

Ariana Rains
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.

Ariana wants to be seen as her own person, but usually projects it in friendly terms. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. Ariana tries to influence others through a personal relationship and many times will perform services to develop this relationship. She is approachable, affectionate and understanding. She places her focus on people. To her, strangers are just friends she hasn't met! She likes feedback from her manager on how she is doing. Ariana wants to be seen not only as a team player, but also as a leader of the team. She likes quality social relationships. She often will become friends with her customers or clients.

Ariana 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 may leap to a favorable conclusion without considering all the facts. She likes working for managers who make quick decisions. 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others.

Ariana will optimistically interact with people in an assured, diplomatic and poised manner. Communication can extend from friendly to argumentative discourse. She judges others by their verbal skills and warmth. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. Ariana tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is people-oriented and verbally fluent. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! It is important for Ariana to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Positive sense of humor.
- Dedicated to her own ideas.
- Optimistic and enthusiastic.
- Accomplishes goals through people.
- Verbalizes her feelings.
- Bottom line-oriented.
- Big thinker.

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 overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be optimistic regarding possible results of her projects or the potential of her people.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Overuse praise in motivating 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.

- Talk about her, her goals and the opinions she finds stimulating.
- Understand her defiant nature.
- Ask for her opinions/ideas regarding people.
- Provide a warm and friendly environment.
- Expect her to return to fight another day when she has received a "no" answer.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Clarify any parameters in writing.
- Appeal to the benefits she will receive.
- Use a motivating approach, when appropriate.
- Flatter her ego.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for her willingness to take risks.

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.

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

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.

- Thinks outside of the box when gathering information.
- Willing to share knowledge to benefit the team or organization.
- Being an optimistic leader.
- Motivates others to be the best they can be.
- Delivers her knowledge and wisdom objectively.
- Methodical and reliable researcher.
- Will take a firm stance when her position or status is questioned.
- The ideal right hand to a goal-driven leader.

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.

- May overlook vital details in her pursuit of information.
- May be too trusting of people as resources.
- May be viewed as someone who over promises and under delivers.
- She may overestimate her authority.
- Resents change without logical facts and reasoning behind the change.
- Will have difficulty in establishing priorities in learning new matters.
- Can come across as stubborn and unwilling to change.
- Listens to others but wants to act to her own interest.

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.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A leadership team that is optimistic toward learning new concepts or theories.
- A forum to celebrate successes as an individual.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

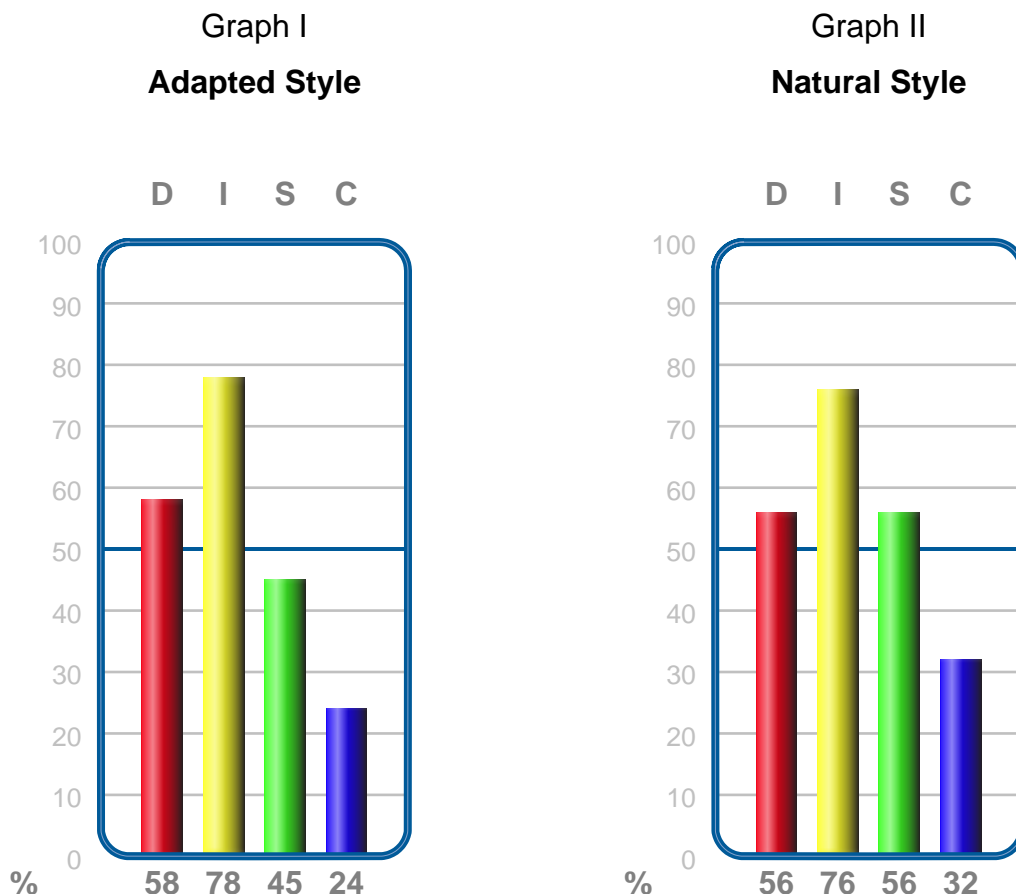
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Work assignments that provide opportunity for recognition.
- Praise for her knowledge base and research capabilities.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Opportunities for advancement and new experiences.
- Control over keeping the process consistent and methodical.

