

Getsemani Hernandez
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.

Getsemani can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She believes in getting results through other people. She prefers the "team approach." She influences most people with her warmth. Getsemani is gregarious and sociable. She will be seen as a good mixer both on or off the job. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. She can be seen as a person of good will. 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." Getsemani is a team player and desires acceptance as a member of the team. She likes to develop people and build organizations.

Getsemani likes working for managers who make quick decisions. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She 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. 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. She is good at solving problems that deal with people.

Getsemani has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She usually uses many gestures when talking. 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 Getsemani 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. She will optimistically interact with people in an assured, diplomatic and poised manner. She often makes suggestions to others, but rarely attempts to force her ideas on them. She is both a good talker and a good listener.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Adaptable.
- Flexible.
- Concerned about quality.
- Team player.
- Positive sense of humor.
- Turns confrontation into positives.

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 optimistic regarding possible results of her projects or the potential of her people.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- 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.
- Overestimate her ability to motivate people or change others' behavior.

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 a warm and friendly environment.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Read the body language for approval or disapproval.
- Be prepared.
- Talk about her, her goals and the opinions she finds stimulating.
- Leave time for relating, socializing.
- Keep conversation at discussion level.
- Give her time to ask questions.
- Use scheduled timetable when implementing new action.
- Take time to be sure that she is in agreement and understands what you said.

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.
- Take credit for her ideas.
- Give your presentation in random order.
- Drive on to facts, figures, alternatives or abstractions.
- Be haphazard.
- Talk in a loud voice or use confrontation.
- Make promises you cannot deliver.
- Talk down to her.
- Use testimonies from unreliable sources.
- Be dictatorial.
- Kid around too much, or "stick to the agenda" too much.
- Rush her in the decision-making process.

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.

- Being an optimistic leader.
- Positively promotes the image of the organization.
- Brings enthusiasm to the creative process.
- Motivates others to express themselves.
- Has a calculated plan to advance or win within the organizational framework.
- Sets high expectations for herself and has a process for achieving them.
- She brings extreme detail and precision to the project in order to enhance the outcome.
- Builds something of form and beauty that structurally will last forever.

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 be viewed as someone who over promises and under delivers.
- May only interact with those she feels complement her goals.
- Can over share personal feelings or emotions.
- Overly optimistic in her ability to bring balance to any situation.
- Will control all of the details for fear of a tainted image.
- Can come across as cool and distant because she wants to do everything her way.
- Takes criticism personally and may need time to bounce back.
- While highly in tune to the vibe of a situation, she can come across as absolute.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- Familiar work environment with a predictable pattern.
- A forum to participate in meetings with others in an inviting meeting space.
- An environment where detail orientation and processes create organizational symmetry.
- To be seen as the "go to" person for all factual and data analysis.
- Ability to control the review and storage of facts and data.

