

**ashley garcia**  
10-11-2016



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### MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

### THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

## STYLE: YOUR STYLE

*This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.*

ashley can be seen as a person of good will. She likes feedback from her manager on how she is doing. She may tend to agree to avoid confrontation. She is optimistic and usually has a positive sense of humor. ashley 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 tends to trust people and may be taken advantage of because of her high trust level. She influences most people with her warmth. ashley is enthusiastic and usually slow to anger. 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.

ashley likes to participate in decision making. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She likes working for managers who make quick decisions. She is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She 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.

ashley is good at negotiating conflict between others. ashley feels that "if everyone would just talk it out, everything would be okay!" She has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. It is important for ashley 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 has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. ashley is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, ashley will attempt to put them at ease. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She is both a good talker and a good listener. She may use her time imprecisely because she likes to talk to people.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Team player.
- Builds confidence in others.
- Bottom line-oriented.
- Optimistic and enthusiastic.
- Dedicated to her own ideas.
- Negotiates conflicts.
- Accomplishes goals through people.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

## 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 inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Make decisions based on surface analysis.
- Take information at face value without validation or substantial investigation.
- Overuse praise in motivating others.
- Be so enthusiastic that she can be seen as superficial.

## 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 a warm and friendly environment.
- Read the body language for approval or disapproval.
- Provide solutions--not opinions.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Define the problem in writing.
- Clarify any parameters in writing.
- Talk about her, her goals and the opinions she finds stimulating.
- Use a balanced, objective and emotional approach.
- Use a motivating approach, when appropriate.
- Provide testimonials from people she sees as important.
- Use enough time to be stimulating, fun-loving, fast-moving.

## 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.*

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

## 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.
- Sings the praises of peers and the contributions others make.
- Willing to be the spokesperson for the team.
- Capable of addressing conflict for a win-win scenario.
- Able to be a strong listener, who can become a lifelong friend.
- Willing to be the support system behind the cause.
- The ideal right hand to a goal-driven leader.
- A "winner" who is consistent but does not brag about accomplishments.

## 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.
- May overestimate the impact she can have on others.
- May struggle with hearing and applying constructive criticism.
- Can disclose their agenda to the wrong people.
- Can take a long time in addressing sensitive issues that could help others.
- Sees change for change's sake as negative for herself and others.
- Listens to others but wants to act to her own interest.
- Will hide emotions until others push her buttons or take advantage of her.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- An environment in which she may deal with people on a personal, intimate basis.
- An opportunity to help others without being in the limelight.
- An environment where understanding and appreciating others is rewarded.
- A forum to celebrate successes as an individual.
- Desires to be seen as the gatekeeper of information and sensitive materials.

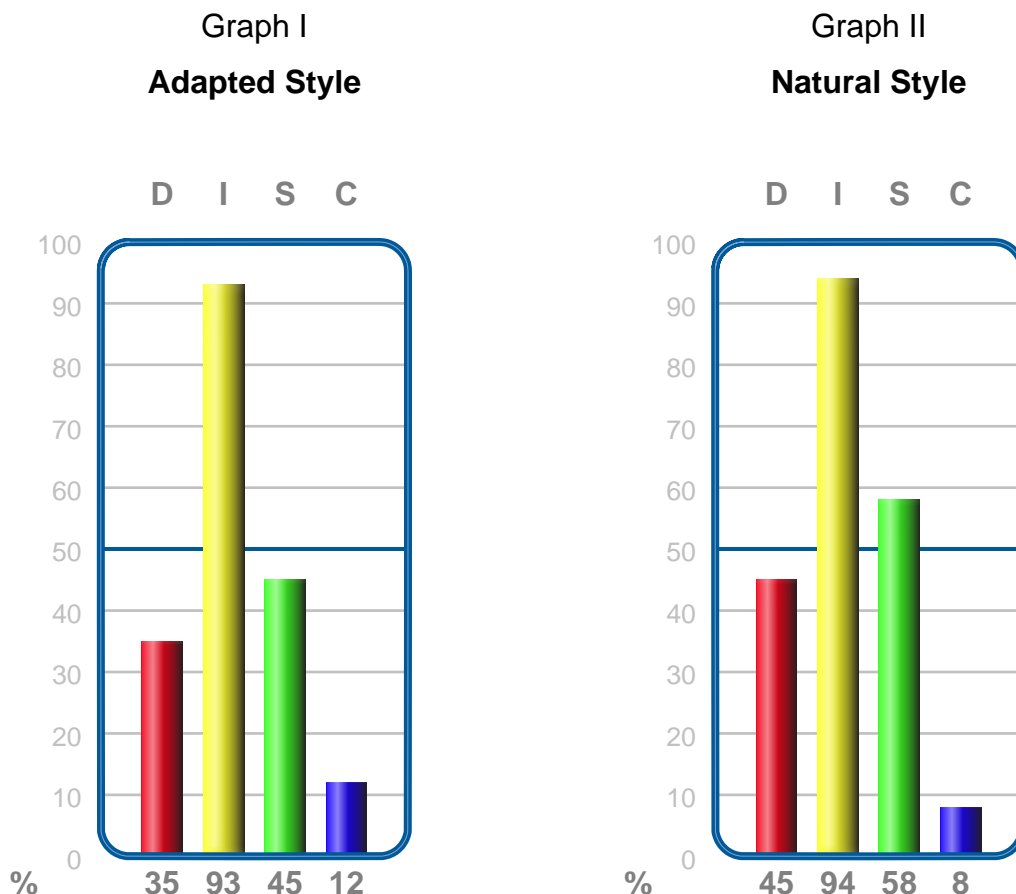
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Recognition for loyalty and long service.
- To develop methodical and fair ways to help others.
- Support others in the organization's quest to make a difference.
- Opportunities for advancement and new experiences.
- The power to protect those she trusts or is loyal to.

