

**Eilein medina**  
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.*

Eilein 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 places her focus on people. To her, strangers are just friends she hasn't met! She can combine and balance enthusiasm and patience. She wants to know what others think of her. She wants and tries to please. Eilein is good at creating enthusiasm in others. She is optimistic and usually has a positive sense of humor. She likes feedback from her manager on how she is doing. She can be seen as a person of good will. Eilein tries to influence others through a personal relationship and many times will perform services to develop this relationship. She likes quality social relationships. She often will become friends with her customers or clients.

Eilein 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She likes to participate in decision making. She likes working for managers who make quick decisions. 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 prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She is good at solving problems that deal with people. Decisions are made after gathering facts and supportive data.

Eilein has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She will optimistically interact with people in an assured, diplomatic and poised manner. She often makes suggestions to others, but rarely attempts to force her ideas on them. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! Eilein is people-oriented and verbally fluent. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Eilein will attempt to put them at ease. She is both a good talker and a good listener. She is good at calming conflict situations. Others can sense that she is truly interested in helping people in a conciliatory role.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Respect for authority and organizational structure.
- Positive sense of humor.
- Accomplishes goals through people.
- Verbalizes her feelings.
- Will gather data for decision making.
- Optimistic and enthusiastic.
- Turns confrontation into positives.

## 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.*

- Overuse praise in motivating others.
- Trust people indiscriminately if positively reinforced by those people.
- Be optimistic regarding possible results of her projects or the potential of her people.
- Be too verbal in expressing criticism.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that she can be seen as superficial.
- Overestimate her ability to motivate people or change others' behavior.

## 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.*

- Take time to be sure that she is in agreement and understands what you said.
- Leave time for relating, socializing.
- Read the body language for approval or disapproval.
- Provide a warm and friendly environment.
- Provide testimonials from people she sees as important.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Give her time to ask questions.
- Use scheduled timetable when implementing new action.
- Talk about her, her goals and the opinions she finds stimulating.
- Keep conversation at discussion level.
- Be sincere and use a tone of voice that shows sincerity.
- Be prepared.

## 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.*

- Rush her in the decision-making process.
- Be curt, cold or tight-lipped.
- Make promises you cannot deliver.
- Take credit for her ideas.
- Talk to her when you're extremely angry.
- Be dictatorial.
- Be haphazard.
- Push too hard, or be unrealistic with deadlines.
- Talk in a loud voice or use confrontation.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to her.
- Give your presentation in random order.
- Legislate or muffle--don't overcontrol the conversation.

## 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 balance to the organization in a positive and friendly way.
- Expresses and strives for a balanced team.
- Motivates others to continue education.
- Looks for the positive side of every situation.
- Patient with and willing to listen to the feelings of others.
- The "glue" that ties multiple visions together.
- Desire for continuous learning is one of her greatest strengths.
- Will keep sensitive information under lock and key.

## 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.*

- Spends too much time self-reflecting and not enough time following through.
- Has difficulty looking at situations objectively.
- A desire to share information can impede her ability to listen and learn.
- Will tend to elaborate on limited data.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- Not willing to share opinions until comfortable about how others will receive it.
- May have difficulty sharing subjective information.
- May not pursue knowledge if it jeopardizes her security.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment that allows time to change.
- An environment in which she may deal with people on a personal, intimate basis.
- Information and time to make decisions.
- A credible manager that provides enough information.
- Time for personal reflection and an appreciation for staying balanced.
- Ability to develop new and out-of-the box ideas with others.