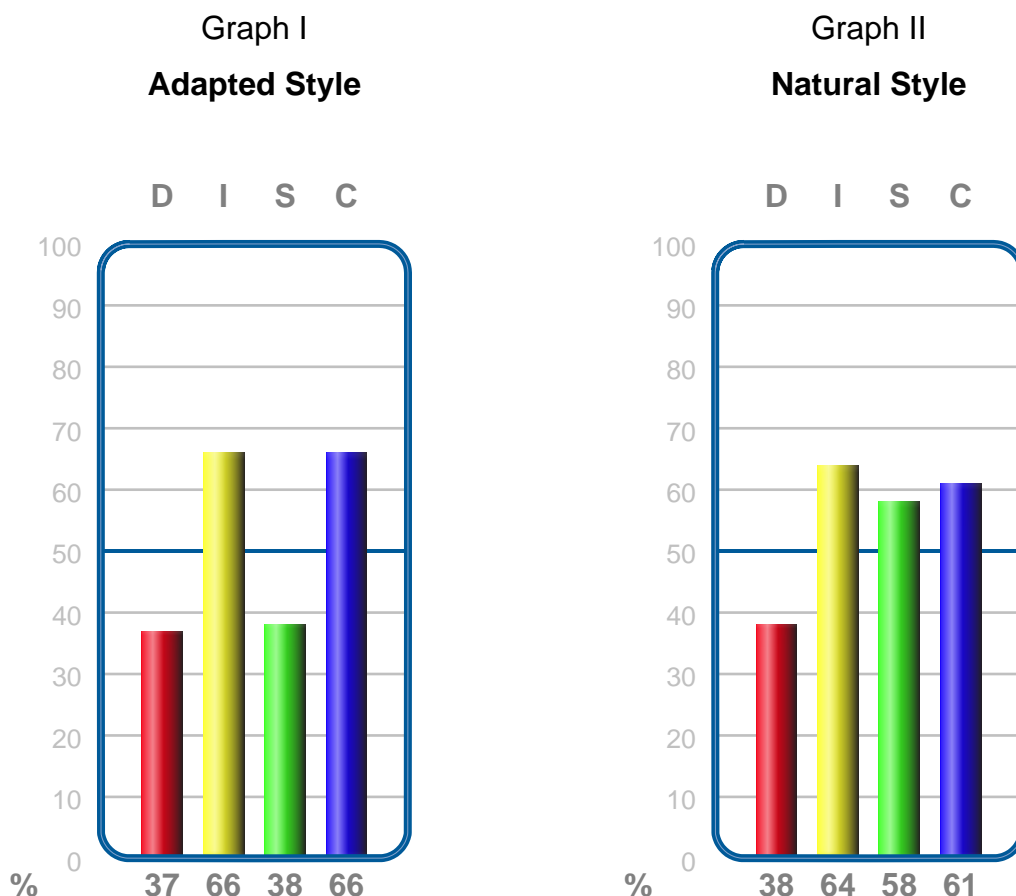
STYLE: THINGS YOU MAY WANT FROM OTHERS

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.
- To be part of a quality-oriented work group.
- To be involved in keeping morale high and an overall harmonious work environment.
- Complete and precise systems and procedures that create a harmonious workplace.
- The understanding from management that she thinks in terms of long-term impact on the image of the business.
- Recognition for calculated risk-taking and plans for action.

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:

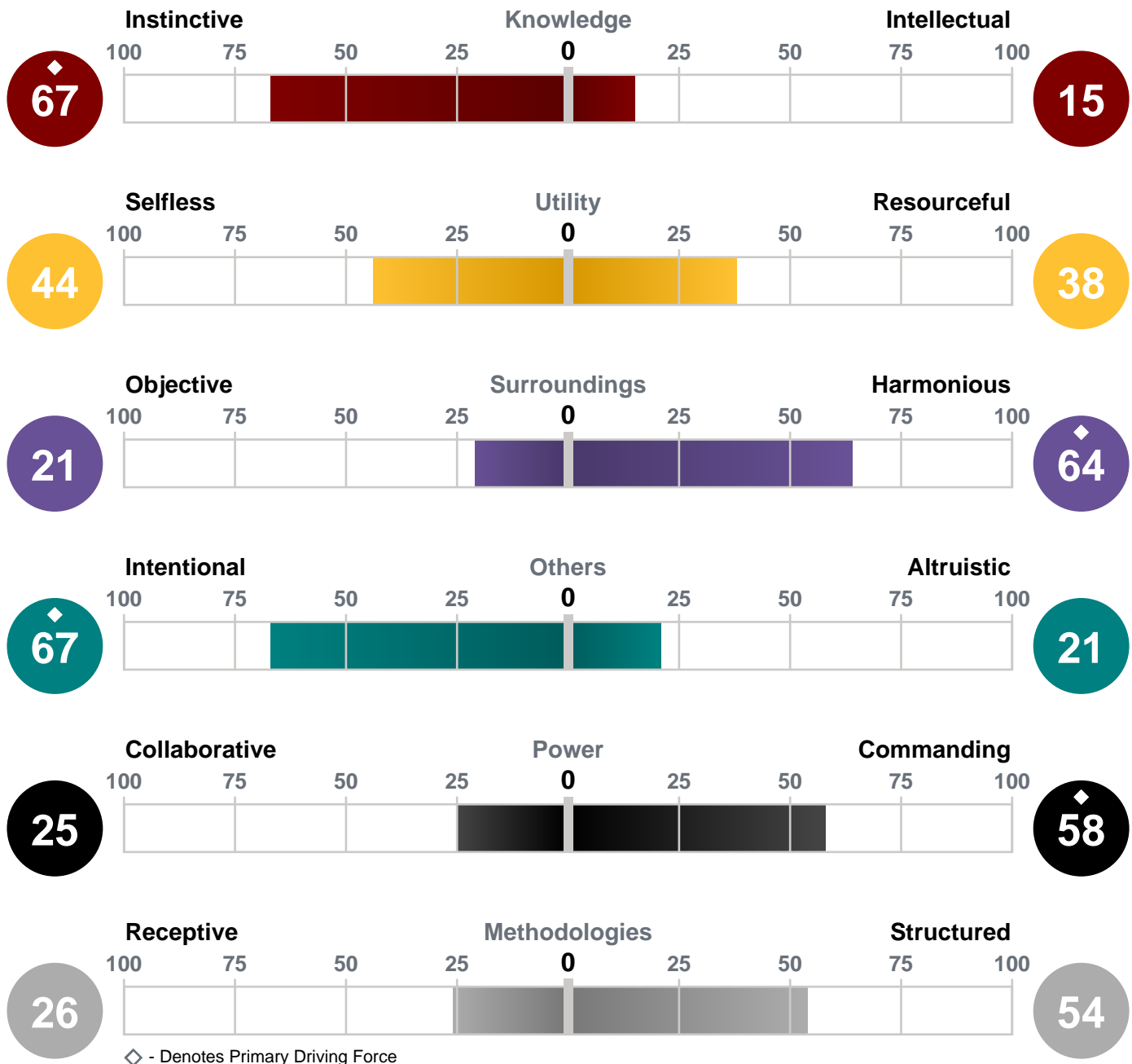
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- If necessary, Getsemani will be assertive in meeting her own needs.
- Getsemani has the desire to assert herself and to be recognized for her accomplishments.
- She believes "if at first you don't succeed try, try again."
- Maintaining individuality is strived for in relationships.
- People who are determined and competitive are liked by Getsemani.
- Getsemani 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.
- Getsemani believes "when the going gets tough, the tough get going."
- She wants to control her own destiny and display her independence.
- Getsemani takes responsibility for her actions.