## 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:

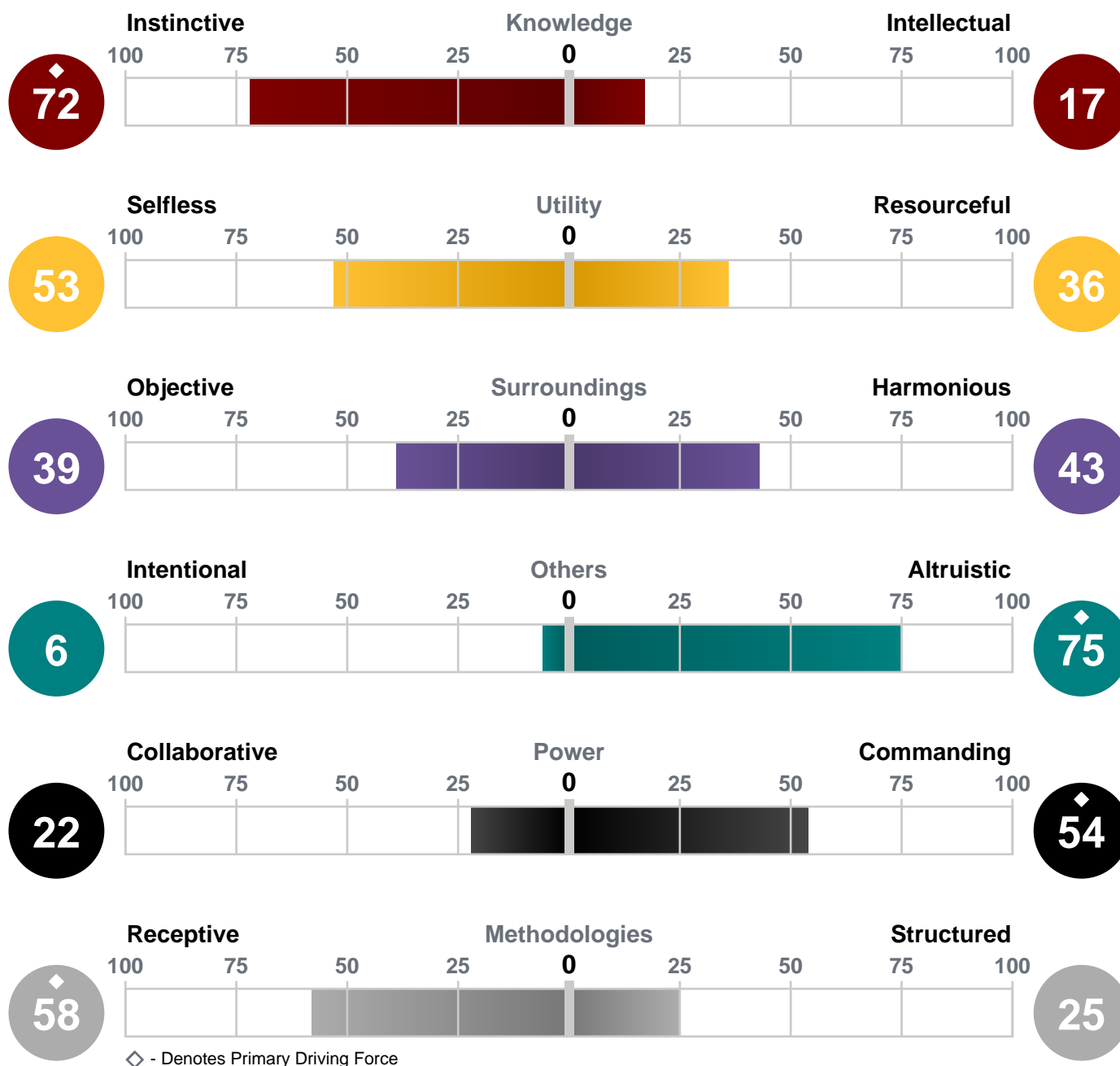
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 believes charities should be supported.
- ashley is patient and sensitive to others.
- Saying "no" is difficult when others need her time or talent.
- Helping the homeless may be one of her concerns.
- She is generous with her time, talent and resources for those in need.

## 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.*

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

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

## MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.*

- She will use wealth as a yardstick to measure her work effort with certain activities.
- ashley will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- ashley can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- ashley will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.

