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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.

Samantha projects a self-assured and self-confident image. 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. She likes to develop people and build organizations. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. Samantha can be obliging and accommodating; that is, she likes to work with people and help them. She likes quality social relationships. She often will become friends with her customers or clients. She may tend to agree to avoid confrontation. She likes feedback from her manager on how she is doing. Samantha seeks popularity and social recognition. She likes to deal with people in a favorable social environment. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations.

Samantha prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. 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 to participate in decision making. 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. Samantha 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 likes working for managers who make quick decisions.

Samantha may use her time imprecisely because she likes to talk to people. She is people-oriented and verbally fluent. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! It is important for Samantha 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. Samantha tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She is both a good talker and a good listener. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds confidence in others.
- Bottom line-oriented.
- Optimistic and enthusiastic.
- Big thinker.
- Accomplishes goals through people.
- Self-reliant.
- Verbalizes her feelings.
- 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.

- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Overuse praise in motivating others.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Overestimate her ability to motivate people or change others' behavior.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be so enthusiastic that she can be seen as superficial.
- Be optimistic regarding possible results of her projects or the potential of her people.

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.

- Offer special, immediate and continuing incentives for her willingness to take risks.
- Use a balanced, objective and emotional approach.
- Clarify any parameters in writing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Talk about her, her goals and the opinions she finds stimulating.
- Appeal to the benefits she will receive.
- Provide solutions--not opinions.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Provide "yes" or "no" answers--not maybe.
- Read the body language for approval or disapproval.

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.

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

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.

- Brings enthusiasm to the creative process.
- Expresses and strives for a balanced team.
- Volunteers her knowledge on many subjects.
- Motivates others to continue education.
- Accommodating team member that brings balance to the organization.
- Patient with and willing to listen to the feelings of others.
- Delivers her knowledge and wisdom objectively.
- Methodical and reliable researcher.

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.

- Can over share personal feelings or emotions.
- Has difficulty looking at situations objectively.
- May present facts and figures with too much emotion.
- A desire to share information can impede her ability to listen and learn.
- If environment is shaken, she struggles to speak up to realign it.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- Resents change without logical facts and reasoning behind the change.
- Will have difficulty in establishing priorities in learning new matters.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- An environment in which she may deal with people on a personal, intimate basis.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- A credible manager that provides enough information.
- Working conditions that allow for creativity and people-interaction.
- Time for personal reflection and an appreciation for staying balanced.

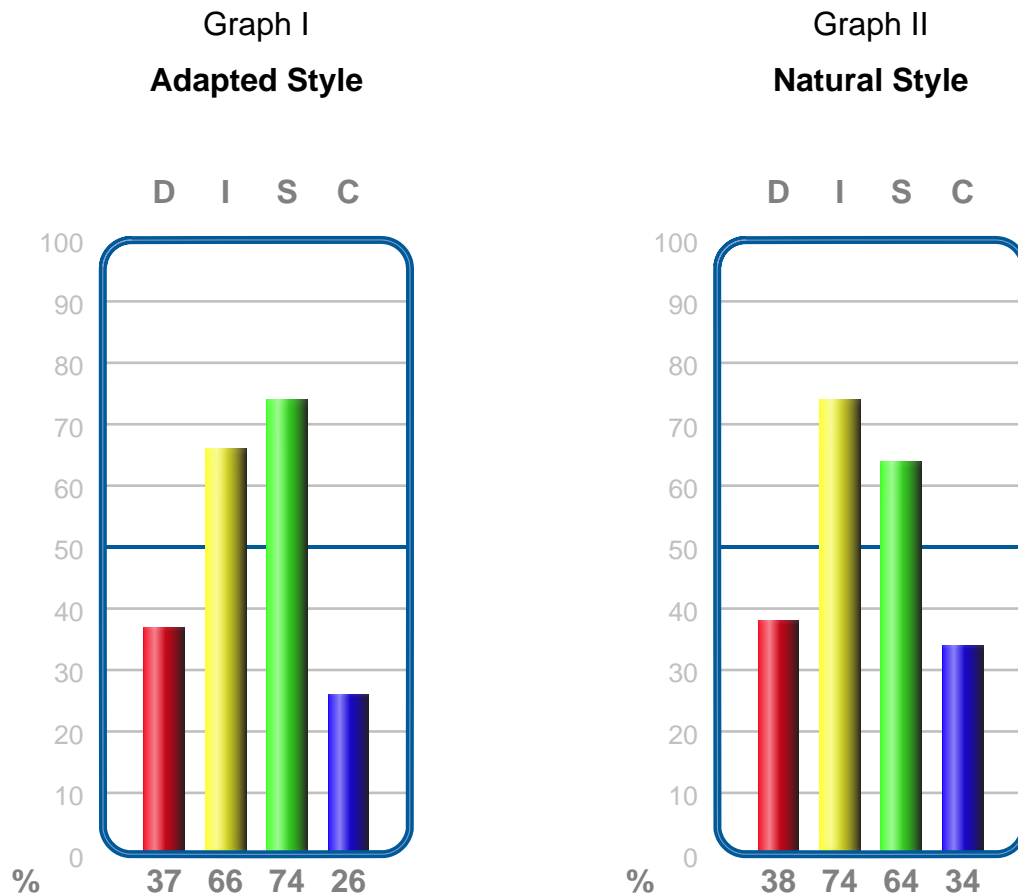
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Work assignments that provide opportunity for recognition.
- The opportunity to share knowledge with others.
- To be seen as the keeper of information.
- The ability to express enthusiasm and creativity necessary for successful projects.
- Time for the beautification of the workplace and areas around her.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