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.

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

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.

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

- Getsemani will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- Getsemani 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.
- Getsemani 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.
- She 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.

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

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.

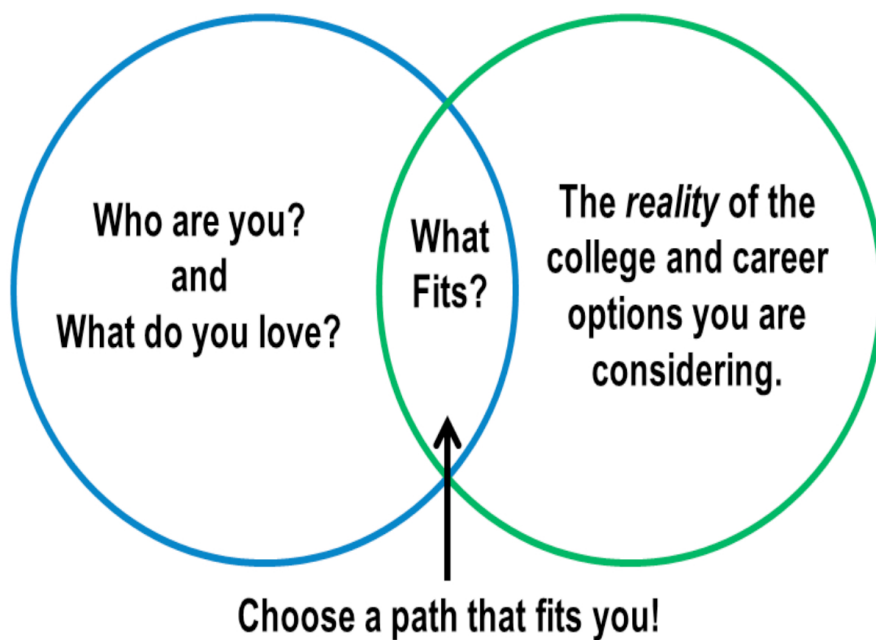
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- Getsemani is willing to help others if they are working as hard as possible to achieve their goals.
- Getsemani will be torn if helping others proves to be detrimental to her.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- Getsemani's passion in life will be found in one or two of the other dimensions discussed in this report.

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

Architecture
Audio Engineering
Broadcasting
Composition, Writing
Creative Writing
Dance
Film and Television Production
Information Technology
Interior Design
International Studies and Relations
Library Science
Meteorology
Music Composition
Music Performance
Performing Arts, Theatre
Photography and Studio Art
Political Science
Radio and Broadcast Communications
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Carpentry
Chef, Food Preparation
Drafting
Electrician
Electronics, Appliance Installation and Repair
Home Maintenance and Repair
Massage Therapy
Plumbing
Speech and Language Pathology
Welding

