

Valerie Rodriguez
10-11-2016



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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.

Valerie places her focus on people. To her, strangers are just friends she hasn't met! She 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 tries to influence others through a personal relationship and many times will perform services to develop this relationship. 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." Valerie wants to be seen not only as a team player, but also as a leader of the team. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She likes freedom from many controls. She is approachable, affectionate and understanding. Valerie likes feedback from her manager on how she is doing. She tends to trust people and may be taken advantage of because of her high trust level.

Valerie 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. 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 may leap to a favorable conclusion without considering all the facts. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. Valerie likes working for managers who make quick decisions. She is good at solving problems that deal with people.

Valerie usually uses many gestures when talking. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Valerie will attempt to put them at ease. It is important for Valerie 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 judges others by their verbal skills and warmth. Valerie tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She 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 is good at negotiating conflict between others. Valerie feels that "if everyone would just talk it out, everything would be okay!" She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Team player.
- Verbalizes her feelings.
- Self-reliant.
- Pioneering.
- Can support or oppose strongly.
- Bottom line-oriented.
- People-oriented.
- Negotiates conflicts.

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.

- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be so enthusiastic that she can be seen as superficial.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Take information at face value without validation or substantial investigation.
- Be optimistic regarding possible results of her projects or the potential of her people.
- 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.

- Provide ideas for implementing action.
- Leave time for relating, socializing.
- Flatter her ego.
- Provide solutions--not opinions.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits she will receive.
- Understand her defiant nature.
- Ask for her opinions/ideas regarding people.
- Provide "yes" or "no" answers--not maybe.
- Provide testimonials from people she sees as important.
- Clarify any parameters in writing.

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.

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

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.

- Always willing to offer her time and perspective.
- Demonstrates a will and desire to help others in the organization.
- Always willing to share her ideas on how to enhance the surroundings.
- Will convey optimism for new ideas.
- Willing to be the support system behind the cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- The "glue" that ties multiple visions together.
- Accommodating team member that brings balance to the 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.

- High trust and a desire to help could lead to being taken advantage of.
- Does not always listen to those she is helping.
- Over emphasizes the experience compared to the results.
- Situational listener to other's perspective on the experience.
- May always place blame on herself.
- Sees change for change's sake as negative for herself and others.
- Not willing to share opinions until comfortable about how others will receive it.
- If environment is shaken, she struggles to speak up to realign it.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which she may deal with people on a personal, intimate basis.
- Democratic supervisor with whom she can associate.
- Ability to develop new and out-of-the box ideas with others.
- Time for personal reflection and an appreciation for staying balanced.
- An environment where understanding and appreciating others is rewarded.
- Work on a team that has common interests and desires.

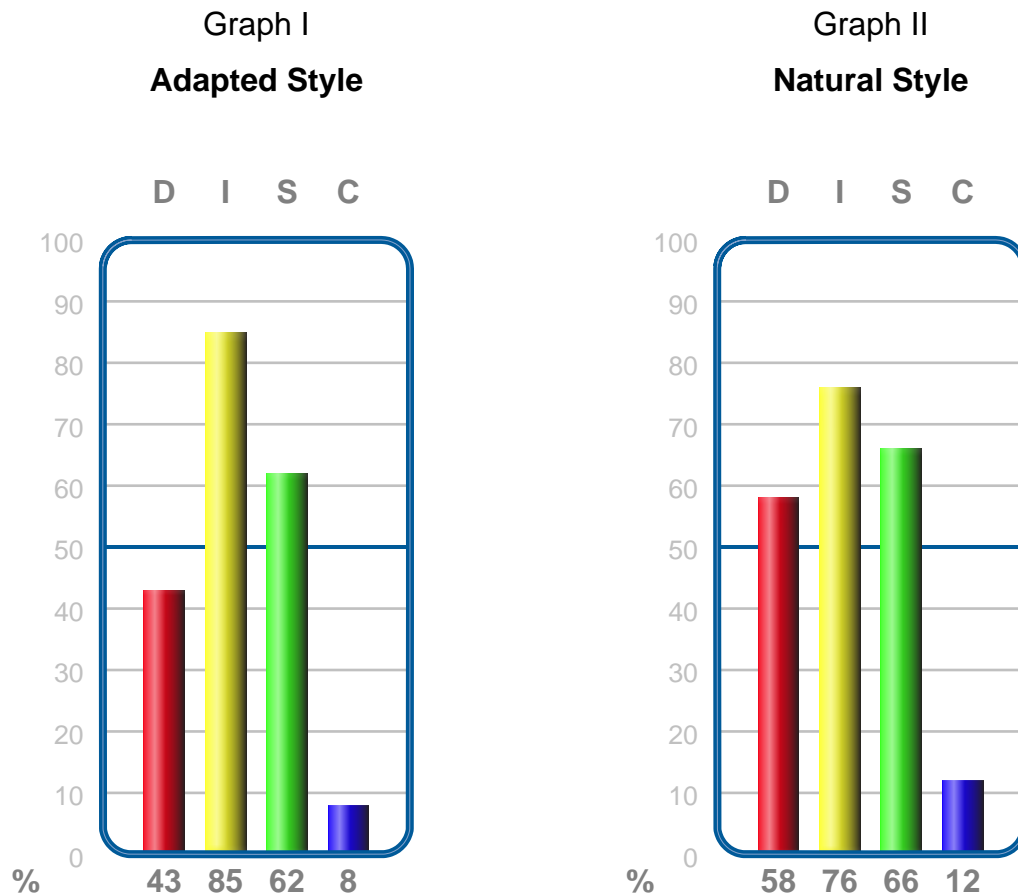
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Activities that don't infringe on family life.
- A support system to do the detail work.
- Positive and open interactions between co-workers and management.
- Time for the beautification of the workplace and areas around her.
- Support others in the organization's quest to make a difference.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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:

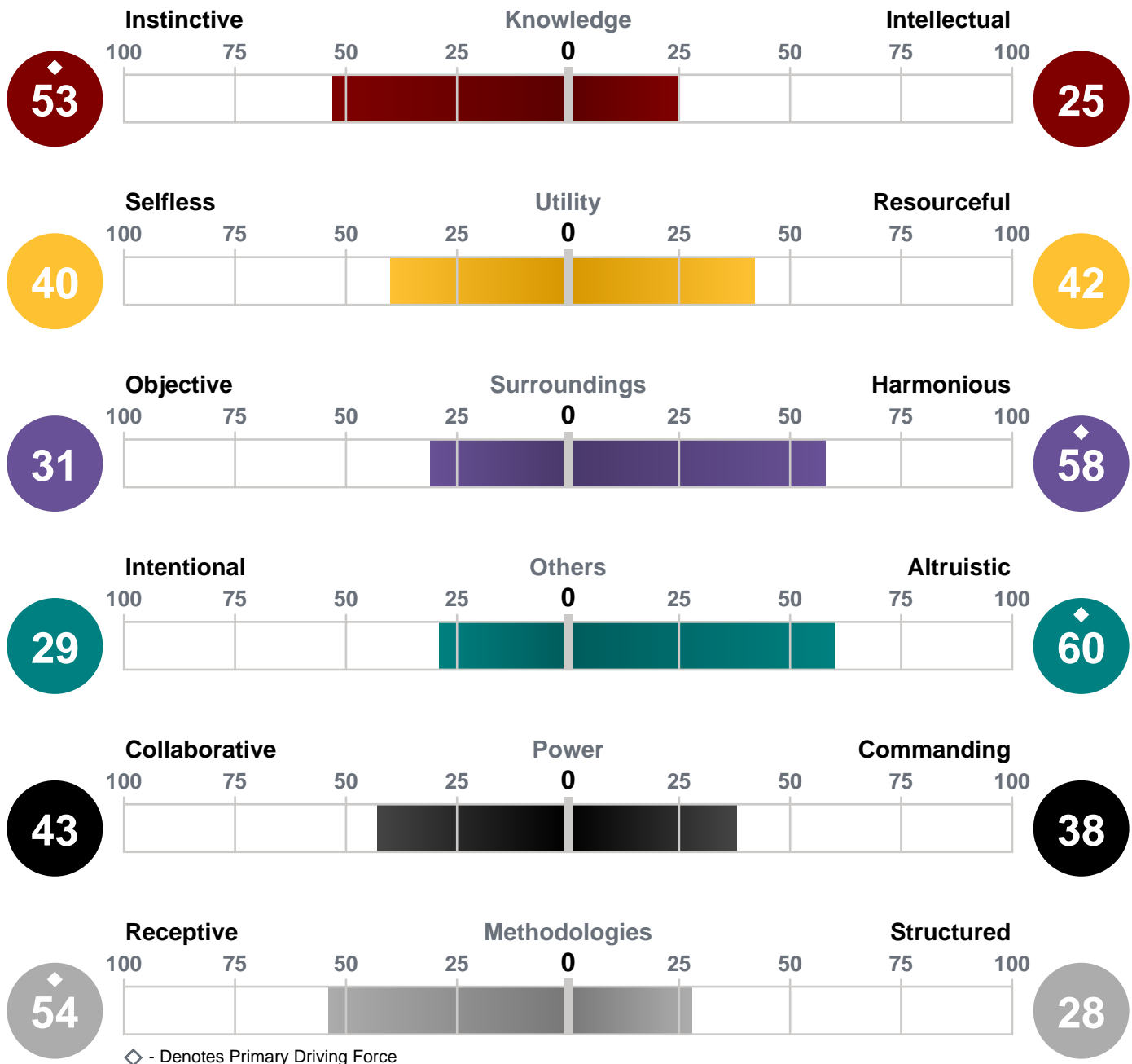
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Saying "no" is difficult when others need her time or talent.
- She is generous with her time, talent and resources for those in need.
- Valerie is patient and sensitive to others.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

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

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 may use wealth as a yardstick to measure her work effort.
- She will work long and hard to satisfy her needs.
- Valerie tends to give freely of time and resources, but will want and expect a return on her investment.
- She evaluates things for their utility and economic return.

