

Sabrina Navarro
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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.

Sabrina is often seen as practical and objective. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. Sabrina can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. When people are involved, she may not always be precise about the use of her time. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Sabrina tends to build a close relationship with a relatively small group of associates. Once Sabrina has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made.

Sabrina often thinks over major decisions before acting. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." Sabrina is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She is persistent and persevering in her approach to achieving goals.

Sabrina is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. Sabrina usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Service-oriented.
- Builds good relationships.
- Works for a leader and a cause.
- Adaptable.
- Respect for authority and organizational structure.
- People-oriented.
- Flexible.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Not take action against those who challenge or break the rules or guidelines.
- Dislike change if she feels the change is unwarranted.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.
- Be defensive when risk is involved--move towards maintaining status quo.
- Take criticism of her work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not let others know where she stands on an issue.
- Need help in prioritizing new assignments.

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.

- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Be sincere and use a tone of voice that shows sincerity.
- Be prepared.
- Provide a friendly environment.
- Ask "how?" questions to draw her opinions.
- Define clearly (preferably in writing) individual contributions.
- Move casually, informally.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Take your time and be persistent.
- Support your communications with correct facts and data.

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.

- Be abrupt and rapid.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Give your presentation in random order.
- Patronize or demean her by using subtlety or incentive.
- Talk to her when you're extremely angry.
- Be haphazard.
- Make promises you cannot deliver.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Push too hard, or be unrealistic with deadlines.
- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.

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.

- Good listener when being presented with accurate facts and figures.
- Great at retrieving information for decision makers she trusts.
- Steady, consistent and balanced member of the team.
- Supports a leader and a cause that brings beauty or creativity.
- Motivates others to continue education.
- Looks for the positive side of every situation.
- Always willing to share her ideas on how to enhance the surroundings.
- Will convey optimism for new ideas.

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.

- May withhold sharing of knowledge to meet her security needs.
- Struggles in adapting to new situations without preparation.
- Difficulty dealing with diverse situations involving objective views.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- A desire to share information can impede her ability to listen and learn.
- Will tend to elaborate on limited data.
- Over emphasizes the experience compared to the results.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- A stable and predictable environment.
- Information to support the reasons for change.
- A leadership team that is optimistic toward learning new concepts or theories.
- Ability to complete projects and tasks through a stable and harmonious team.
- A fun and creative working environment.

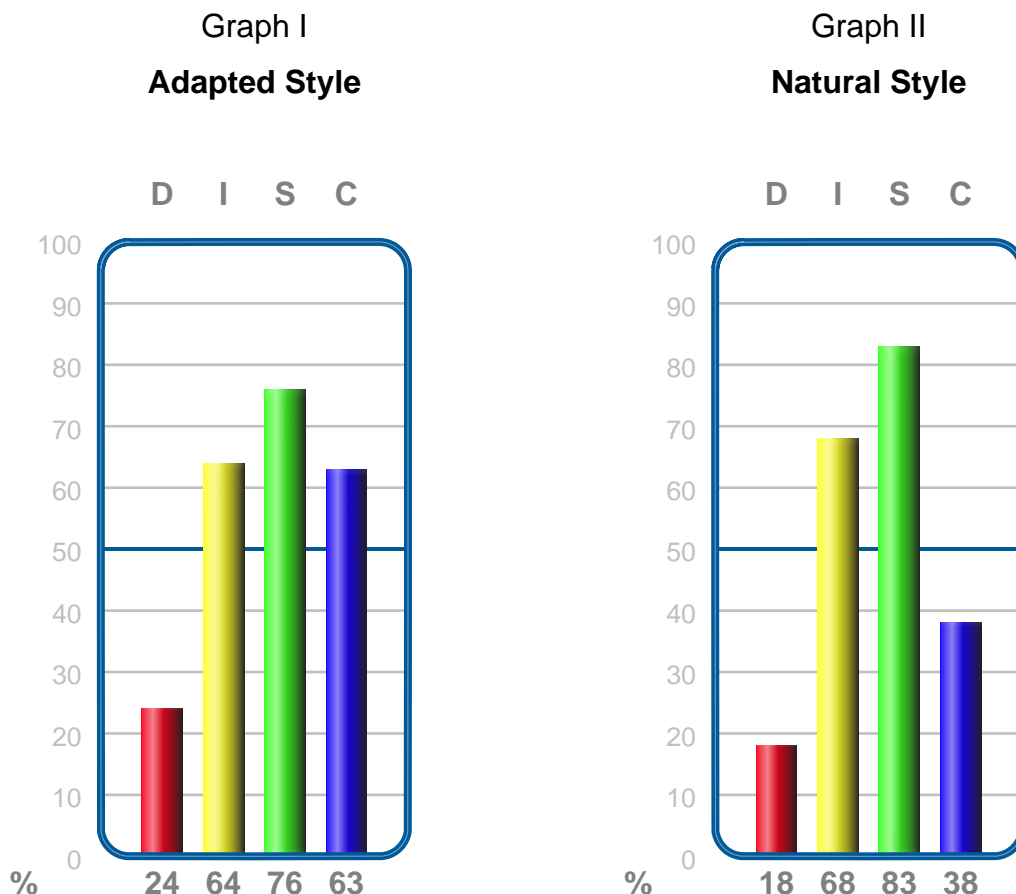
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- Constant appreciation, and a feeling of security on the team.
- An opportunity to methodically layout research and work through the information-gathering process.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To support company morale and harmonious causes.
- The experience of the people and the surroundings to be happy and balanced.

