

Alina Rubio
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.

Alina may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. Many people see her as a self-starter dedicated to achieving results. She embraces visions not always seen by others. Alina's creative mind allows her to see the "big picture." Alina is extremely results-oriented, with a sense of urgency to complete projects quickly. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. Alina seeks her own solutions to problems. In this way, her independent nature comes into play. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths.

Alina has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. When faced with a tough decision, she will try to sell you on her ideas. She should realize that at times she needs to think a project through, beginning to end, before starting the project. Alina is a good problem solver and troubleshooter, always seeking new ways to solve old problems. She will work long hours until a tough problem is solved. After it is solved, Alina may become bored with any routine work that follows. Sometimes she becomes emotionally involved in the decision-making process. She prefers authority equal to her responsibility.

Alina may lack the patience to listen and communicate with slower acting people. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. Alina tends to influence people by being direct, friendly and results-oriented. She challenges people who volunteer their opinions. She tends to be intolerant of people who seem ambiguous or think too slowly. She may sometimes mask her feelings in friendly terms. If pressured, Alina's true feelings may emerge.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Competitive.
- Challenge-oriented.
- Dedicated to her own ideas.
- Has the confidence to do the difficult assignments.
- Creative in her approach to solving problems.
- Will join organizations to represent the company.
- Tenacious.
- Forward-looking and future-oriented.
- Change agent--looks for faster and better ways.

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 impulsive and seek change for change's sake. May change priorities daily.
- Take on too much, too soon, too fast.
- Overstep authority and prerogatives--will override others.
- Be so concerned with big picture; she forgets to see the little pieces.
- Fail to complete what she starts because of adding more and more projects.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Be disruptive because of her innate restlessness and disdain for sameness.

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.

- Flatter her ego.
- Present the facts logically; plan your presentation efficiently.
- Be clear, specific, brief and to the point.
- Ask specific (preferably "what?") questions.
- Read the body language--look for impatience or disapproval.
- Provide facts and figures about probability of success, or effectiveness of options.
- Speak at a rapid pace.
- Support and maintain an environment where she can be efficient.
- Provide solutions--not opinions.
- Use a balanced, objective and emotional approach.
- Stick to business--let her decide if she wants to talk socially.
- Define the problem in writing.
- Understand her defiant nature.

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.

- Hesitate when confronted.
- Let disagreement reflect on her personally.
- Muffle or overcontrol.
- Be redundant.
- Try to build personal relationships.
- Ask rhetorical questions, or useless ones.
- Let her overpower you with verbiage.
- Try to convince by "personal" means.
- Take credit for her accomplishments.
- Come with a ready-made decision, or make it for her.
- Ramble on, or waste her time.
- Be paternalistic.
- Direct or order.

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.

- Bottom-line focused when leading others.
- Innovative with strategies for success.
- Uses knowledge to support her position.
- Will be decisive and make fact-based decisions.
- Capable of addressing conflict for a win-win scenario.
- Motivates others to be the best they can be.
- Volunteers her knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.

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.

- Can set personal standards too high.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- When confronted with a major decision, she will want the facts before deciding but may make the decision anyway.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- Can disclose their agenda to the wrong people.
- She may overestimate her authority.
- May present facts and figures with too much emotion.
- May be too trusting of people as resources.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Freedom of movement.
- Ability to be an independent thinker.
- New and challenging questions or projects.
- Opportunity to assertively express her desire to control her own destiny and potentially that of others.
- A "can-do" environment filled with optimistic people.