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 Valerie can be very competitive.
- Valerie 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.

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

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

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

Entertainment and Arts Management

Business

Business Communications, Public Relations
Construction Management
General Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Dental Assistance

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation
Ecommerce
Educational Administrator
Life Coaching
Medical Ethics
Multimedia, Digital Communications
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Renewable Energy
Social Entrepreneurism
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Psychology

Other Career Paths

Apparel Fashion
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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
25-3021	4	Teacher Self-Enrichment Education
25-1053	4	Teacher, Post-secondary Environmental Science
15-1099.12	4	Electronic Commerce Specialist
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
27-1026	2	Merchandise Displayer & Window Trimmer
43-6011	HS	Secretary & Administrative Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Don't let your ego keep you from studying.
- Read an article on listening and note taking.
- Think positively about subjects that give you difficulty.
- Socialize after studying - not before.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't put off studying until the last minute.
- Listen for ideas and facts to support the main idea.
- Use recitation to embed fact and ideas.
- Don't doodle.

Strengths

Always willing to offer her time and perspective.

Demonstrates a will and desire to help others in the organization.

Always willing to share her ideas on how to enhance the surroundings.

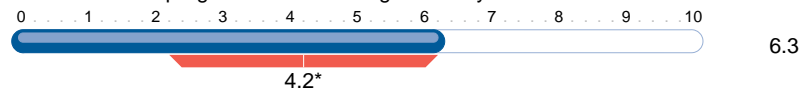
Will convey optimism for new ideas.

Willing to be the support system behind the cause.

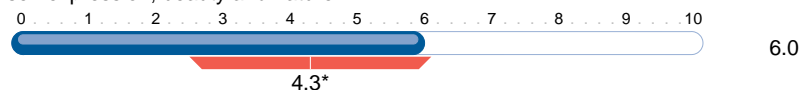
The "glue" that ties multiple visions together.

Motivators

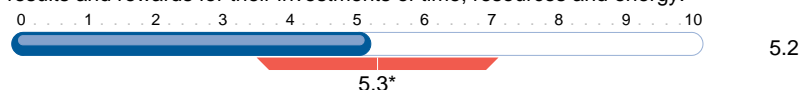
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



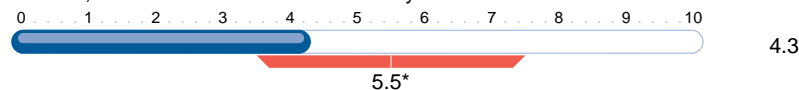
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



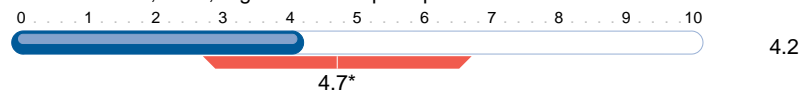
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



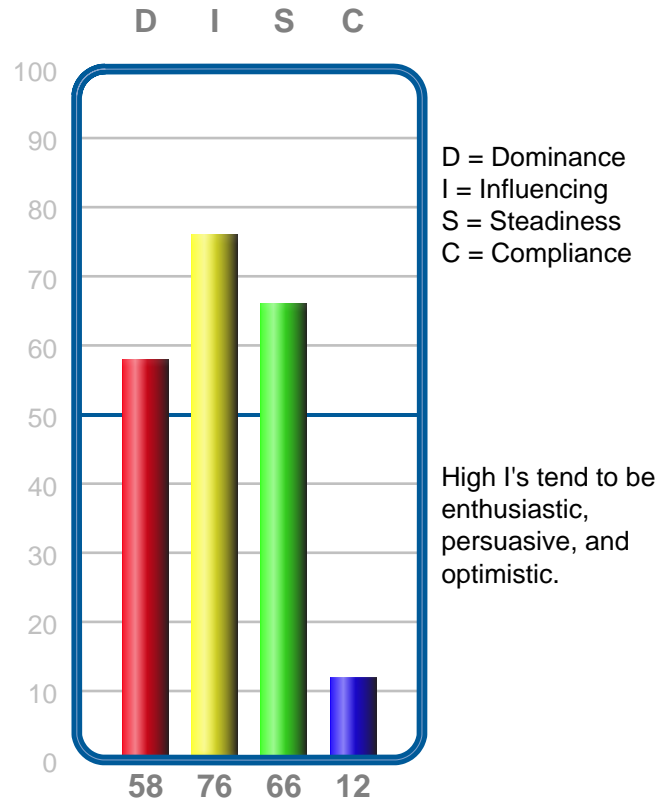
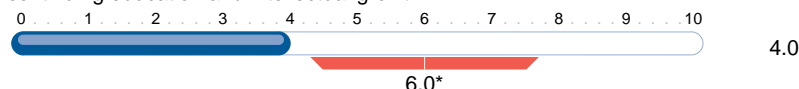
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



Value to a Team

Has the confidence to do the difficult assignments.

People-oriented.

Positive sense of humor.

Accomplishes goals through people.

Self-reliant.

Team player.