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:

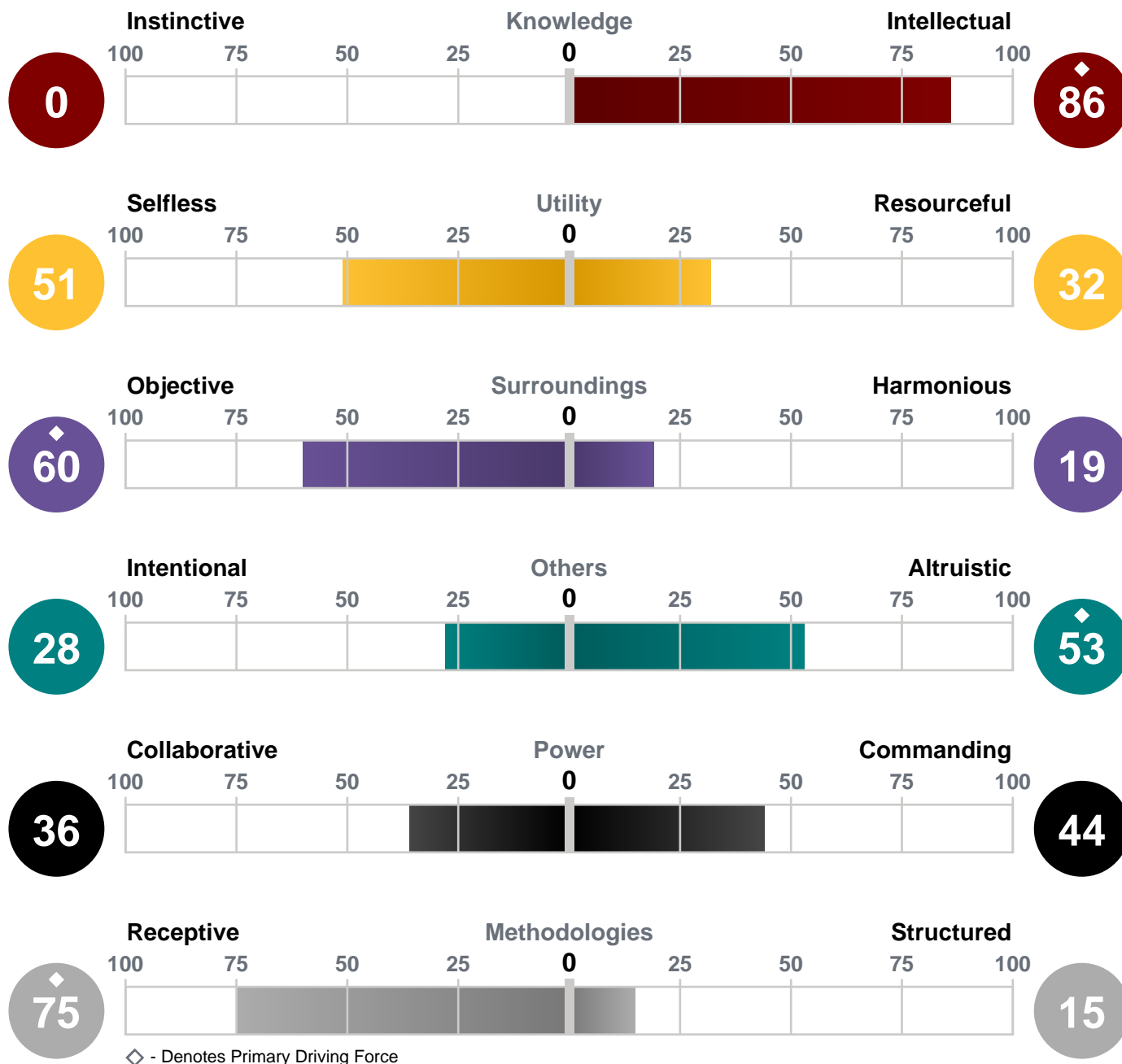
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Ariana will spend time and money helping people who have committed their lives to educating themselves and others.
- Ariana never walked by a bookstore or library she didn't want to visit.
- The process is not as important to her as the results.
- Ariana may use her specialized knowledge of a topic to control the situation.
- Understanding social problems and their ramifications is one of her strengths.
- She has a keen interest in formulating theories and asking questions to assist in problem solving.
- She may have difficulty putting down a good book.
- Ariana will use her knowledge to ensure economic security.
- People who talk on a subject without adequate knowledge will frustrate her and cause her to lose interest in the conversation.
- Ariana is good at integrating the past, present and future.