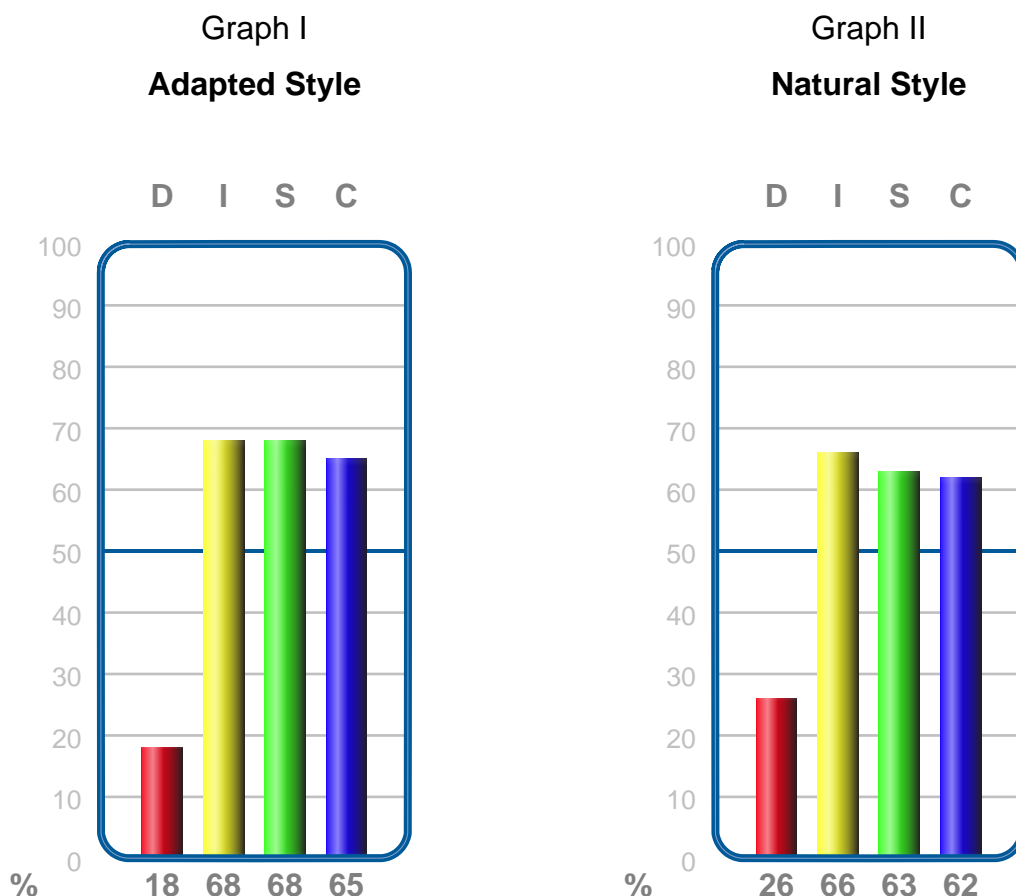
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Activities that don't infringe on family life.
- Work assignments that provide opportunity for recognition.
- To support others through the gathering and delivery of information.
- To be seen as the keeper of information.
- Time for the beautification of the workplace and areas around her.
- Positive and open interactions between co-workers and management.

## STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

*Famous high S's are Michelle Obama and Gandhi.*

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

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



## MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

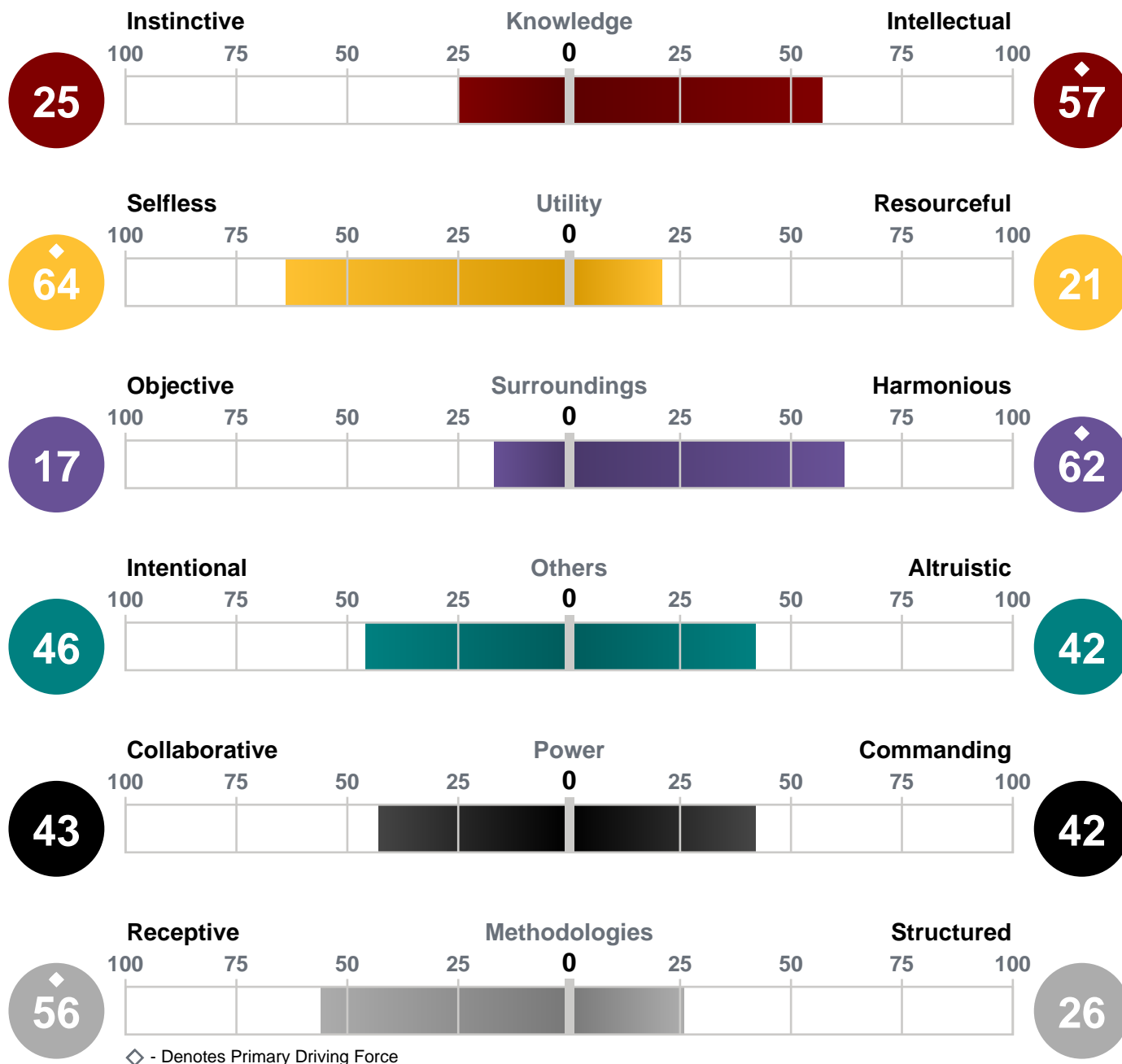
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

For more information about motivators visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## DRIVING FORCES GRAPH

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



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

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

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

## 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.*

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

## 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 Eilein can be very competitive.
- Eilein can be assertive in meeting her needs.

## 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.*

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

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

## 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.*

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

## 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

Archaeology  
Architecture  
Art History  
Botany  
English  
Geology, Earth Sciences  
Information Technology  
Interior Design  
Language Study  
Library Science  
Music Composition  
Music Performance  
Paleontology  
Photography and Studio Art  
Web Design, Web Administration

### Business

Marketing

### Career and Technical

Electrician  
Welding

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Environmental Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Natural Sciences

### Evolving Opportunities

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Graphic Design  
Medical Ethics  
Peace and Conflict Resolution Studies  
Videography

### Health Sciences

Counseling  
Exercise Science  
Kinesiology



## 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
51-4111	4+	Tool and Dye Maker
49-3021	4+	Automotive Body Repairer
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1021	4+	Dentist
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
47-2161	4	Plasterer and Stucco Mason
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1031	4	Dietician & Nutritionist

## NEXT STEPS: POSSIBLE CAREER IDEAS

27-4031	4	Camera Operator, TV, Video & Motion Picture
27-4021	4	Photographer
27-3043	4	Writer & Author
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
49-9062	2-4	Medical Equipment Repairer
47-2141	2-4	Painter, Construction & Maintenance
43-3021	2-4	Billing and Posting Clerk
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3026	2-4	Industrial Engineering Technician
17-3025	2-4	Environmental Engineering Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
51-9121	2	Coating, Painting, & Spraying Machine Setter, Operator & Tender
51-5023	2	Printing Machine Operator
49-2097	2	Home Entertainment Installer & Repairer
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-2031	2	Retail Salesperson
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide

## NEXT STEPS: POSSIBLE CAREER IDEAS

31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
27-4012	2	Broadcast Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
51-3011	HS	Baker
47-2131	HS	Insulation Worker
47-2121	HS	Glazier
47-2111	HS	Electrician
47-2081	HS	Drywall & Ceiling Tile Installer
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
45-4011	HS	Forrest and Conservation Worker
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
41-9011	HS	Product Promoter & Demonstrator
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

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

## Strengths

Brings balance to the organization in a positive and friendly way.

