

leslie ramirez
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.

leslie wants to know what others think of her. She wants and tries to please. She places her focus on people. To her, strangers are just friends she hasn't met! She prefers working for a participative manager. She does her best work in this kind of environment. She likes feedback from her manager on how she is doing. leslie influences most people with her warmth. She is enthusiastic and usually slow to anger. She can be seen as a person of good will. She may tend to agree to avoid confrontation. leslie 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." She seeks popularity and social recognition. She likes to deal with people in a favorable social environment.

leslie 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. Decisions are made after gathering facts and supportive data. She is good at solving problems that deal with people. leslie prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She may be inconsistent in disciplining others. She likes to be involved in the decision-making process. Because of her trust and willing acceptance of people, she may misjudge the abilities of others.

leslie is good at calming conflict situations. Others can sense that she is truly interested in helping people in a conciliatory role. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, leslie will attempt to put them at ease. She judges others by their verbal skills and warmth. She will know many people. She has a tendency to be a name dropper. She may do this without thinking, trying to establish rapport with people she may not know well. It is important for leslie 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 usually uses many gestures when talking. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She is always concerned with other people's feelings and thoughts.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Concerned about quality.
- Positive sense of humor.
- Optimistic and enthusiastic.
- Verbalizes her feelings.
- Will gather data for decision making.
- Negotiates conflicts.
- Turns confrontation into positives.
- Flexible.
- Creative problem solving.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be optimistic regarding possible results of her projects or the potential of her people.
- Have difficulty planning and controlling time expenditure.
- Overestimate her ability to motivate people or change others' behavior.
- Be so enthusiastic that she can be seen as superficial.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be too verbal in expressing criticism.

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 solid, tangible, practical evidence.
- Support your communications with correct facts and data.
- Provide ideas for implementing action.
- Keep conversation at discussion level.
- Take time to be sure that she is in agreement and understands what you said.
- Read the body language for approval or disapproval.
- Plan interaction that supports her dreams and intentions.
- Give her time to ask questions.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Provide testimonials from people she sees as important.
- Deal with details in writing, have her commit to modes of action.
- Leave time for relating, socializing.

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.

- Talk in a loud voice or use confrontation.
- Be curt, cold or tight-lipped.
- Take credit for her ideas.
- Leave decisions hanging in the air.
- Make promises you cannot deliver.
- Talk down to her.
- Rush her in the decision-making process.
- Drive on to facts, figures, alternatives or abstractions.
- Use testimonies from unreliable sources.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Be dictatorial.
- Kid around too much, or "stick to the agenda" too much.

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.

- Demonstrates a will and desire to help others in the organization.
- Wants to be seen as a leader in humanitarian issues.
- Thinks outside of the box when gathering information.
- Will bring high energy and enthusiasm to the researching process.
- Brings organization for those striving for the same cause.
- Paints a very detailed picture for the benefit of others to follow.
- Her desire to learn more allows processes to become more effective.
- Wants to know everything about the process, which leads to high standards and results.

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.

- Does not always listen to those she is helping.
- When helping others, may talk too much about herself.
- May overlook vital details in her pursuit of information.
- Ability to learn is diminished due to her lack of focus on one thing.
- May micromanage friends or family and in turn, unintentionally alienate others.
- Viewed by others as a "watchdog", but wants to be seen as trying to help the cause move in the right direction.
- Never enough facts to prove the new theory.
- Wants a consistent process but constantly looking to make sure it is correct.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Freedom of movement.
- A leadership team that is optimistic toward learning new concepts or theories.
- An environment where being prepared for meetings is rewarded.
- Ability to help others within the organizational framework.
- Ability to showcase altruistic achievements in order to get others involved.