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.

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

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.

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

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

MOTIVATORS: HOW THE 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.

- She wants to take a practical approach to events.
- Ariana'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.
- Ariana is not necessarily worried about form and beauty in her environment.
- The utility of "something" is more important than its beauty, form and harmony.
- Intellectually, Ariana can see the need for beauty, but has difficulty buying the finer things in life.

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.

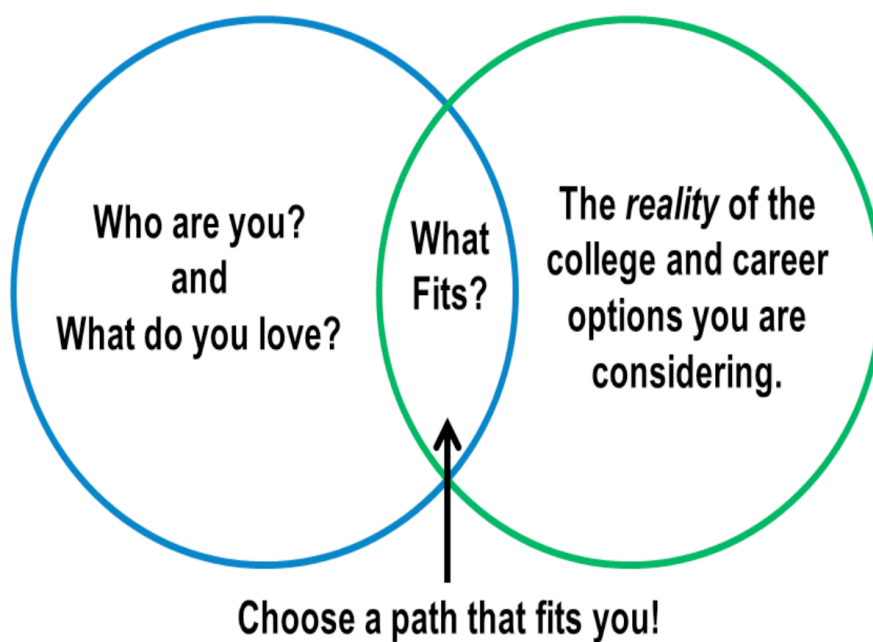
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- Ariana's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will work within a broadly defined set of beliefs.
- It may be hard to manipulate Ariana because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

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

Biochemistry, Biophysics
Biology
Broadcasting
Chemistry
Criminology, Forensics
Economics
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Geology, Earth Sciences
Humanities
Journalism
Meteorology
Paleontology
Pre-Law
Radio and Broadcast Communications
Sociology
Urban Studies
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Emergency Medical Technician
Entrepreneurism
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Health Technology
Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning

Health Sciences

Chiropractic Assistance
Counseling
Kinesiology
Nursing
Pre-Veterinary Medicine
Psychology

Other Career Paths

Fitness and Exercise Science

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
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Review your notes after class.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't doodle.
- Review notes from previous lessons to prepare yourself for the next.
- Socialize after studying - not before.
- Don't put off studying until the last minute.
- Take meaningful notes.
- Use short sentences when taking notes - leave out unnecessary words.
- Listen for ideas and facts to support the main idea.
- Use recitation to embed fact and ideas.

