

Angelique Marin  
10-11-2016



# TABLE OF CONTENTS

## 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.*

Angelique requires many good reasons, as well as the benefits involved, before agreeing to making changes. When the time is right, Angelique can stand up aggressively for what she believes. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. When people are involved, she may not always be precise about the use of her time. Angelique tends to build a close relationship with a relatively small group of associates. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. Angelique may not project a sense of urgency like some people with different behavioral styles. When challenged, she becomes more objective.

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

Angelique is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She likes a friendly, open style of communication. Angelique will be open with those she trusts; however, reaching the required trust level may take time.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Big thinker.
- Bottom line-oriented.
- Builds good relationships.
- Works for a leader and a cause.
- Service-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Patient and empathetic.

## 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.*

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Dislike change if she feels the change is unwarranted.
- Take criticism of her work as a personal affront.
- Need help in prioritizing new assignments.
- Be defensive when risk is involved--move towards maintaining status quo.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Not take action against those who challenge or break the rules or guidelines.
- Underestimate her abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

## 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.*

- Start, however briefly, with a personal comment. Break the ice.
- Use a balanced, objective and emotional approach.
- Provide a friendly environment.
- Clarify any parameters in writing.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Ask "how?" questions to draw her opinions.
- Define clearly (preferably in writing) individual contributions.
- Use a motivating approach, when appropriate.
- Move casually, informally.
- Look for her oversights.
- Appeal to the benefits she will receive.
- Provide solutions--not opinions.

## 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.*

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Muffle or overcontrol.
- Let her overpower you with verbiage.
- Be abrupt and rapid.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean her by using subtlety or incentive.
- Be domineering or demanding; don't threaten with position power.
- Ramble.

## 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.*

- Desire for continuous learning is one of her greatest strengths.
- Great at retrieving information for decision makers she trusts.
- The "glue" that ties multiple visions together.
- Supports a leader and a cause that brings beauty or creativity.
- Willing to share knowledge to benefit the team or organization.
- Motivates others to continue education.
- Brings balance to the organization in a positive and friendly way.
- Will convey optimism for new ideas.

## 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 have difficulty sharing subjective information.
- Struggles in adapting to new situations without preparation.
- Not willing to share opinions until comfortable about how others will receive it.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- May be too trusting of people as resources.
- A desire to share information can impede her ability to listen and learn.
- Spends too much time self-reflecting and not enough time following through.
- Situational listener to other's perspective on the experience.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- A stable and predictable environment.
- A forum to be curious about the discovery of new information.
- A leadership team that is optimistic toward learning new concepts or theories.
- A leader that appreciates and understands the value of team harmony and follow up and follow through.
- Time for personal reflection and an appreciation for staying balanced.

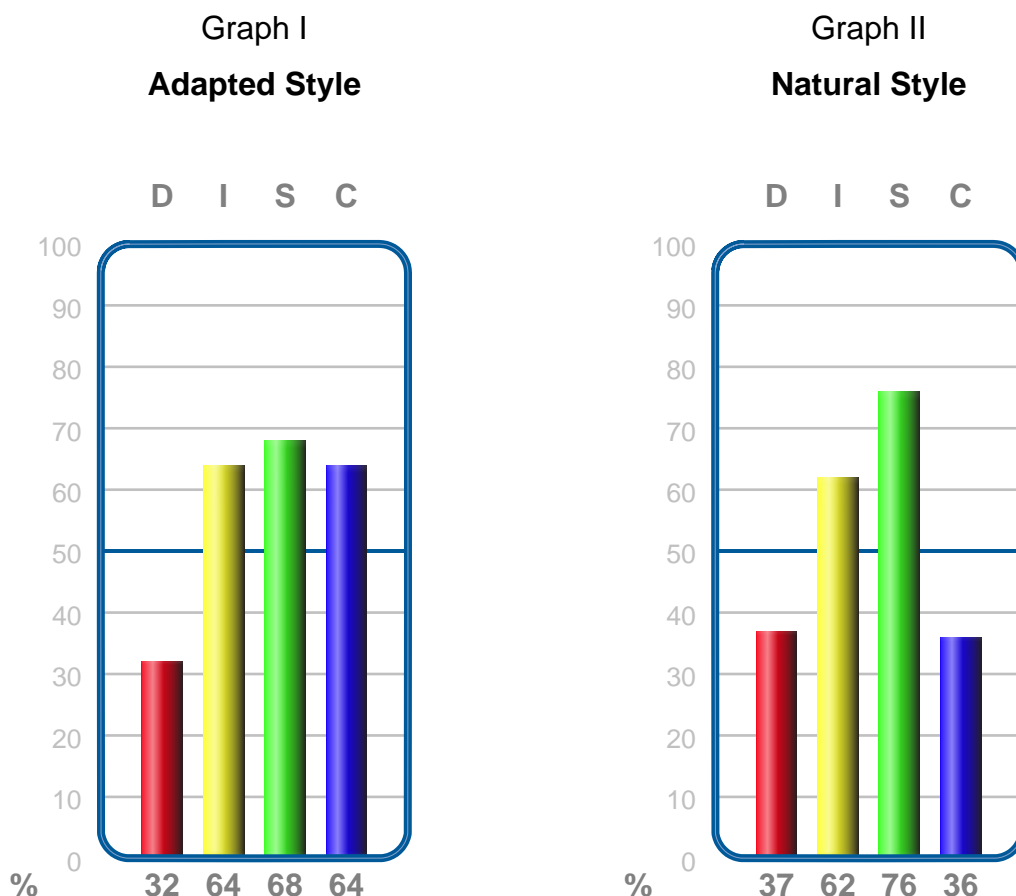
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- A manager who practices participative management.
- To be able to seek out new information that will be valuable to share with others.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Clearly defined start and finish points on each project or task.
- Time for the beautification of the workplace and areas around her.

