

**miette murcia**  
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.*

miette is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. 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. miette can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. 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. Once miette has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. miette likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. She prefers to help and support others rather than compete against them.

miette can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is persistent and persevering in her approach to achieving goals. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. miette may tend to fight for her beliefs or those things she feels passionate about. 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." 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 tries to use balanced judgment. She is the person who brings stability to the entire team.

miette is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. miette likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Comprehensive in problem solving.
- Good at reconciling factions--is calming and adds stability.
- Builds good relationships.
- Patient and empathetic.
- Always concerned about quality work.
- Proficient and skilled in her technical specialty.
- Service-oriented.
- Maintains standards.

## 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.*

- Not take action against those who challenge or break the rules or guidelines.
- Be too conservative--bides time and avoids much that is new.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Avoid accountability by overstating the complexity of the situation.
- Be dependent on others for decisions, even if she knows she is right.
- Underestimate her abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- 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.*

- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Follow through, if you agree.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Make an organized presentation of your position, if you disagree.
- Prepare your "case" in advance.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Give her time to verify reliability of your actions; be accurate, realistic.
- Define clearly (preferably in writing) individual contributions.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.

## 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.*

- Leave things to chance or luck.
- Threaten, cajole, wheedle, coax or whimper.
- Offer assurance and guarantees you can't fulfill.
- Say "trust me"--you must prove it.
- Use gimmicks or clever, quick manipulations.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Manipulate or push her into agreeing because she probably won't fight back.
- Dillydally, or waste time.
- Rush the decision-making process.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean her by using subtlety or incentive.
- Make conflicting statements.

## 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.*

- Takes a methodical approach to implementing changes that will increase return on investment.
- When stability is established, she can become entrepreneurial.
- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.
- Sees the details and resources needed to achieve desired return.
- Asks questions others overlook in regards to the bottom-line.
- Likes to do it right the first time and wants recognition for this.
- Holds others to high standards.

## 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.*

- Puts all her "eggs in one basket".
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- A fear of change prevents her from advancing.
- Listens to others but wants to act to her own interest.
- Desires to be seen as resourceful, yet is fearful of making mistakes.
- May come off as someone who believes process is the only way to increase the bottom-line.
- She will only feel effective when she can accomplish her agenda through structure.
- May set unreachable standards for herself and others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments that can be followed through to completion.
- An environment in which she may deal with people on a personal, intimate basis.
- Ability to be direct and to-the-point with the appropriate return on investment data.
- Clearly defined rules, procedures and pathway to meet performance objectives.
- An environment that demands high standards with the opportunity to enforce such standards.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

