
**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



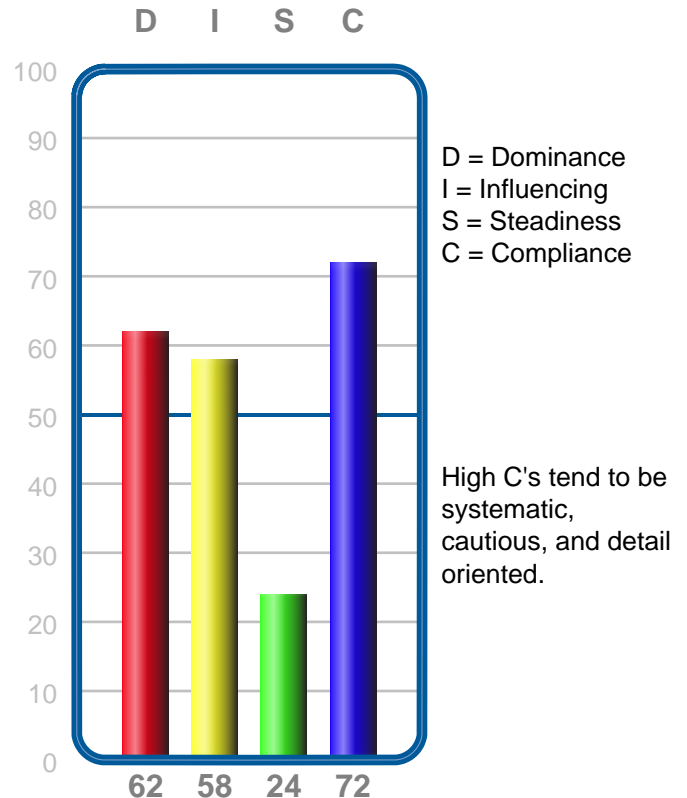
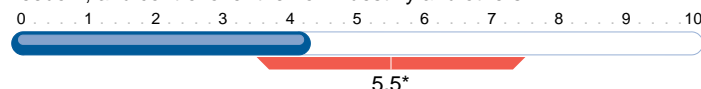
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Spontaneity.

Always concerned about quality work.

Ability to handle many activities.

Accurate and intuitive.

Few dull moments.

Conscientious and steady.