## 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:

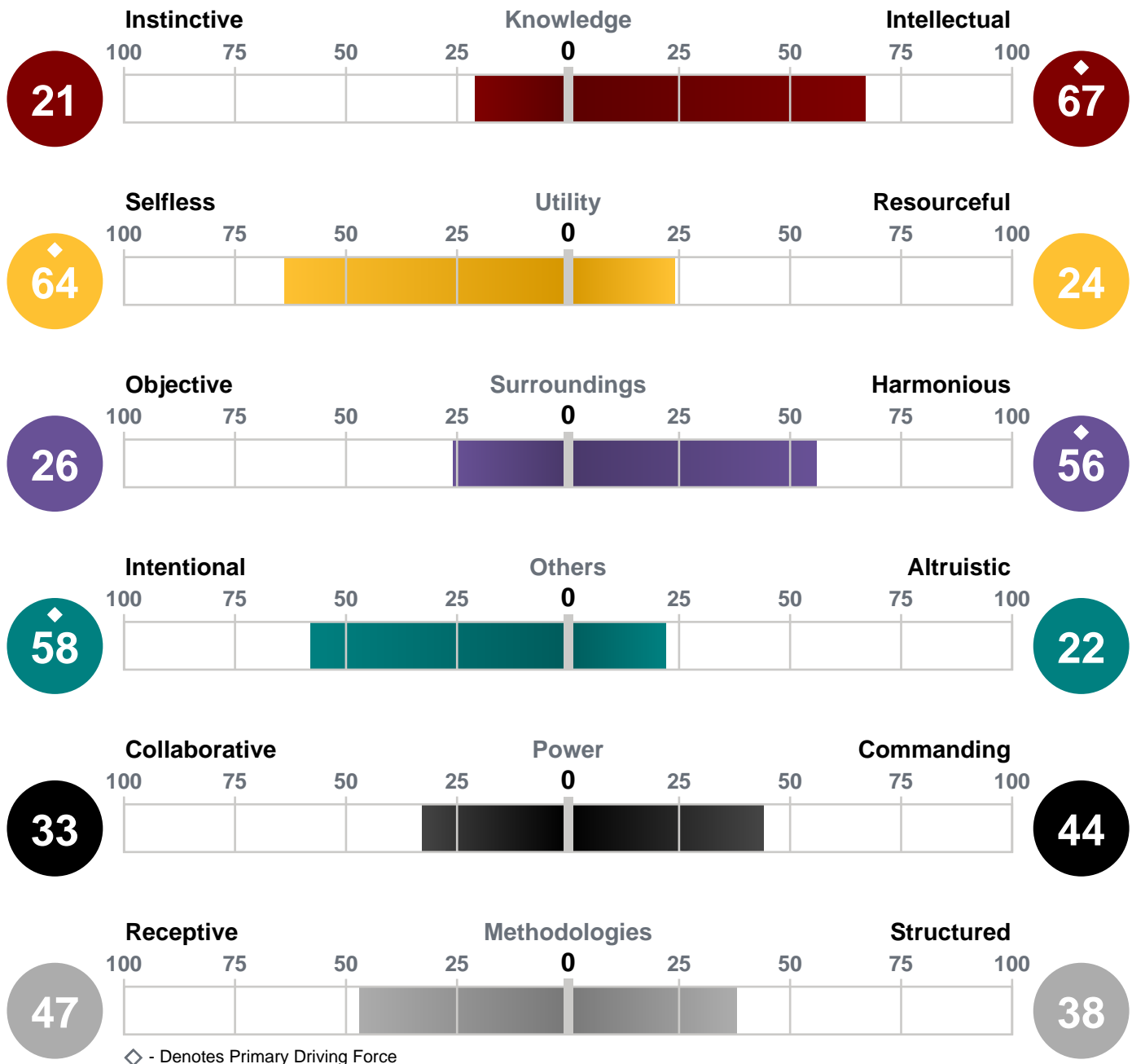
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She will usually have the data to support her convictions.
- Angelique is very good at integrating past knowledge to solve present problems.
- She may have difficulty putting down a good book.
- Angelique has the potential to become an expert in her chosen field.
- A comfortable job for Angelique is one that challenges her knowledge.
- Angelique is comfortable around people who share her interest for knowledge and especially those people with similar 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.*