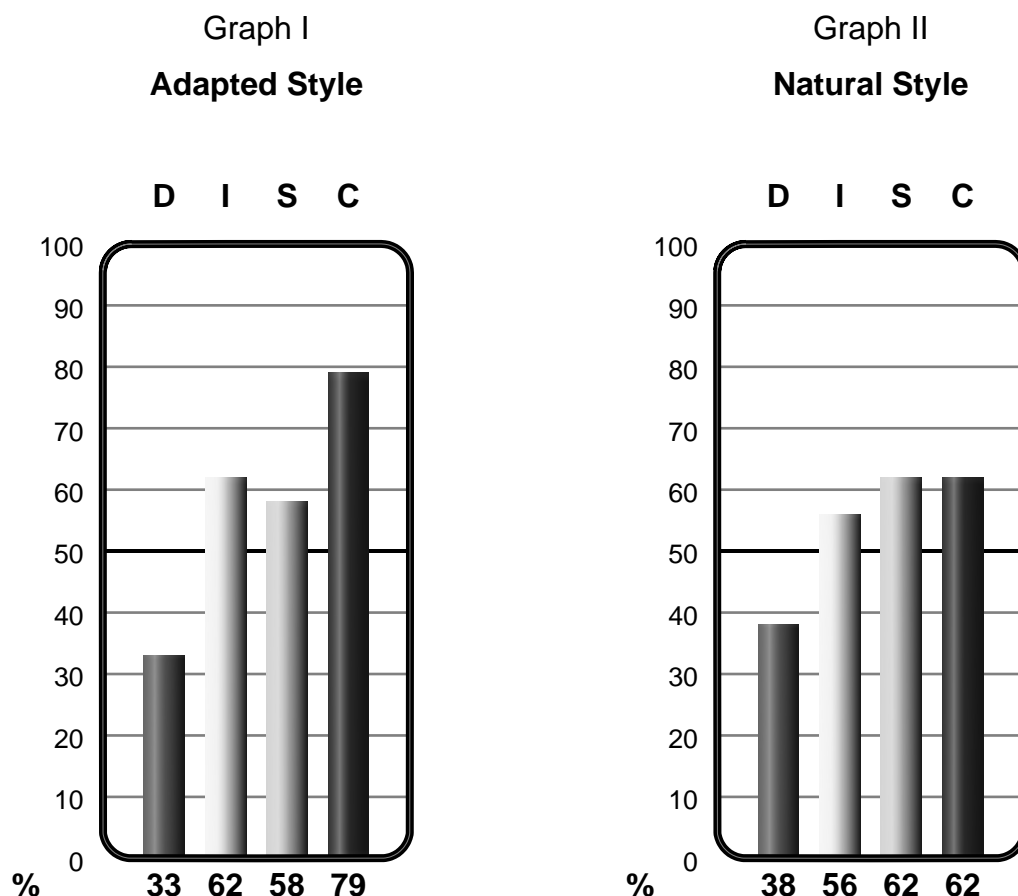
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Advancement when she is ready.
- Constant appreciation, and a feeling of security on the team.
- Policies to follow that have previous evidence of achieving outcomes in which she is being held accountable for.
- Fears eliminated by making the data and information available for decision making and problem solving.
- Control over long-term planning in order to protect the company from unnecessary risks.
- Control over keeping the process consistent and methodical.

## 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:

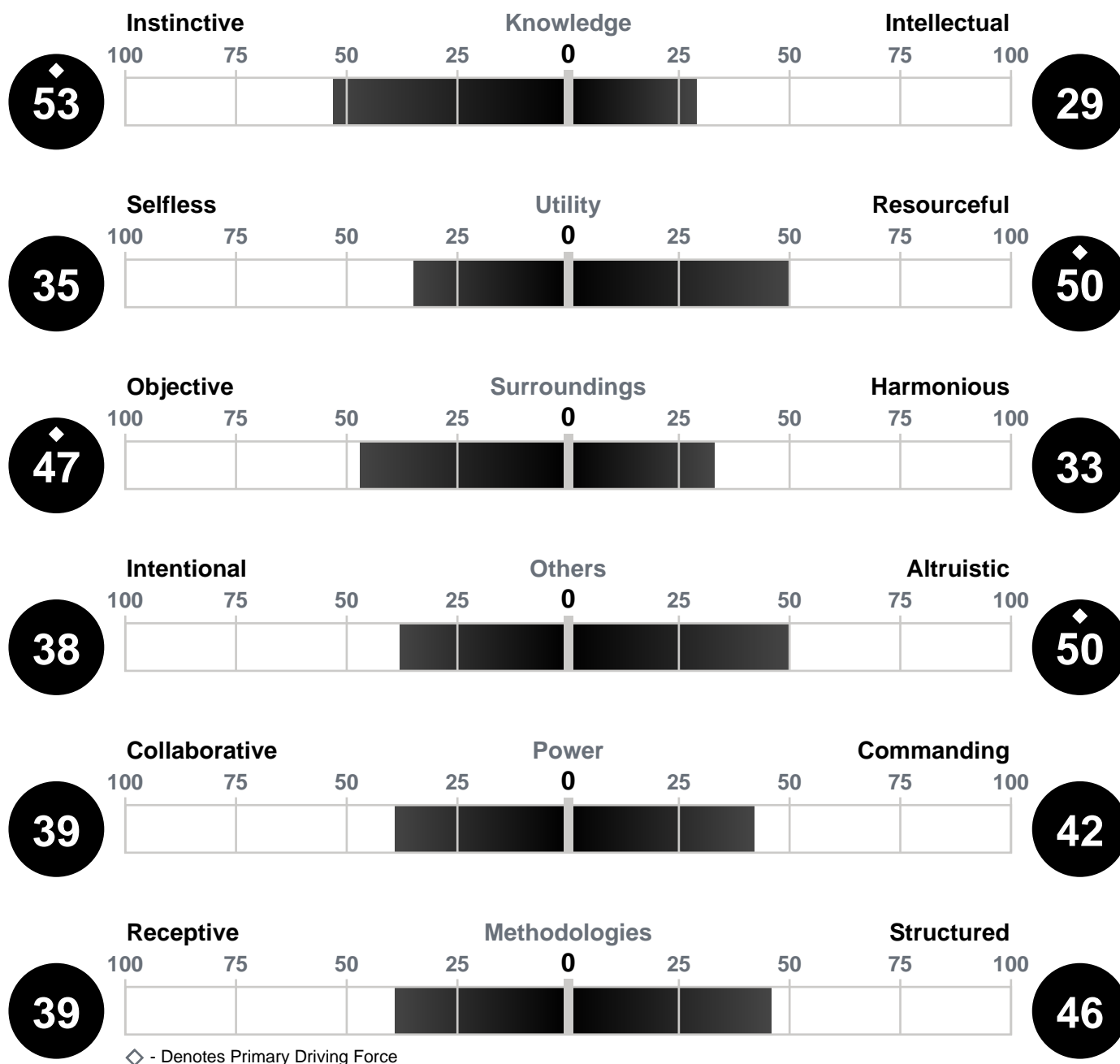
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- miette is good at achieving goals.
- She may use wealth as a yardstick to measure her work effort.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.
- She will work long and hard to satisfy her needs.
- miette tends to give freely of time and resources, but will want and expect a return on her investment.

