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10-13-2016



# 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.*

pamela is often seen as practical and objective. When people are involved, she may not always be precise about the use of her time. At times, pamela would like to slow the world down and cut out some of the activities people want her involved in. She is usually steady, easygoing and relaxed. Relationships with others are warm, personal and lasting. She tends to build a close relationship with a relatively small group of associates. She may not project a sense of urgency like some people with different behavioral styles. 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. pamela wins through hard work and persistence. She likes to stay with one task until it is completed. 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.

pamela prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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 persistent and persevering in her approach to achieving goals. 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." pamela is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She often thinks over major decisions before acting.

pamela will be open with those she trusts; however, reaching the required trust level may take time. 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 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 likes a friendly, open style of communication. pamela 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.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Patient and empathetic.
- Creative approach to problem solving.
- Builds good relationships.
- Dedicated to her own ideas.
- Big thinker.
- People-oriented.
- Bottom line-oriented.
- Dependable team player.

## 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.*

- Dislike change if she feels the change is unwarranted.
- Avoid accountability by overstating the complexity of the situation.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not let others know where she stands on an issue.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of her work as a personal affront.
- Not take action against those who challenge or break the rules or guidelines.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.

## 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.*

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Move casually, informally.
- Define the problem in writing.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide a friendly environment.
- Clarify any parameters in writing.
- Look for her oversights.
- Ask "how?" questions to draw her opinions.
- Provide "yes" or "no" answers--not maybe.

## 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.*

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

## 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.*

- Highly in tune to the environment and synergy within it.
- Supports a leader and a cause that brings beauty or creativity.
- Strong supporter, therefore, always willing to help.
- Able to be a strong listener, who can become a lifelong friend.
- Brings enthusiasm to the creative process.
- Motivates others to express themselves.
- Demonstrates a will and desire to help others in the organization.
- Good at promoting causes that improve society.

## 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.*

- Keeps to herself resulting in unexpressed viewpoints.
- Has difficulty in establishing priorities regarding her feelings.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Can take a long time in addressing sensitive issues that could help others.
- Can over share personal feelings or emotions.
- Overly optimistic in her ability to bring balance to any situation.
- Does not always listen to those she is helping.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Freedom from control and detail.
- A forum to participate in meetings with others in an inviting meeting space.
- A fun and creative working environment.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- An opportunity to help others without being in the limelight.

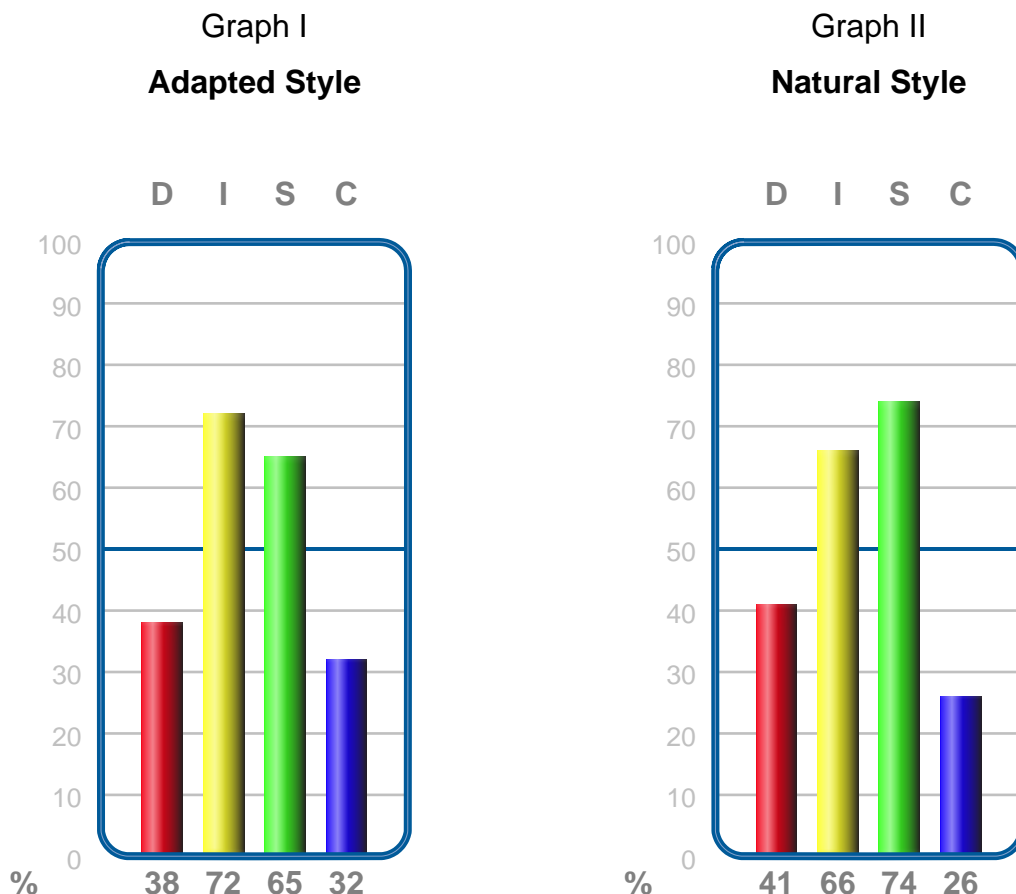
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- A support system to do the detail work.
- To be involved in keeping morale high and an overall harmonious work environment.
- The experience of the people and the surroundings to be happy and balanced.
- To be seen as an internal resource for people to express problems and challenges.
- To develop methodical and fair ways to help others.