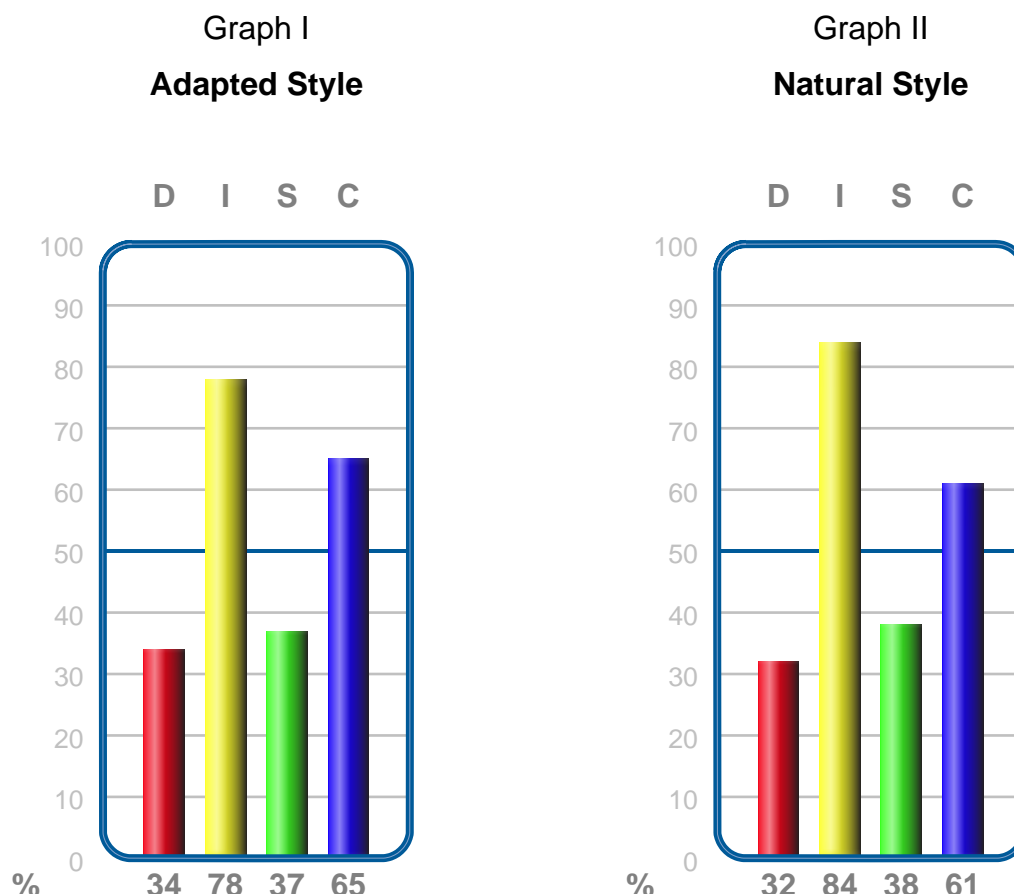
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Group activities outside the job.
- Reassurance she is doing the job right.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- Information on how to do things right, for fear of making a mistake.
- Processes and procedures for maintaining compliance while giving back to society.
- The flexibility to be creative in the way she and the organization help others and causes.

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.



Norm 2015 R4

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:

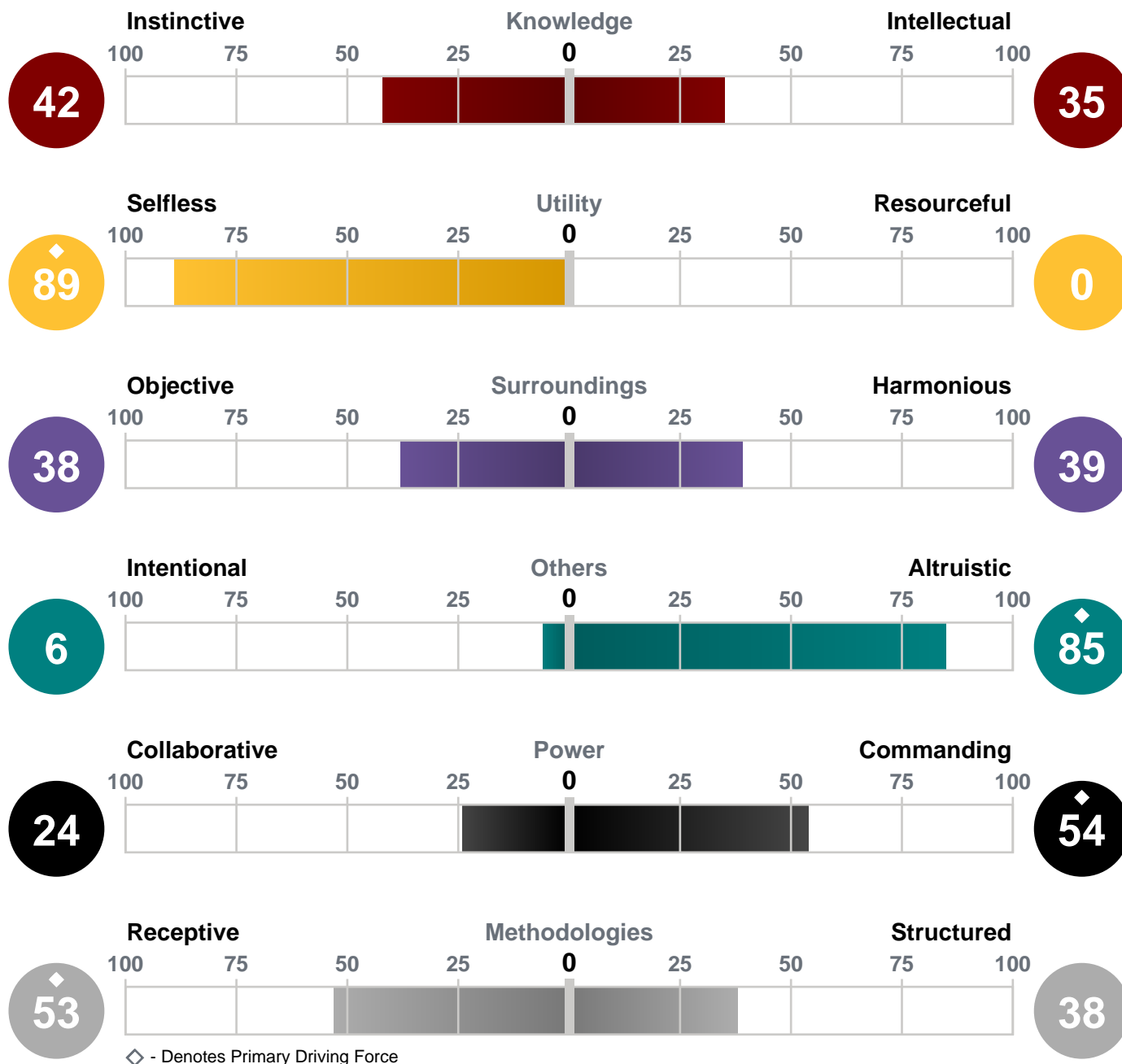
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She has the ability to instinctively notice and respond to people in need.
- Eliminating hate and conflict in the world is one of leslie's passions.
- leslie will have causes that cannot be won, satisfying her inner need for peace. Even if the cause cannot be won, she will still be compelled to try.
- In business, she wants everyone to receive the most value money can buy.
- Looking for the positive in a situation energizes her to solve problems that people are experiencing.
- She wants to promote a doctrine of fairness with regard to rules that regulate people.
- leslie has the ability to be empathetic toward those who are hurting.
- If she thinks it will harm the relationship, leslie will avoid confrontation.
- leslie will blame the system more than the individual and will work diligently to change the system.

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

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 leslie can be very competitive.
- leslie can be assertive in meeting her needs.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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 "traditionalists" 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.

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

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.

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

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

Ethnic, Cultural and Gender Studies
Humanities
Library Science
Sociology
Teaching, Education
Urban Studies

Business

Marketing

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Speech and Language Pathology

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Hospital and Health Administration
Kinesiology
Nursing
Pre-Medicine
Pre-Veterinary Medicine

NEXT STEPS: POSSIBLE DEGREE MATCHES

Psychology

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
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
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support

NEXT STEPS: POSSIBLE CAREER IDEAS

17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
21-1093	HS-4	Social & Human Services Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
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
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
27-1023	HS	Floral Designer

STUDY TIPS

- Don't let others intrude upon your study time.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Don't doodle.
- Review notes from previous lessons to prepare yourself for the next.
- Identify the time of day you feel best and try to fit studying into these hours.
- Listen for ideas and facts to support the main idea.
- Study or review notes before each class starts.
- Ask questions about things for which you are unsure.
- Socialize after studying - not before.
- Set goals which challenge your abilities.
- Take meaningful notes.