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

## 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.*

- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- At times Angelique can be very competitive.
- Angelique can be assertive in meeting her needs.

## 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 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.
- Angelique needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- Angelique lets her conscience be her guide.
- Angelique at times will evaluate others based on her rules for living.

## 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.*

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

## 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.*

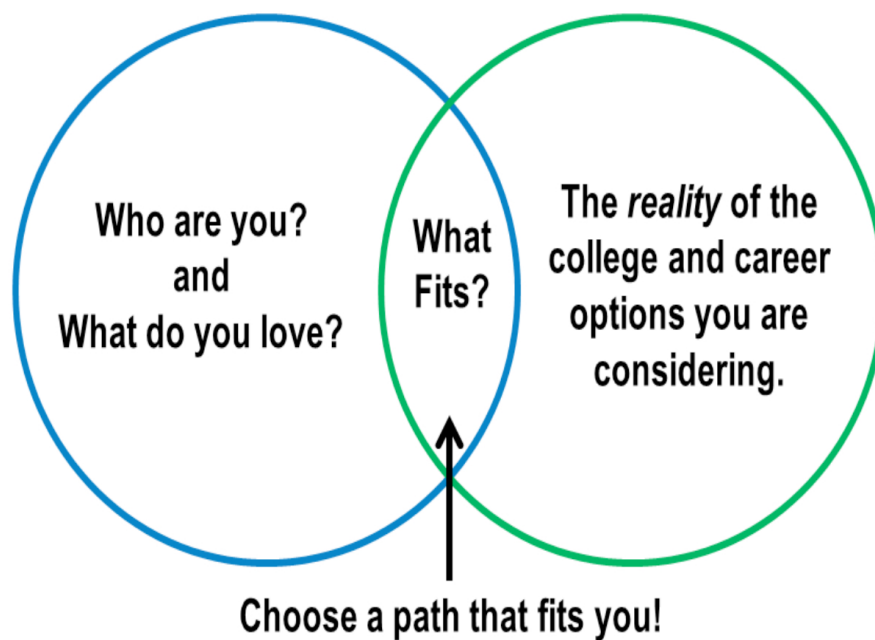
- There is not a tremendous need for Angelique to have great sums of money.
- Angelique will not be swayed or motivated by what she feels are excessive material goals.
- She is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Angelique will use her money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

## 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

Archaeology  
Architecture  
Art History  
Botany  
Broadcasting  
Composition, Writing  
Creative Writing  
Criminology, Forensics  
Economics  
English  
Film and Television Production  
Geography  
Geology, Earth Sciences  
History  
Humanities  
Interior Design  
International Studies and Relations  
Language Study  
Library Science  
Literature Studies, Classics  
Meteorology  
Paleontology  
Philosophy, Religious Studies  
Political Science  
Teaching, Education  
Theology  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Massage Therapy  
Rehabilitation Therapy  
Speech and Language Pathology