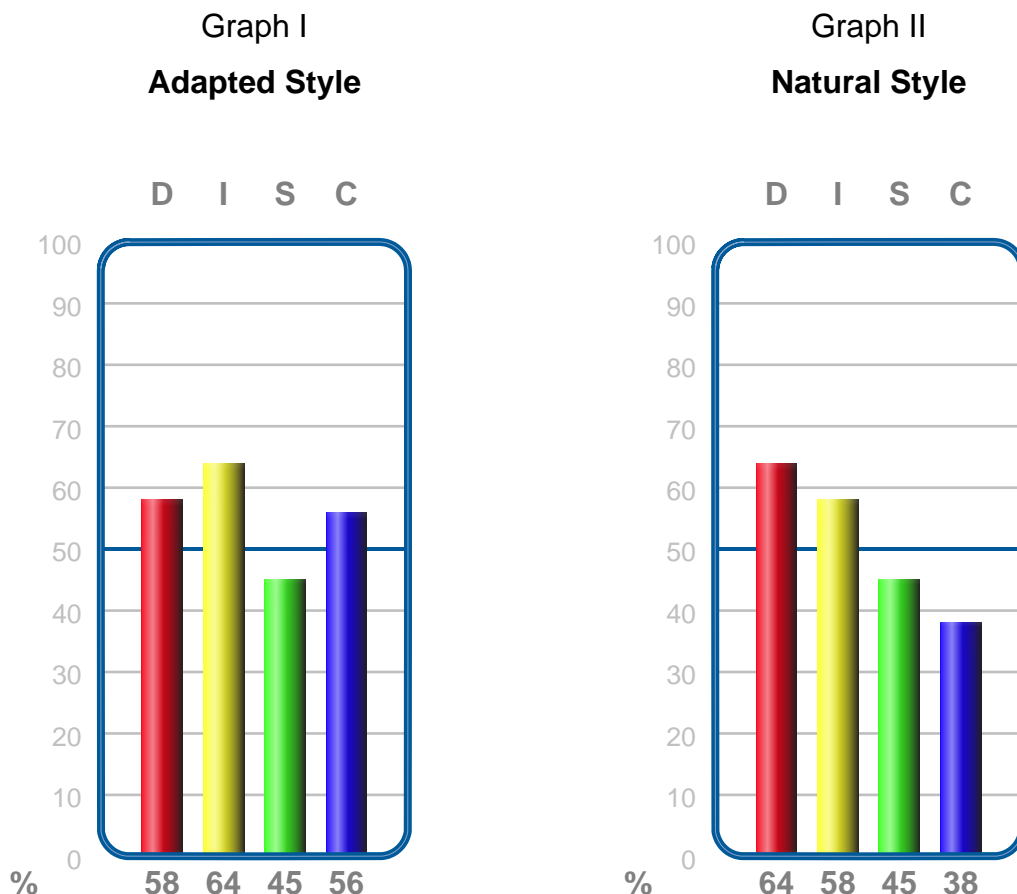
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Group activities outside the job.
- The opportunity to share knowledge with others.
- Complete information in bulleted format for her own investigation.
- Space and latitude to do what it takes to get the job done.
- To lead people toward her vision.

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:

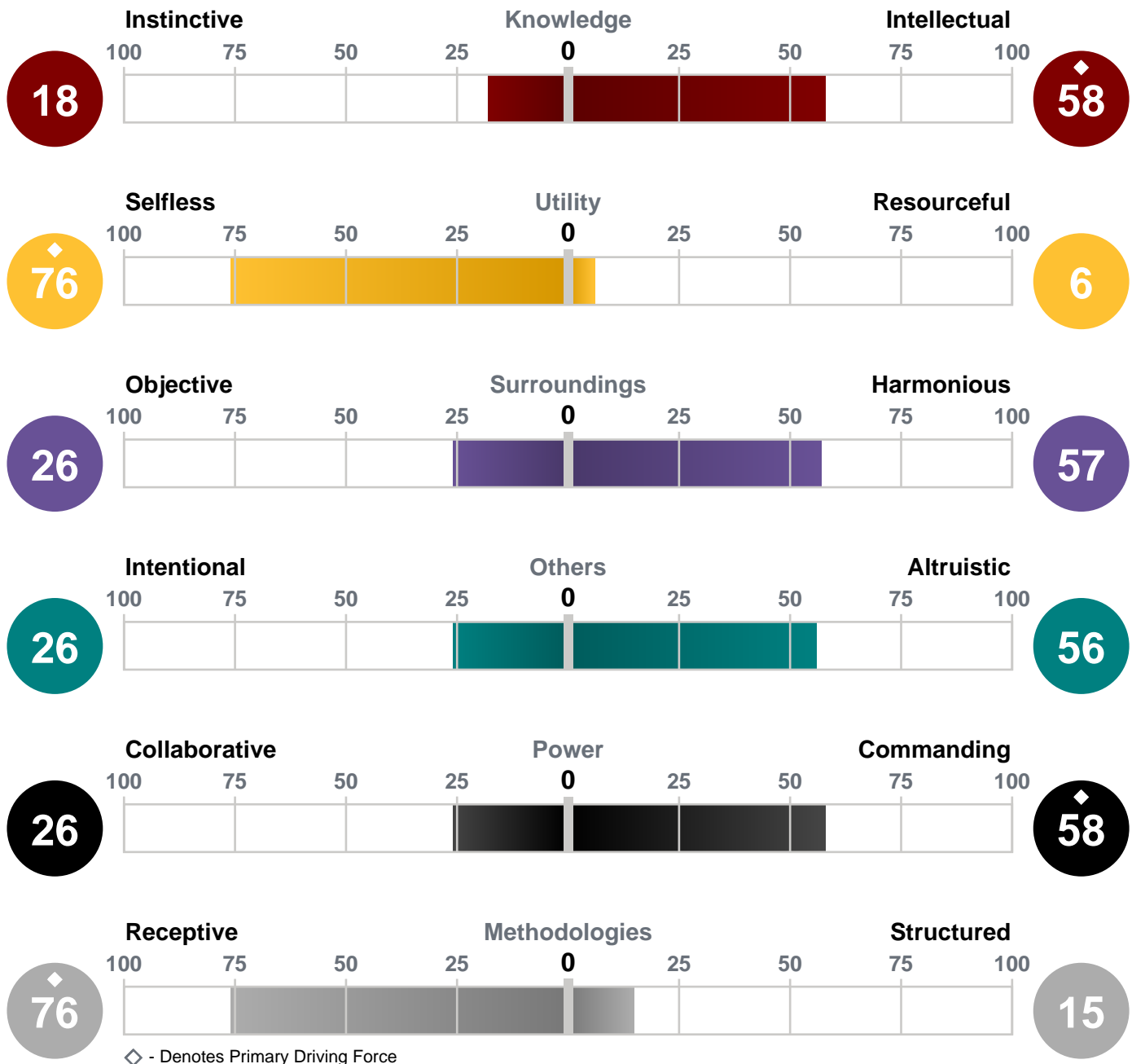
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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, Alina will be assertive in meeting her own needs.
- Alina takes responsibility for her actions.
- Alina has the desire to assert herself and to be recognized for her accomplishments.
- Maintaining individuality is strived for in relationships.
- Alina 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.
- People who are determined and competitive are liked by Alina.
- Alina believes "when the going gets tough, the tough get going."
- She believes "if at first you don't succeed try, try again."
- She wants to control her own destiny and display her independence.