NEXT STEPS: POSSIBLE DEGREE MATCHES

Engineering

Civil Engineering

Environmental, Agriculture and Food

Agriculture and Farming

Animal Sciences

Culinary Science

Landscape Architecture

Evolving Opportunities

Computer Graphics, Animation

Computer Programming

Desktop Publishing

Diagnostic, Scanning Technician

Graphic Design

Multimedia, Digital Communications

Online Marketing, Social Media

Videography

Web Development

Health Sciences

Chiropractic Assistance

Exercise Science

Health and Fitness, Personal Training

Occupational Therapy

Other Career Paths

Apparel Fashion

Event Planning

Interior Design

Military Service

Publishing

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-2031	4 & exp	Dancer
51-4111	4+	Tool and Dye Maker
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
25-4012	4+	Curator
19-3094	4+	Political Scientist
19-3051	4+	Urban & Regional Planner
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2021	4	Dental Hygienist
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
47-2031	3-4	Carpenter

NEXT STEPS: POSSIBLE CAREER IDEAS

49-3011	2-4	Aircraft Mechanic
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
41-9022	2	Real Estate Sales Agent
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
51-3011	HS	Baker
47-2121	HS	Glazier
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-4041	HS	Credit Authorizer
39-1011	HS	Gaming Supervisor
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Being an optimistic leader.

Positively promotes the image of the organization.

Brings enthusiasm to the creative process.

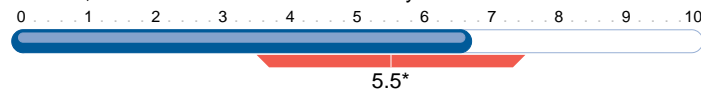
Motivates others to express themselves.

Has a calculated plan to advance or win within the organizational framework.

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

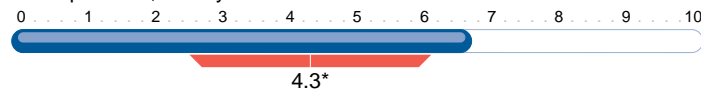
Motivators

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



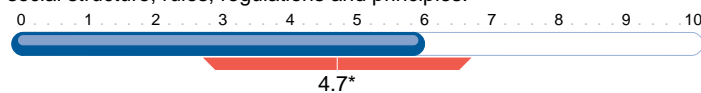
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



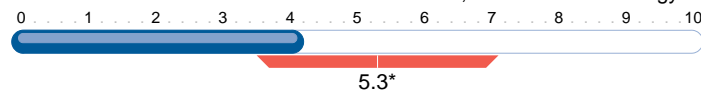
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



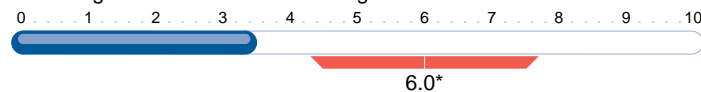
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



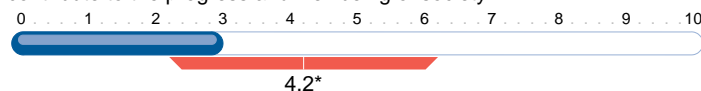
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

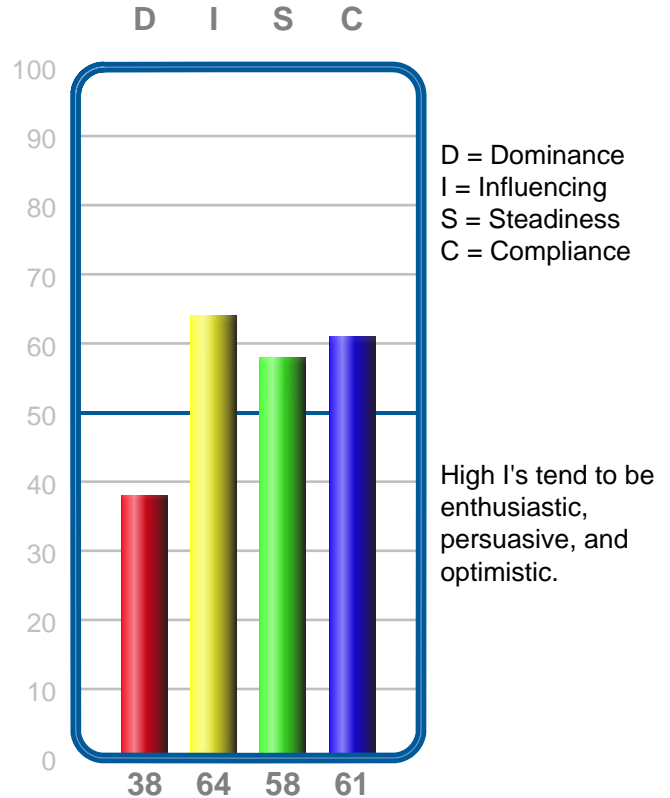


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6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



3.0



Value to a Team

Positive sense of humor.

Turns confrontation into positives.

Respect for authority and organizational structure.

Adaptable.

Will gather data for decision making.

Flexible.