### Engineering

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Bio Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Biotechnology  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Graphic Design  
Health Technology  
Life Coaching  
Medical Ethics  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Urban and City Planning  
Videography  
Web Development  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Kinesiology  
Occupational Therapy

### Other Career Paths

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
25-4012	4+	Curator
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail

## NEXT STEPS: POSSIBLE CAREER IDEAS

17-3024	2-4	Electro-mechanical Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2097	2	Home Entertainment Installer & Repairer
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
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

- Try new ways of learning.
- Read an article on listening and note taking.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Meditate and think positive thoughts before taking an exam.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Don't put off studying until the last minute.
- Set realistic goals.
- Develop good study habits and follow them everyday.
- Think positively about subjects that give you difficulty.
- Use recitation to embed fact and ideas.
- Put words you have trouble spelling on your mirror so you see them daily.

## Strengths

Desire for continuous learning is one of her greatest strengths.

Great at retrieving information for decision makers she trusts.

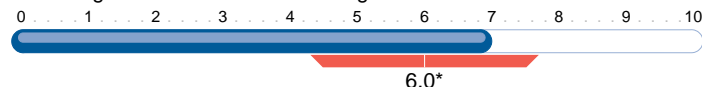
The "glue" that ties multiple visions together.

Supports a leader and a cause that brings beauty or creativity.

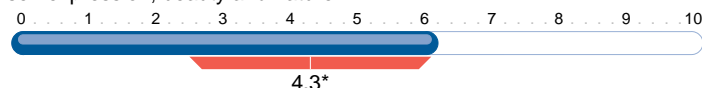
Willing to share knowledge to benefit the team or organization.

## Motivators

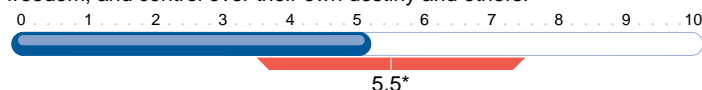
**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



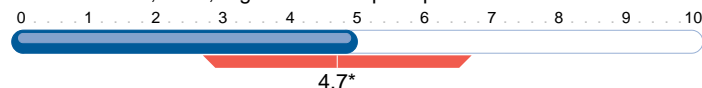
**2. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



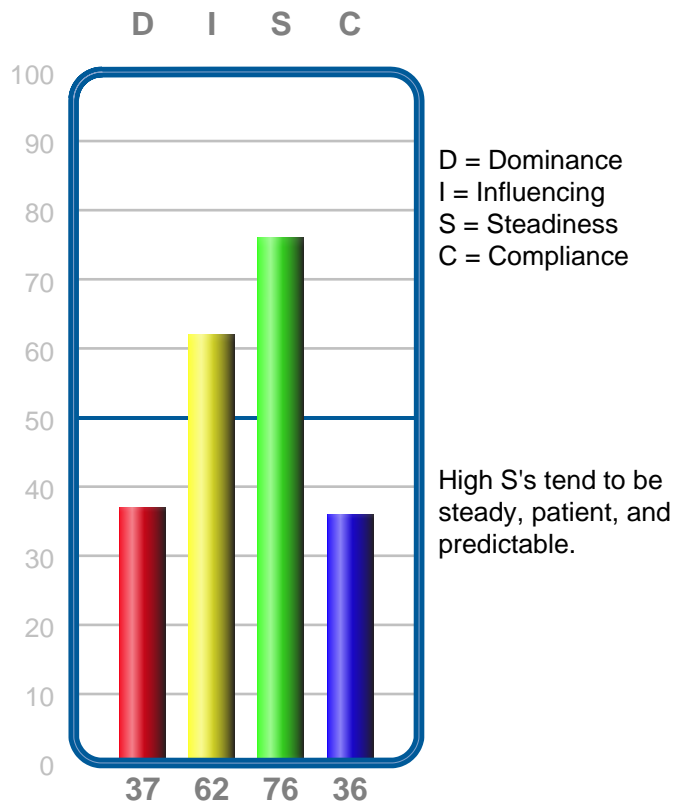
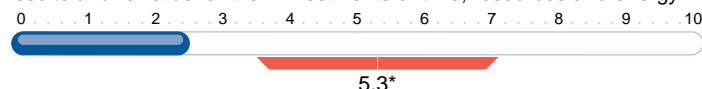
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Builds good relationships.

Big thinker.

Service-oriented.

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

Self-reliant.

Dedicated to her own ideas.