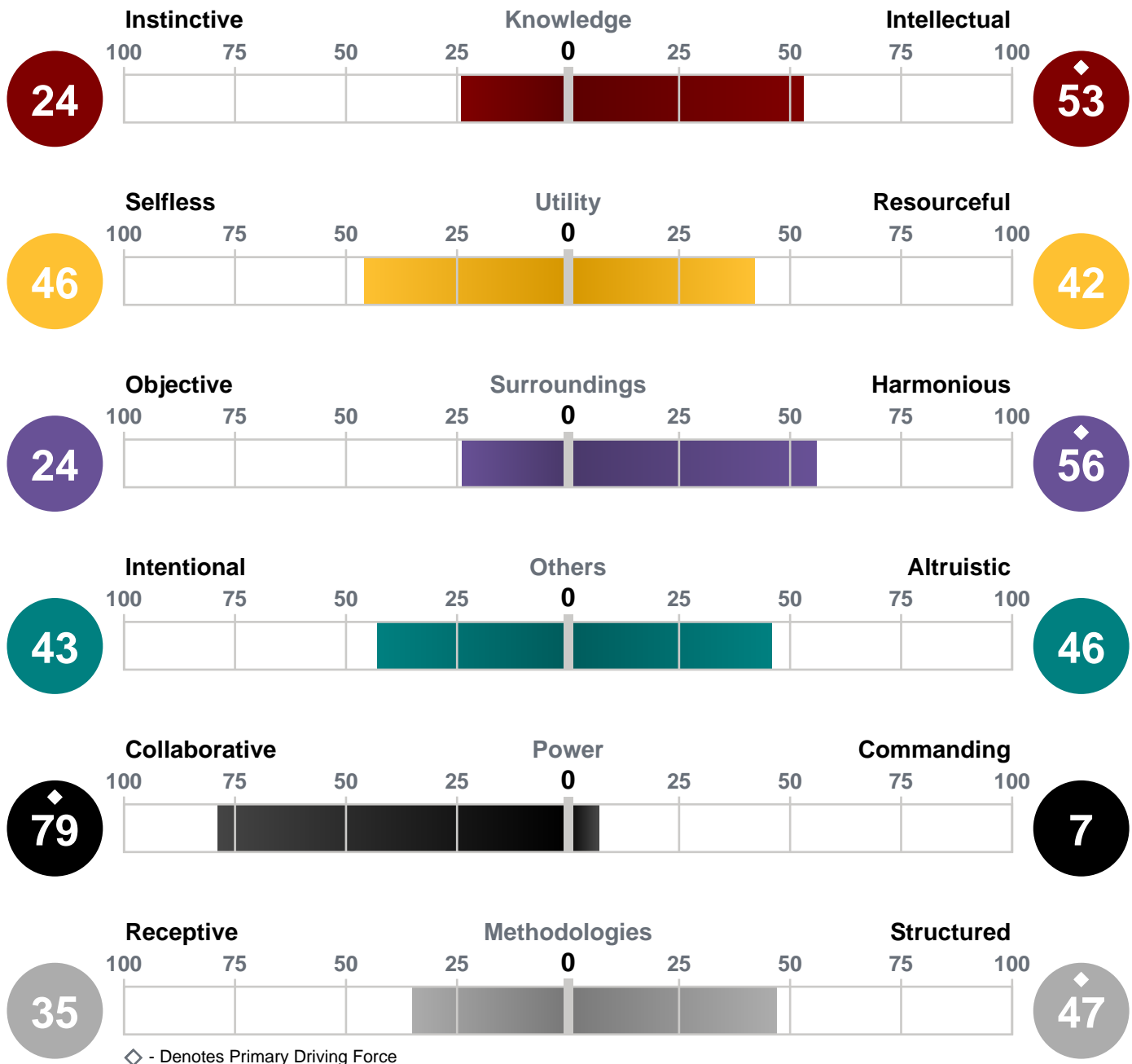
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE 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.

- Samantha uses her aesthetic talent to impress others.
- Dressing for success comes naturally to Samantha. She enjoys the latest designer clothes when she has the funds to purchase them.
- Form and harmony provide her with an experience to remember.
- Samantha looks for and appreciates the beauty in things.
- Decorating her surroundings so they are visually pleasing is enjoyable for Samantha.

MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

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.

- 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.
- Samantha needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- Samantha lets her conscience be her guide.
- Samantha at times will evaluate others based on her rules for living.

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.

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

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

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.

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

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

Botany
Composition, Writing
Creative Writing
Criminology, Forensics
Geology, Earth Sciences
Library Science
Paleontology
Philosophy, Religious Studies
Theology

Business

Marketing

Career and Technical

Dental Assistance
Rehabilitation Therapy
Speech and Language Pathology

Engineering

Bio Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environment, Conservation and Sustainability
Health Technology
Medical Ethics
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-3021	4	Teacher Self-Enrichment Education
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
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

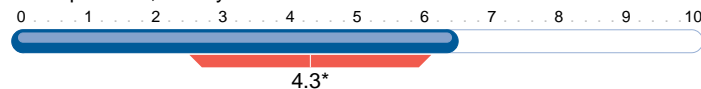
- Track your time and see how you are spending it and add more time for studying if needed.
- Use recitation to embed fact and ideas.
- Don't doodle.
- Read an article on listening and note taking.
- Don't let your ego keep you from studying.
- Think positively about subjects that give you difficulty.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

Strengths

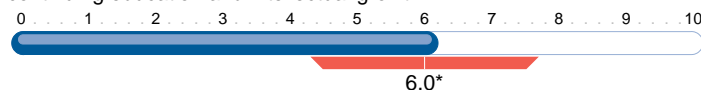
- Brings enthusiasm to the creative process.
- Expresses and strives for a balanced team.
- Volunteers her knowledge on many subjects.
- Motivates others to continue education.
- Accommodating team member that brings balance to the organization.
- Delivers her knowledge and wisdom objectively.

Motivators

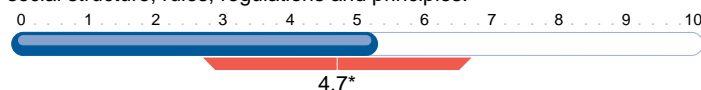
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



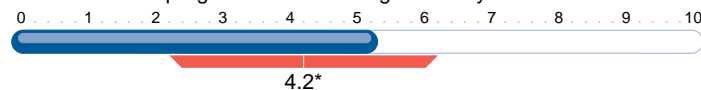
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



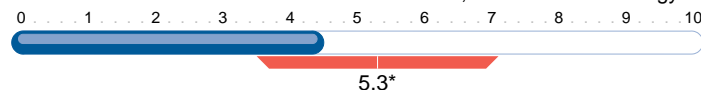
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



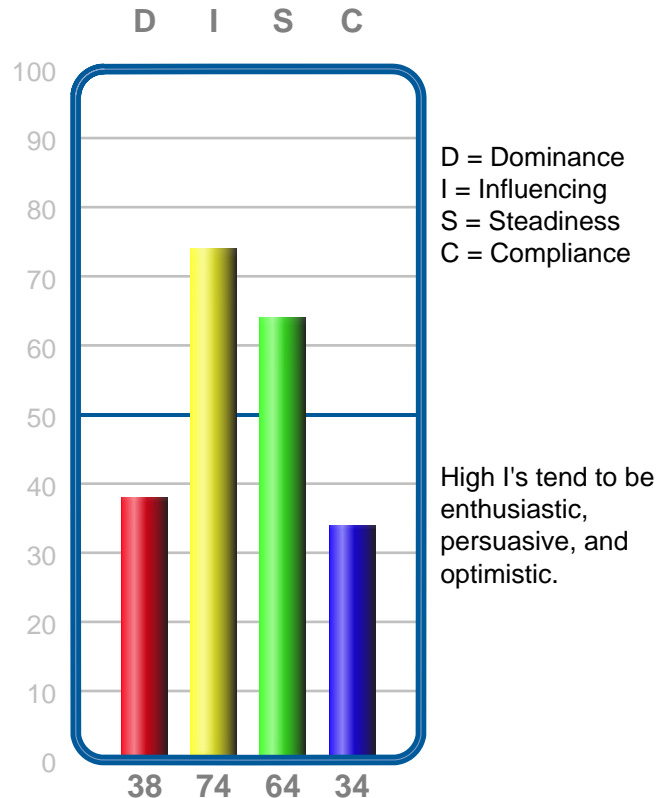
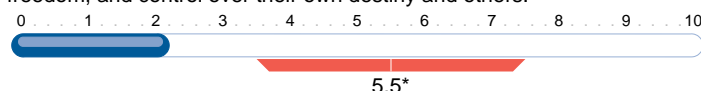
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

- Negotiates conflicts.
- Bottom line-oriented.
- Big thinker.
- Builds confidence in others.
- Verbalizes her feelings.
- People-oriented.