## 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 believes "if at first you don't succeed try, try again."
- People who are determined and competitive are liked by miette.
- miette believes "when the going gets tough, the tough get going."
- If necessary, miette will be assertive in meeting her own needs.
- miette takes responsibility for her actions.
- Maintaining individuality is strived for in relationships.
- She wants to control her own destiny and display her independence.
- miette has the desire to assert herself and to be recognized for her accomplishments.
- miette 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.

## 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.*

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

- miette lets her conscience be her guide.
- miette at times will evaluate others based on her rules for living.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- miette needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.

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

## 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.*

- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- miette is not necessarily worried about form and beauty in her environment.
- Intellectually, miette can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- She wants to take a practical approach to events.
- Unpleasant surroundings will not stifle her creativity.
- miette's passion in life will be found in one or two of the other motivators discussed in this report.

## 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

Criminology, Forensics  
Information Technology  
Interior Design  
Photography and Studio Art  
Web Design, Web Administration

### Business

Human Resources, Organizational Development  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Chef, Food Preparation  
Drafting  
Vehicle Maintenance and Repair

### Engineering

Civil Engineering

### Environmental, Agriculture and Food

Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Programming  
Ecommerce  
Medical Ethics  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning

### Health Sciences

Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing

### Other Career Paths

Apparel Fashion  
Military Service



## 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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
19-3094	4+	Political Scientist
19-3011	4+	Economist
19-2012	4+	Physicist
17-2131	4+	Materials Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
17-3012	4	Electrical & Electronic Drafter
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
49-3011	2-4	Aircraft Mechanic
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
41-9022	2	Real Estate Sales Agent
33-3051.01	2	Police Patrol Officer
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
39-1011	HS	Gaming Supervisor

## NEXT STEPS: POSSIBLE CAREER IDEAS

29-2041      HS      Emergency Medical Technician & Paramedic

## STUDY TIPS

- Study alone.
- Put words you have trouble spelling on your mirror so you see them daily.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Set realistic goals.
- Make sure you understand course expectations and ask if necessary.
- Ask yourself questions - either from the class material or ones you make-up.
- Force yourself to ask your classmates questions.
- Quiz yourself and others about ideas you are learning.
- Study and review notes just before class starts.
- Think positively about your ability to pass every class with high marks.
- Set challenging goals.