## 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:

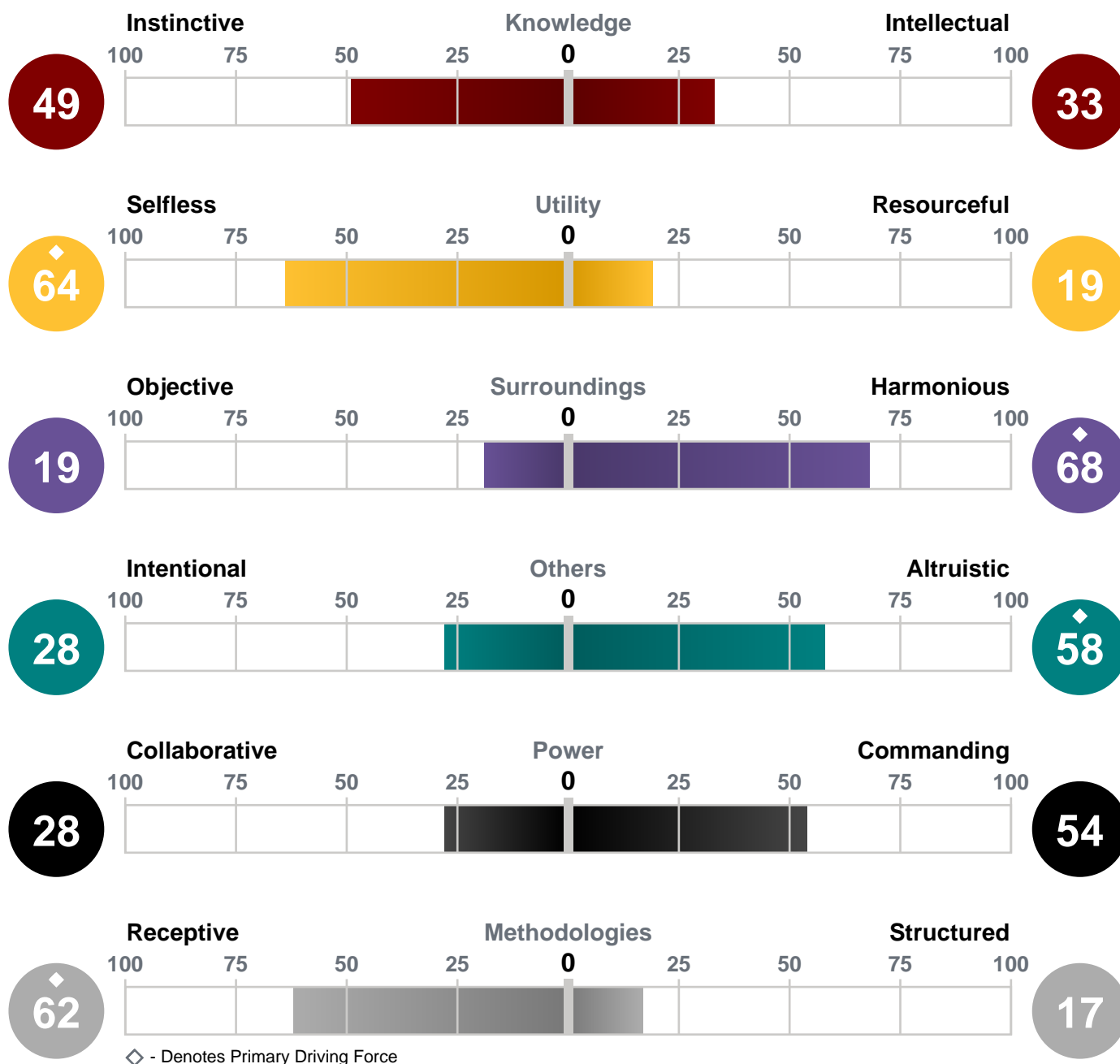
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 pamela. 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 pamela.
- pamela uses her aesthetic talent to impress others.
- pamela looks for and appreciates the beauty in things.

## 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.*

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

## 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.
- At times pamela can be very competitive.
- pamela can be assertive in meeting her needs.
- 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.

## 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.*

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

## 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.*

- Financial security is not a necessity, but a long-term goal.
- pamela will use her money to satisfy her true motivation.
- Money and material possessions are not a high priority for pamela.
- There is not a tremendous need for pamela to have great sums of money.
- pamela will not use money as a scorecard to impress others.
- pamela will seek a comfort level in her standard of living and try to maintain that level.
- Overemphasizing the value of money will bore pamela and turn her off.
- pamela will accept her financial situation and not strive to change it.
- pamela 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.