Strengths

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

Wants to be seen as a leader in humanitarian issues.

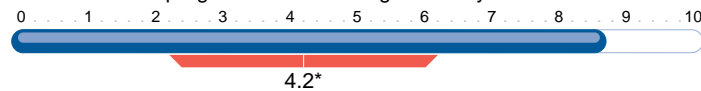
Thinks outside of the box when gathering information.

Will bring high energy and enthusiasm to the researching process.

Brings organization for those striving for the same cause.

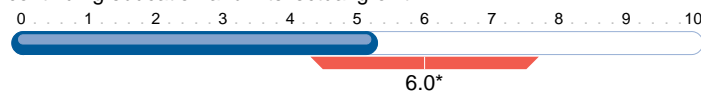
Motivators

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



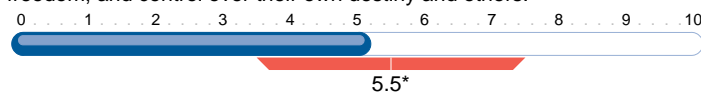
8.7

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



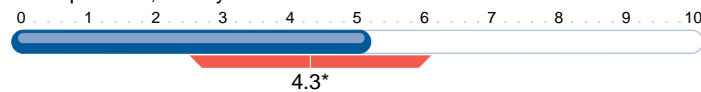
5.3

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



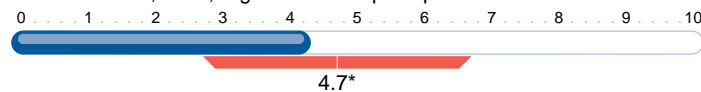
5.2

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



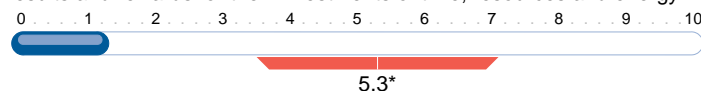
5.2

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

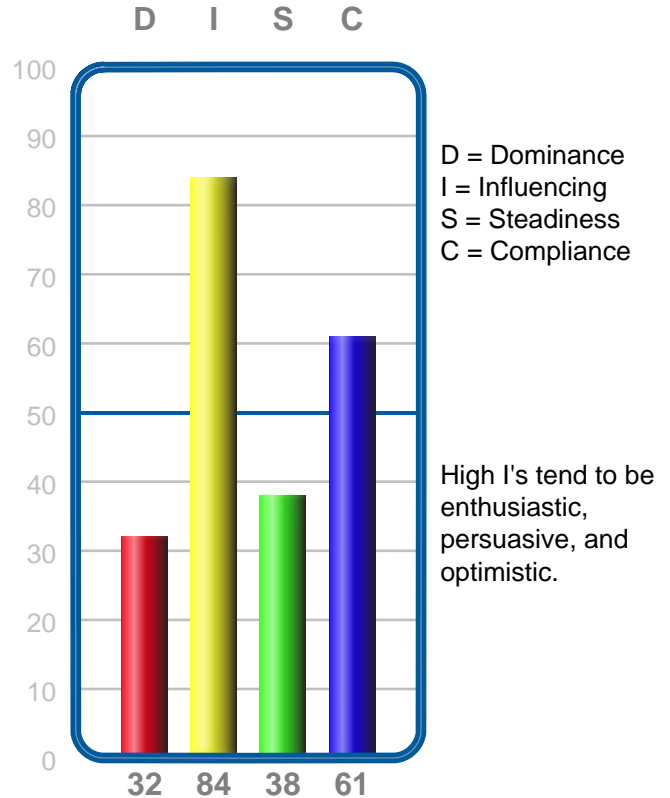


4.3

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



1.3



Value to a Team

Builds confidence in others.

Respect for authority and organizational structure.

Optimistic and enthusiastic.

Concerned about quality.

Adaptable.

Team player.