## Strengths

Takes a methodical approach to implementing changes that will increase return on investment.

When stability is established, she can become entrepreneurial.

Methodically follows a strategy to achieve.

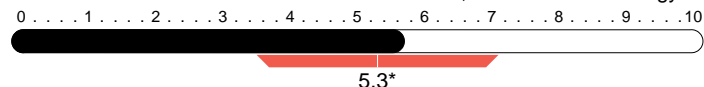
The ideal right hand to a goal-driven leader.

Sees the details and resources needed to achieve desired return.

Likes to do it right the first time and wants recognition for this.

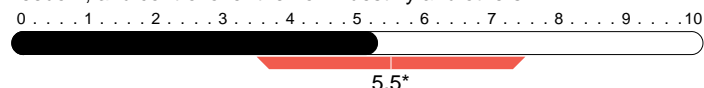
## Motivators

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



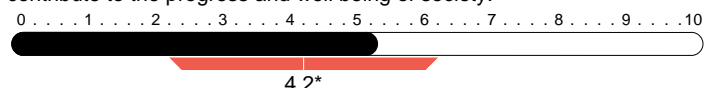
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



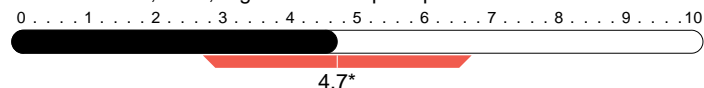
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**3. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



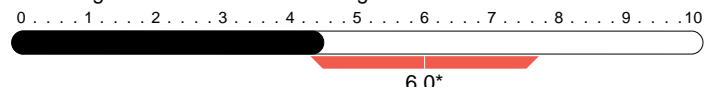
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



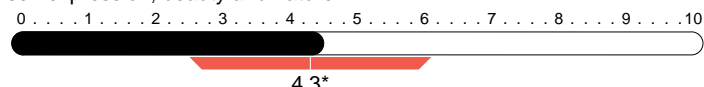
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**5. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

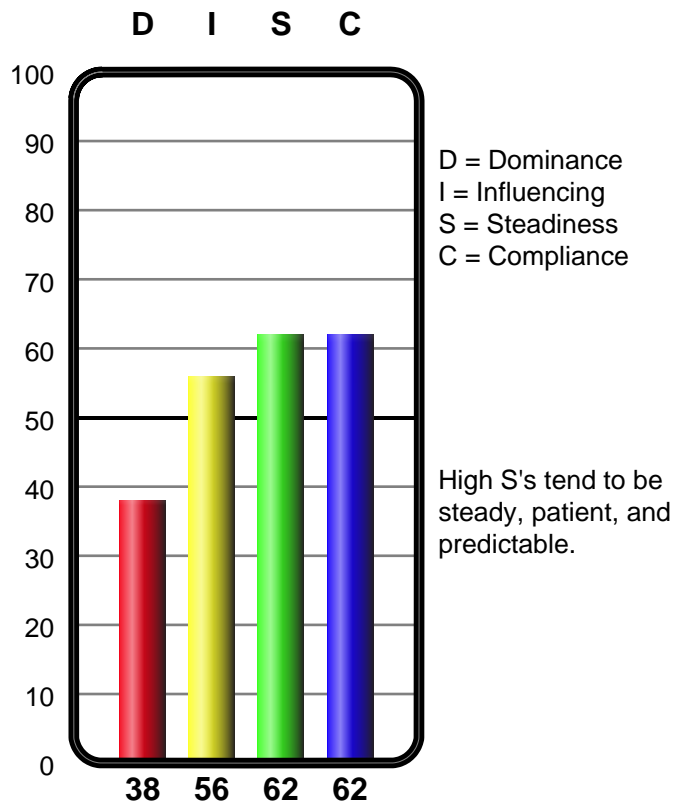


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**6. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



4.5



## Value to a Team

Maintains standards.

People-oriented.

Conscientious and steady.

Good at reconciling factions--is calming and adds stability.

Defines, clarifies, gets information, criticizes and tests.

Builds good relationships.