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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.

lea seeks her own solutions to problems. In this way, her independent nature comes into play. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. Some may view her as being stubborn and opinionated. She views it as the price you must pay for success. She may try to "explain" her stubbornness in positive terms. She can be successful at many things, not because of versatility but rather because of her determination to win. lea wants to be viewed as self-reliant and willing to pay the price for success. 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. She appreciates others who are team players and will reward those who are loyal. She will work hard at achieving her goals. She loves to win and hates to lose. lea is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary.

lea prefers authority equal to her responsibility. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. Sometimes she becomes emotionally involved in the decision-making process. She finds it easy to share her opinions on solving work-related problems. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She should realize that at times she needs to think a project through, beginning to end, before starting the project. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems.

lea may sometimes mask her feelings in friendly terms. If pressured, lea's true feelings may emerge. 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 is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. lea tends to influence people by being direct, friendly and results-oriented. She has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just her way of getting the appropriate facts. 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. She challenges people who volunteer their opinions.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Thinks big.
- Tenacious.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dedicated to her own ideas.
- Self-starter.
- Usually makes decisions with the bottom line in mind.
- Has the confidence to do the difficult assignments.

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.

- Have trouble delegating--can't wait, so does it herself.
- Set standards for herself and others so high that impossibility of the situation is common place.

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 facts and figures about probability of success, or effectiveness of options.
- Use a motivating approach, when appropriate.
- Ask specific (preferably "what?") questions.
- Stick to business--let her decide if she wants to talk socially.
- Support and maintain an environment where she can be efficient.
- Expect her to return to fight another day when she has received a "no" answer.
- Appeal to the benefits she will receive.
- Read the body language--look for impatience or disapproval.
- Support the results, not the person, if you agree.
- Provide solutions--not opinions.
- Understand her defiant nature.
- Motivate and persuade by referring to objectives and results.
- Provide questions, alternatives and choices for making her own decisions.

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.

- Let her overpower you with verbiage.
- Muffle or overcontrol.
- Ask rhetorical questions, or useless ones.
- Be paternalistic.
- Try to build personal relationships.
- Direct or order.
- Come with a ready-made decision, or make it for her.
- Take credit for her accomplishments.
- Be redundant.
- Reinforce agreement with "I'm with you."
- Let disagreement reflect on her personally.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.

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.

- Puts everything she has into the cause she believes in.
- Assertively champions causes she strongly believes in.
- Generous and effective with their time, talent, and resources.
- Initiates the activity of developing others.
- The "megaphone" to spreading a message.
- Always looking to say or do the "right" thing.
- Wants to be seen as a leader in humanitarian issues.
- Demonstrates a will and desire to help others in 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.

- May break others' rules to abide by their belief system.
- Quick decisions may conflict with her system for living.
- Method of helping others is not negotiable.
- Needs immediate results when helping others.
- Has difficulty hearing what others are saying if it contradicts her beliefs.
- Will be frustrated when new and exciting opportunities conflict with the system.
- When helping others, may talk too much about herself.
- Does not always listen to those she is helping.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Evaluation based on results, not the process.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to achieve results through the interaction with and helping of others.
- An environment that aligns with her system for solving problems and making decisions.
- Forum to champion the way in which things should be done.