Expresses and strives for a balanced team.

Motivates others to continue education.

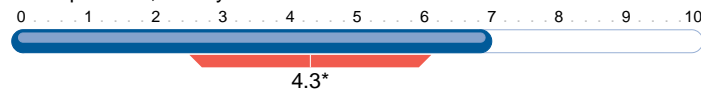
Looks for the positive side of every situation.

Patient with and willing to listen to the feelings of others.

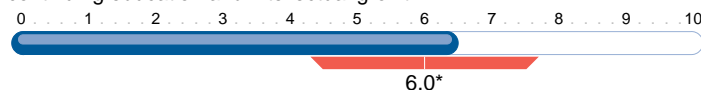
Desire for continuous learning is one of her greatest strengths.

## Motivators

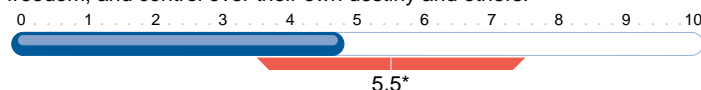
**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



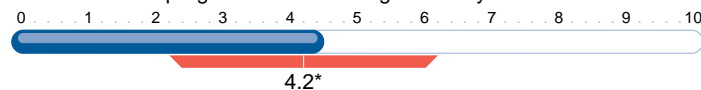
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



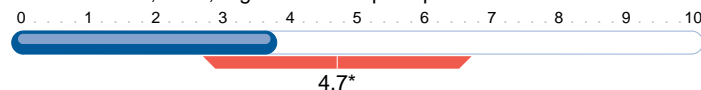
**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



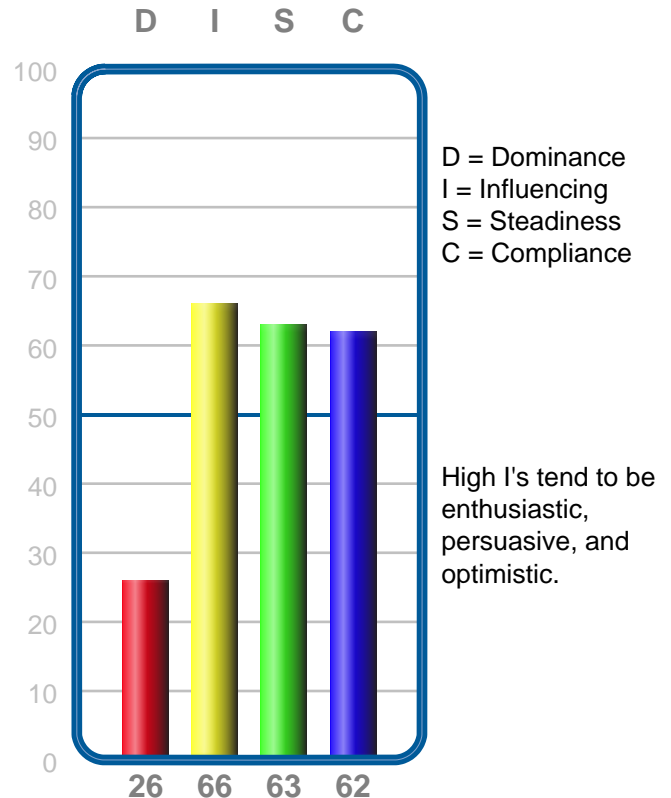
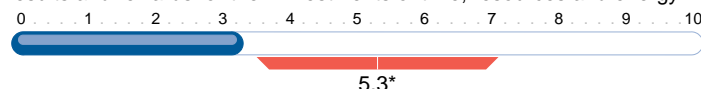
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



## Value to a Team

Turns confrontation into positives.

Flexible.

Positive sense of humor.

Will gather data for decision making.

Negotiates conflicts.

Builds confidence in others.