Strengths

Thinks outside of the box when gathering information.

Willing to share knowledge to benefit the team or organization.

Being an optimistic leader.

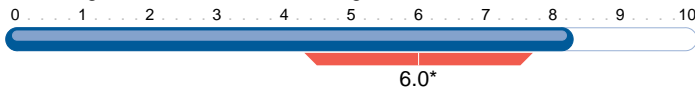
Motivates others to be the best they can be.

Delivers her knowledge and wisdom objectively.

Will take a firm stance when her position or status is questioned.

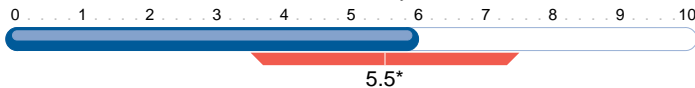
Motivators

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



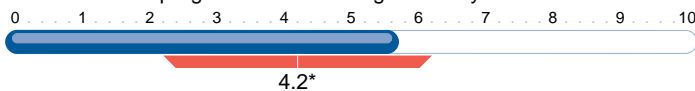
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



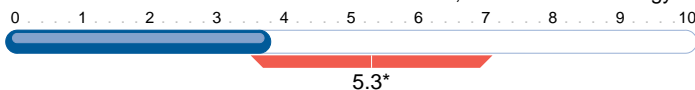
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



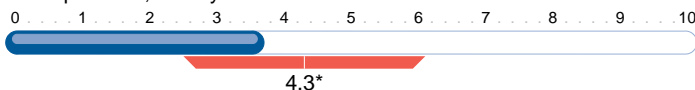
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



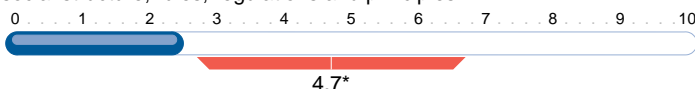
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

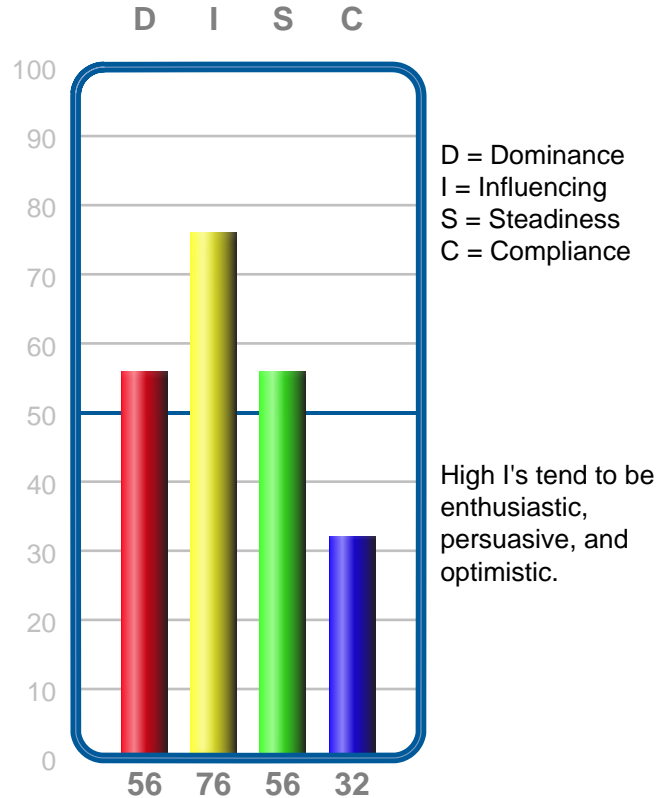


3.7

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



2.5



Value to a Team

People-oriented.

Dedicated to her own ideas.

Bottom line-oriented.

Verbalizes her feelings.

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

Accomplishes goals through people.