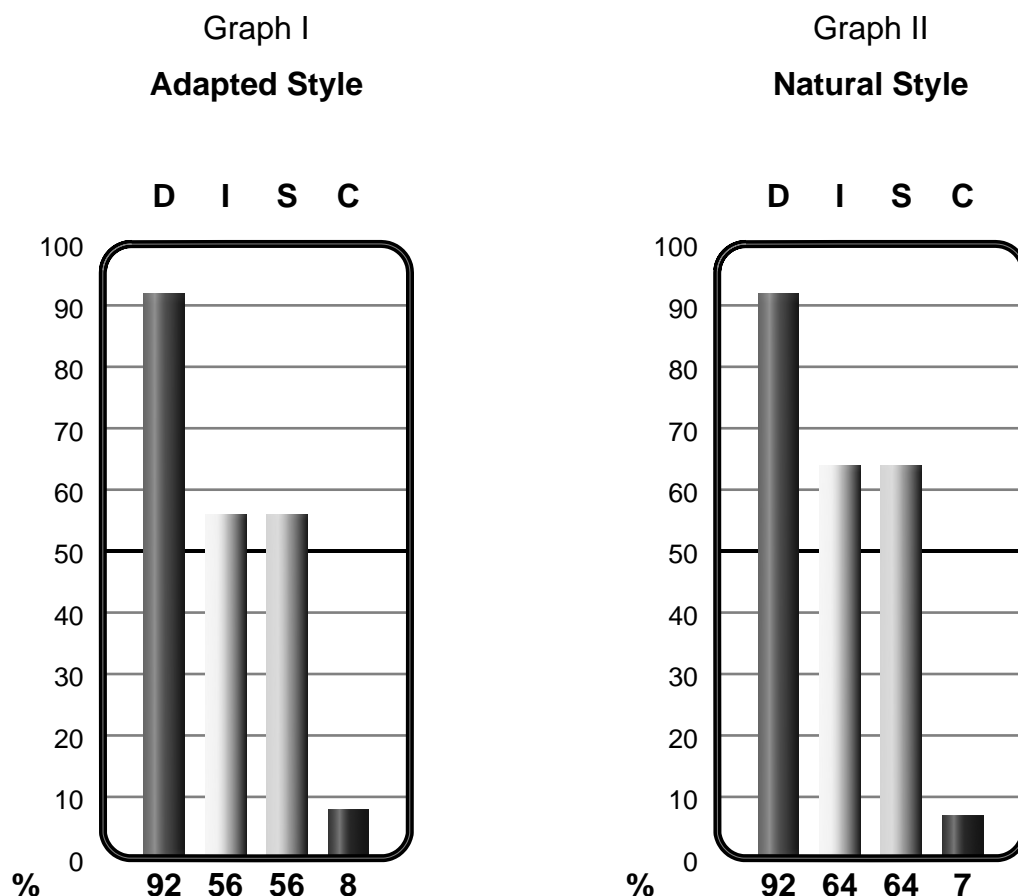
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- A support system to do the detail work.
- The flexibility to be creative in the way she and the organization help others and causes.
- An opportunity to express how she can improve society.
- A challenge to convince others to her way of thinking.
- Goals and results that stem from a system she believes in.

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:

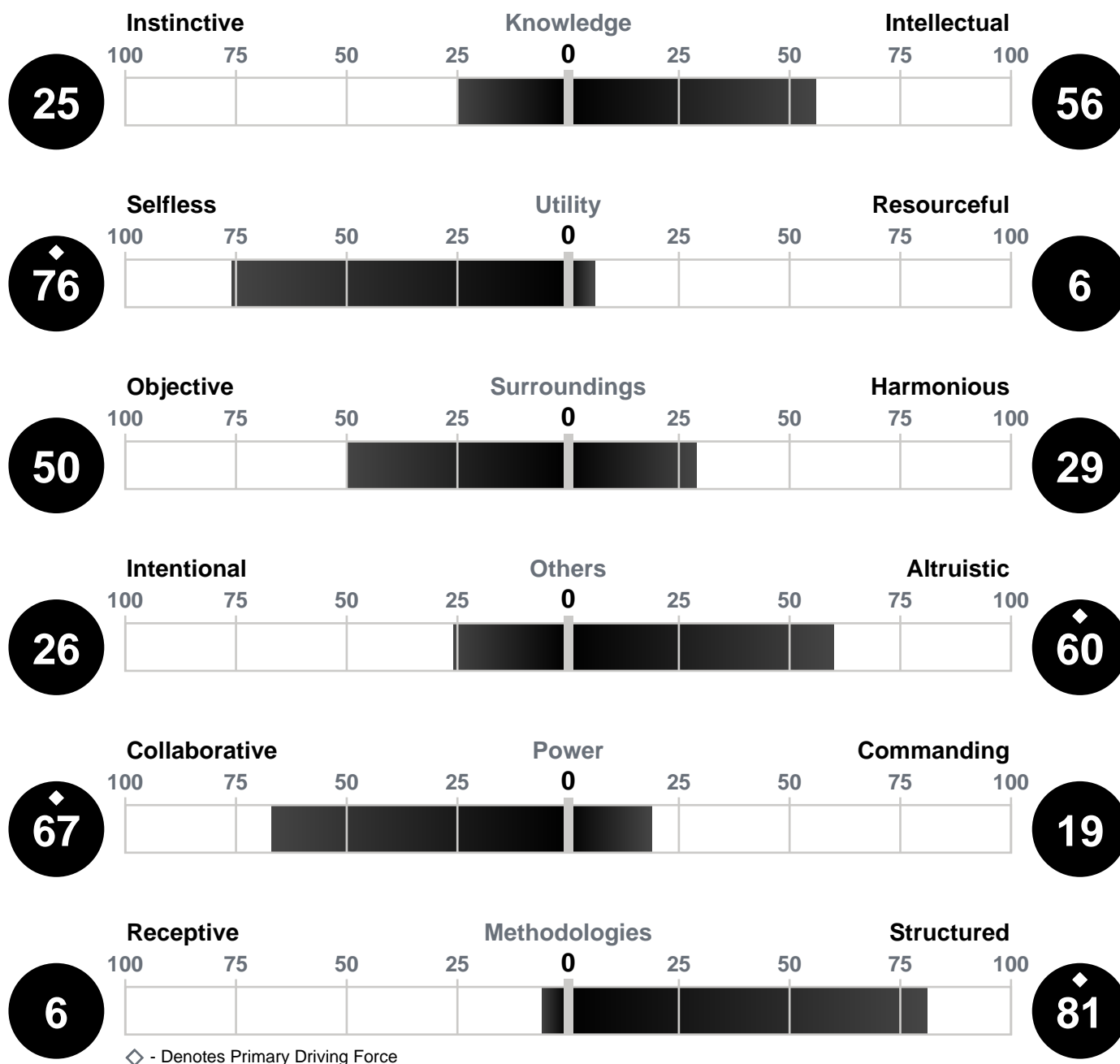
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Seeking to resist the temptation of an eclectic view, lea will attempt to foster and protect her own belief system to ensure that consistency of thought and action are carried to a conclusion.
- Once lea has made up her mind on an issue, she will rarely change her mind even if logic dictates she could be wrong.
- lea will support organizations that stand for beliefs held in common.
- lea will be very helpful to others who share the same beliefs.
- lea seeks a system for living and wants others to follow the system of her choice.
- Rules and regulations should be adhered to.
- At times lea can be overly rigid in evaluating others against her standard.
- Sometimes she believes in causes so strongly that she will champion the cause.
- A suitable position for lea is one that is highly structured and gives her the authority to control the structure.

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.
- lea will be generous with time, research and information on social problems.
- She is generous with her time, talent and resources for those in need.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- lea is patient and sensitive to others.
- She will have a keen interest in improving society.

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.

- A job that challenges the knowledge will increase her job satisfaction.
- If lea is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- In those areas where lea has a special interest she will be good at integrating past knowledge to solve current problems.
- lea has the potential to become an expert in her chosen field.
- If knowledge of a specific subject is not of interest, or is not required for success, lea will have a tendency to rely on her intuition or practical information in this area.
- lea will usually have the data to support her convictions.
- lea will seek knowledge based on her needs in individual situations.

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.

- 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.
- 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.
- lea may desire fine things for her spouse or family members.
- At times lea will look for the beauty in all things.

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.

- Stability is a primary concern. Patience and fortitude will win in the long run.
- As long as lea's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- lea's passion in life will be found in one or two of the other dimensions discussed in this report.
- lea will be less concerned about her ego than others may be.
- lea feels that struggles should be the burden of the team, not just the individuals.
- She will not attempt to overpower others' points of view or change their thinking.
- Being in total control of a situation is not a primary motivating factor.

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.