## 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.*

- pamela can be creative in interpreting other systems or traditions and selective in applying those traditions.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- pamela'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.
- Traditions will not place limits or boundaries on pamela.
- In many cases, pamela 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 pamela because she has not defined a philosophy or system that can provide immediate answers to every situation.

## 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

Botany  
Composition, Writing  
Education Counselor  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Geology, Earth Sciences  
Humanities  
International Studies and Relations  
Library Science  
Paleontology  
Philosophy, Religious Studies  
Political Science  
Sociology  
Teaching, Education  
Theology  
Urban Studies  
Web Design, Web Administration

### Business

Human Resources, Organizational Development  
Marketing

### Environmental, Agriculture and Food

Animal Sciences

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Educational Administrator  
Environment, Conservation and Sustainability  
Graphic Design  
Life Coaching  
Medical Ethics  
Multimedia, Digital Communications

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Videography  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Kinesiology  
Occupational Therapy  
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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Highly in tune to the environment and synergy within it.

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

Strong supporter, therefore, always willing to help.

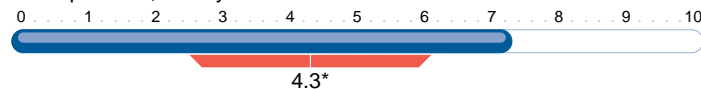
Able to be a strong listener, who can become a lifelong friend.

Brings enthusiasm to the creative process.

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

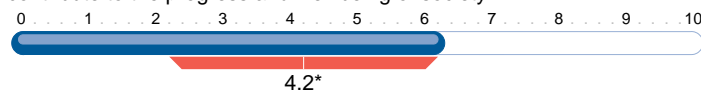
## Motivators

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



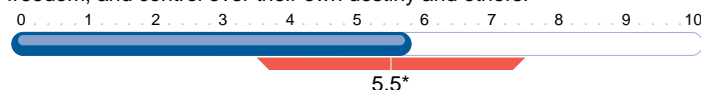
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**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



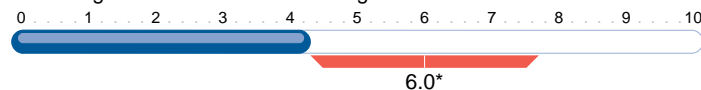
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



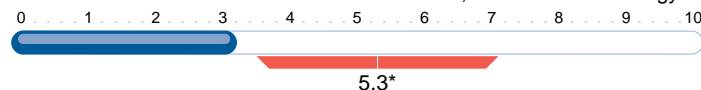
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**4. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



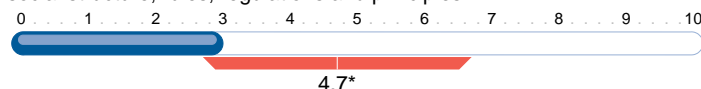
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**5. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

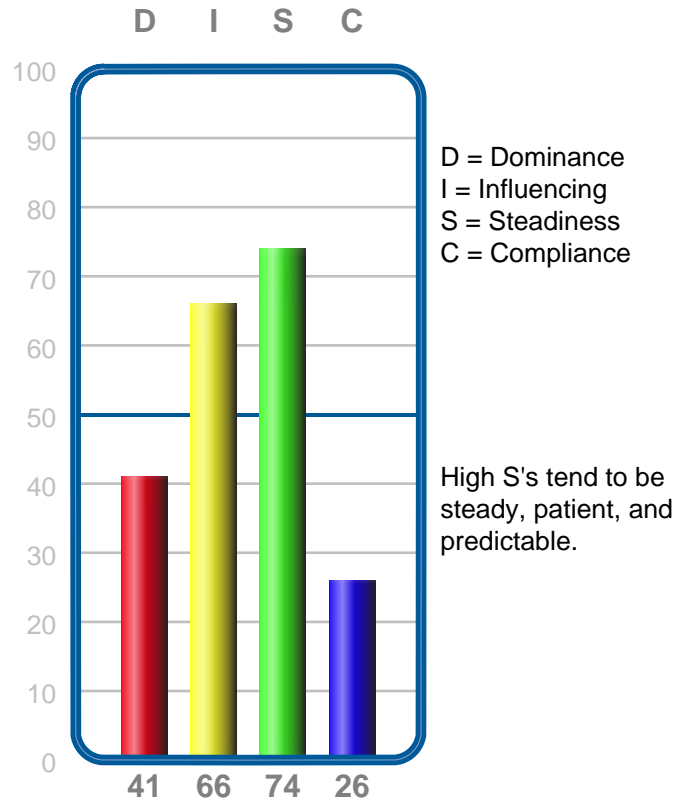


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**6. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.0



## Value to a Team

Big thinker.

Builds good relationships.

Patient and empathetic.

Creative approach to problem solving.

Works for a leader and a cause.

Dependable team player.