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

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.

- At times Alina will look for the beauty in all things.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- Alina may desire fine things for her spouse or family members.

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.

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

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

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.

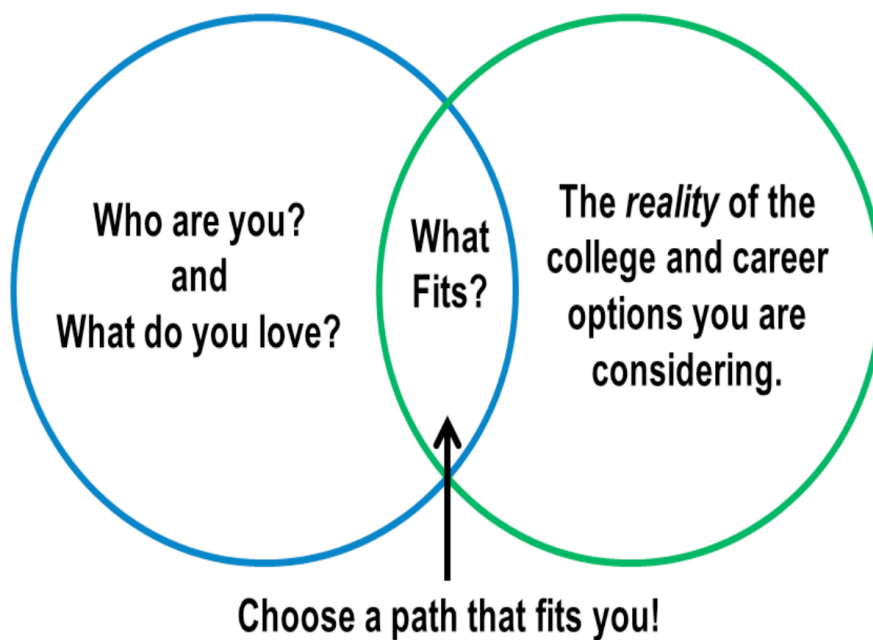
- In many cases, Alina will want to set her own rules which will allow her own intuition to guide and direct her actions.
- It may be hard to manipulate Alina because she has not defined a philosophy or system that can provide immediate answers to every situation.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- Traditions will not place limits or boundaries on Alina.
- Alina can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Alina'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.