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

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
Education Counselor
English
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
History
Humanities
Journalism
Language Study
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Sociology
Teaching, Education
Theology
Urban Studies

Career and Technical

Speech and Language Pathology

Engineering

Bio Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Life Coaching

NEXT STEPS: POSSIBLE DEGREE MATCHES

Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Work

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Nursing
Psychology

Other Career Paths

Law Enforcement
Military Service
Ministry

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
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
33-3021	2+	Detectives & Criminal Investigator
55-3018	HS	Special Forces
43-6011	HS	Secretary & Administrative Assistant

STUDY TIPS

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

Strengths

Puts everything she has into the cause she believes in.

Assertively champions causes she strongly believes in.

Generous and effective with their time, talent, and resources.

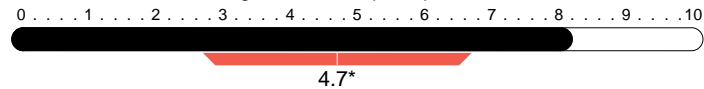
Initiates the activity of developing others.

The "megaphone" to spreading a message.

Wants to be seen as a leader in humanitarian issues.

Motivators

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



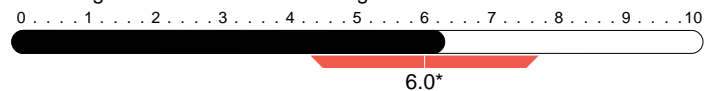
8.2

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



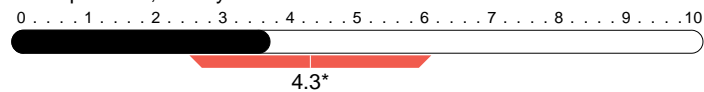
6.7

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



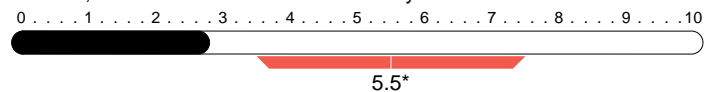
6.3

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



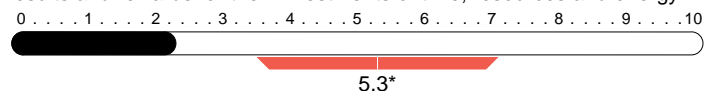
3.7

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

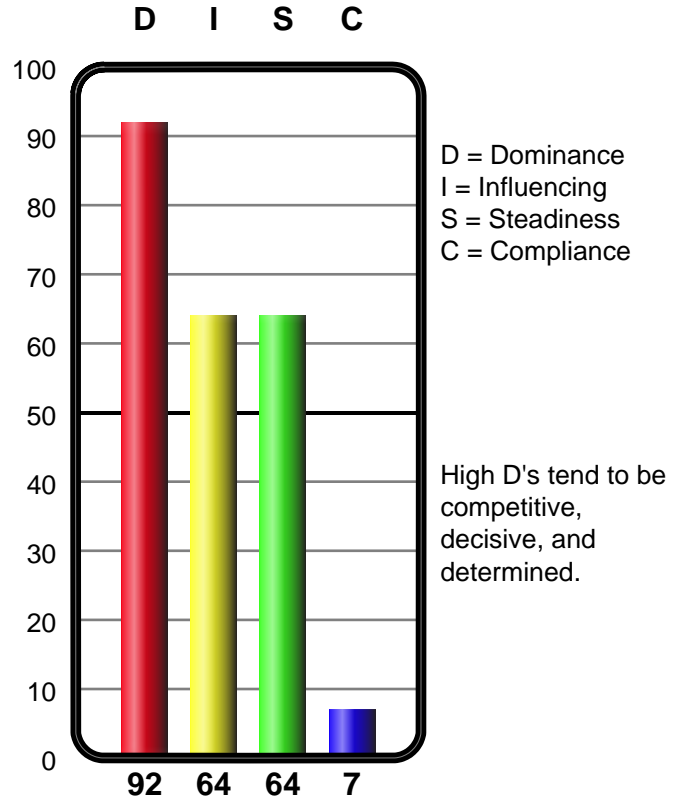


2.8

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



2.3



Value to a Team

Accomplishes goals through people.

Self-reliant.

Competitive.

Has the confidence to do the difficult assignments.

Usually makes decisions with the bottom line in mind.

Pioneering.