## 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.*

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

## 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.*

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

## 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

Broadcasting  
Communications  
Entertainment and Arts Management  
International Studies and Relations  
Meteorology  
Political Science  
Radio and Broadcast Communications

### Business

Advertising  
Business Communications, Public Relations  
General Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Rehabilitation Therapy  
Speech and Language Pathology

### Environmental, Agriculture and Food

Animal Sciences  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Desktop Publishing  
Educational Administrator  
Entrepreneurial Studies  
Life Coaching  
Multimedia, Digital Communications  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Social Entrepreneurism

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Urban and City Planning  
Videography  
Wilderness Education  
Yoga Therapy and Training

### Health Sciences

Chiropractic Assistance  
Exercise Science  
Health and Fitness, Personal Training  
Hospital and Health Administration  
Kinesiology  
Nursing  
Occupational Therapy

### Other Career Paths

Apparel Fashion  
Child Care, Family Services  
Fitness and Exercise Science  
Interior Design  
Personal Care Technician  
Recreation and Tourism



## 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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-2011	4+	Advertising & Promotion Manager
29-1125	4	Recreational Therapist
27-3011	4	Announcer - Radio & TV
25-2022	4	Teacher, Middle School
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

## STUDY TIPS

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

## Strengths

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

Sings the praises of peers and the contributions others make.

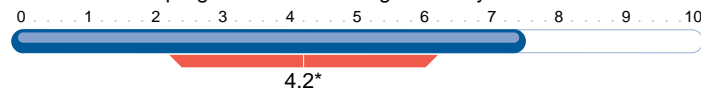
Willing to be the spokesperson for the team.

Capable of addressing conflict for a win-win scenario.

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

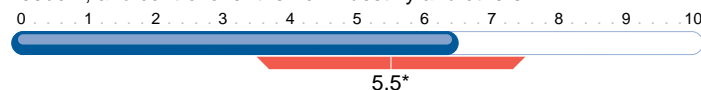
## Motivators

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



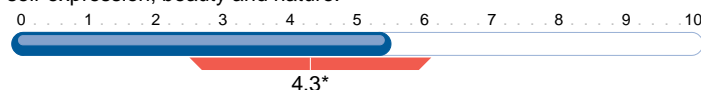
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



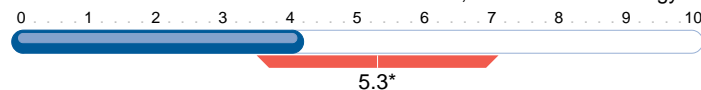
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



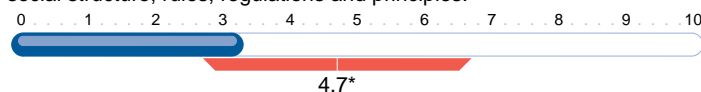
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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



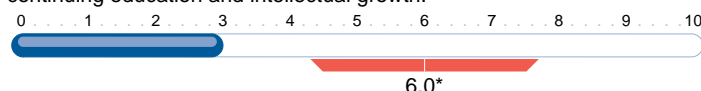
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**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

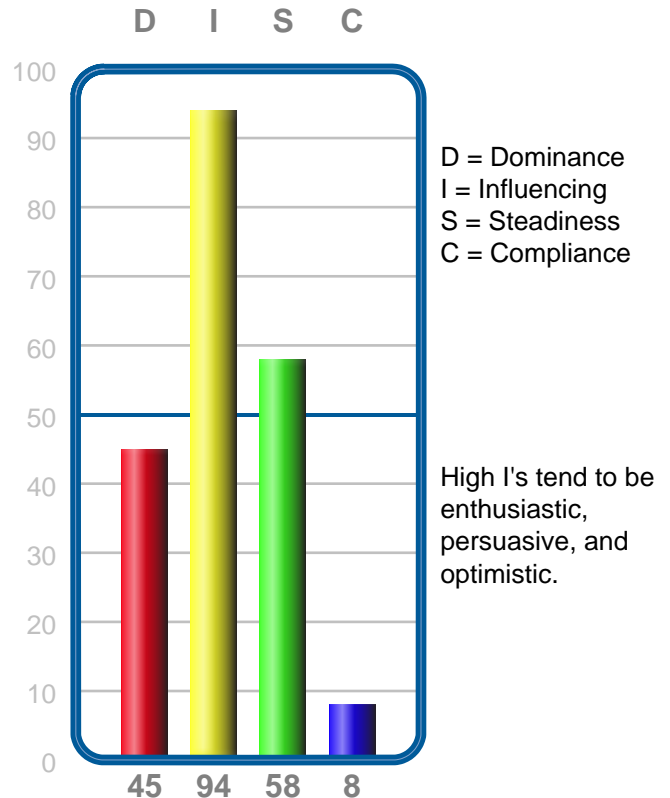


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**6. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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## Value to a Team

Builds confidence in others.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

People-oriented.

Optimistic and enthusiastic.

Dedicated to her own ideas.

Creative problem solving.