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

Anthropology
Archaeology
Art History
Botany
Chemistry
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Geology, Earth Sciences
Humanities
Literature Studies, Classics
Meteorology
Paleontology
Philosophy, Religious Studies
Sociology
Theology
Urban Studies
Web Design, Web Administration

Business

Hospitality, Hotel Management

Career and Technical

Emergency Medical Technician

Engineering

Bio Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences
Plants and Horticulture

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Educational Administrator
Environment, Conservation and Sustainability
Life Coaching
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Psychology

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
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2021	4+	Marketing Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
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
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School

NEXT STEPS: POSSIBLE CAREER IDEAS

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
13-1023	4	Purchasing Agent
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
47-4011	2	Construction and Building Inspector
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

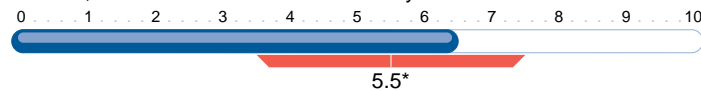
- Work on your listening skills.
- Don't put off studying until the last minute.
- Read an article on listening and note taking.
- Think visually - convert words into pictures.
- Chunk big assignments into smaller pieces.
- Set up an area for studying only.
- Don't let your ego keep you from studying.
- Think positively about subjects that give you difficulty.
- Plan tomorrow today and put your plan in writing.
- Plan ahead - don't put off completing assignments until the last minute.
- Develop good study habits and follow them everyday.
- Organize your study area and keep it organized.

Strengths

- Bottom-line focused when leading others.
- Innovative with strategies for success.
- Uses knowledge to support her position.
- Will be decisive and make fact-based decisions.
- Capable of addressing conflict for a win-win scenario.
- Volunteers her knowledge on many subjects.

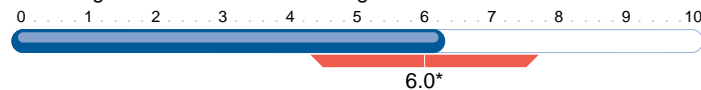
Motivators

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



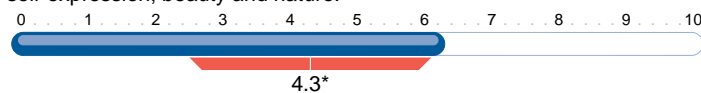
6.5

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



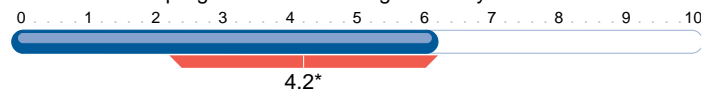
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



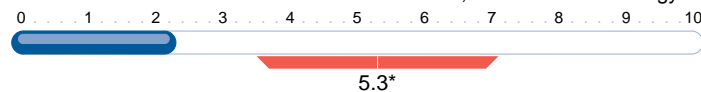
6.3

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



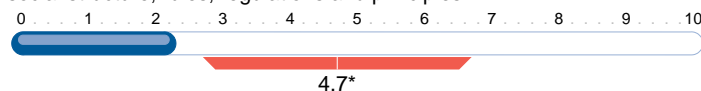
6.2

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

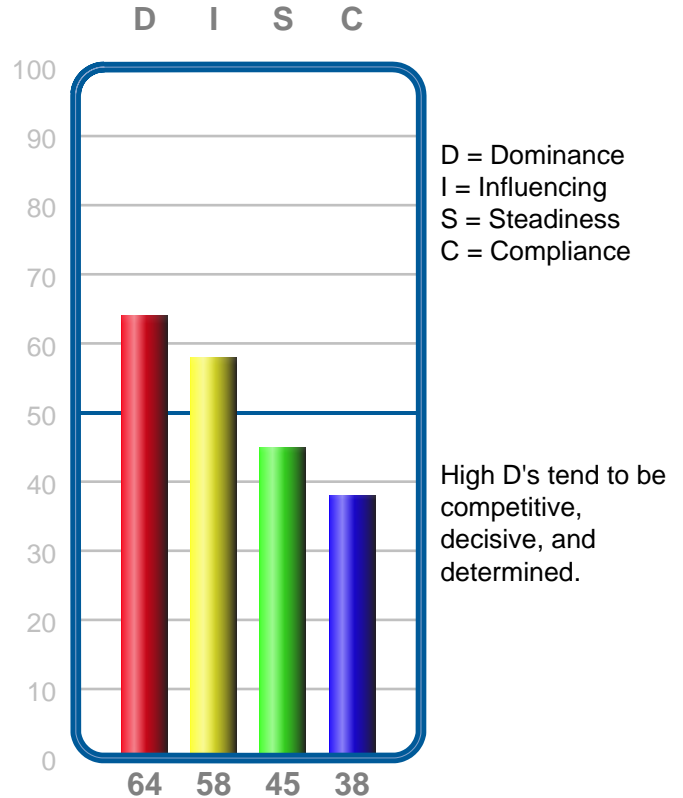


2.3

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



2.3



Value to a Team

Innovative.

Can support or oppose strongly.

Dedicated to her own ideas.

Competitive.

Usually makes decisions with the bottom line in mind.

Self-starter.