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:

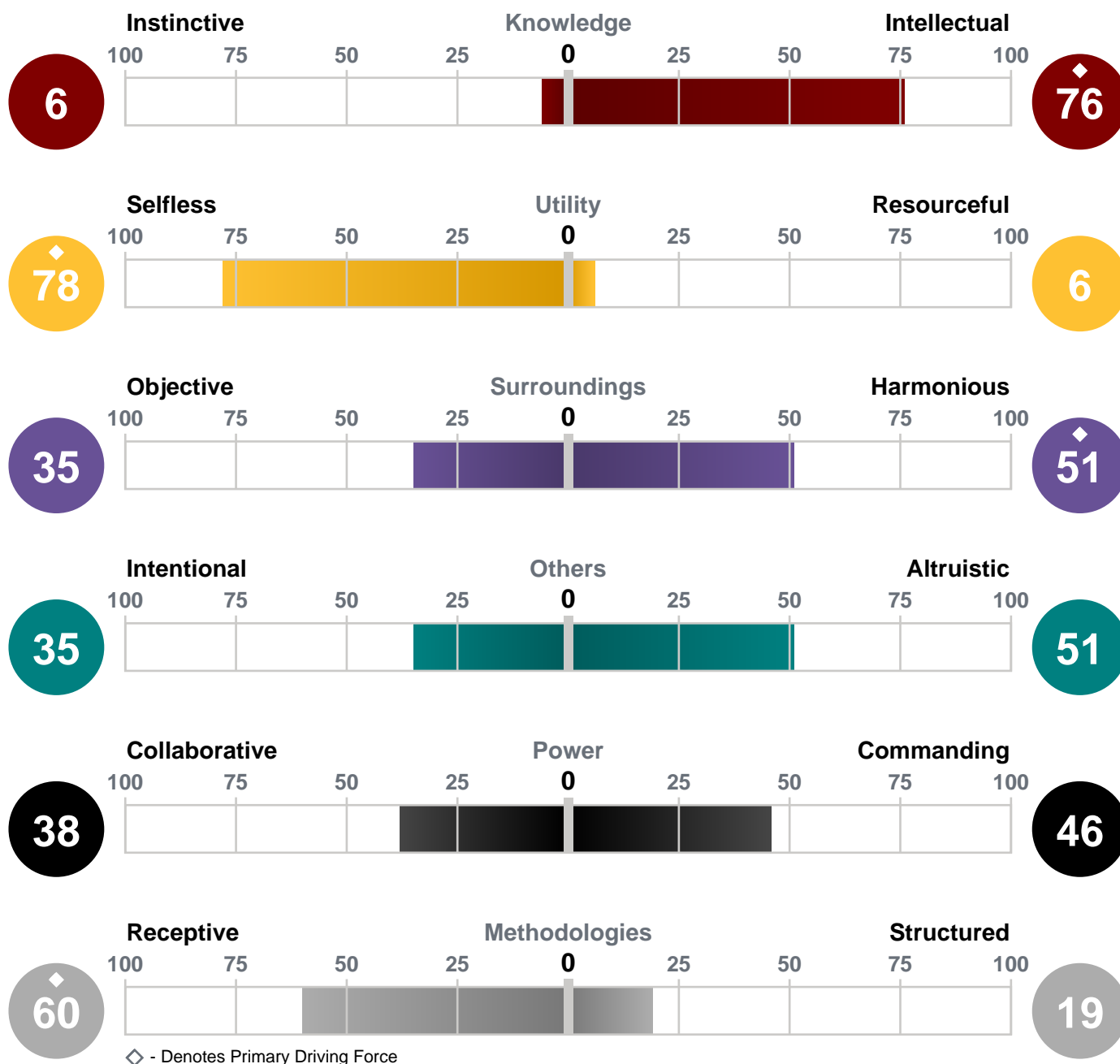
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

- Sabrina's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Sabrina 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 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 Sabrina can be very competitive.
- Sabrina can be assertive in meeting her needs.

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.

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

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

Anthropology
Archaeology
Art History
Botany
Composition, Writing
Creative Writing
Ethnic, Cultural and Gender Studies
Geography
Geology, Earth Sciences
History
Humanities
Journalism
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Sociology
Theology
Urban Studies
Web Design, Web Administration

Career and Technical

Rehabilitation Therapy
Speech and Language Pathology

Engineering

Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Graphics, Animation
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nutrition and Diet Science
Renewable Energy
Videography
Yoga Therapy and Training

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Publishing

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
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
41-3041	4	Travel Agent
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-2199.10	4	Wind Energy Engineer
25-2011	2+	Teacher, Preschool
49-2097	2	Home Entertainment Installer & Repairer
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
31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
25-9041	HS-2	Teacher Assistant
43-4161	HS	Human Resources Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
27-1023	HS	Floral Designer

STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- Study and review notes just before class starts.
- Study in groups of two or more.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Try new ways of learning.
- Don't let others intrude upon your study time.
- Identify the time of day you feel best and try to fit studying into these hours.
- Put words you have trouble spelling on your mirror so you see them daily.
- Set realistic goals.
- Set goals which challenge your abilities.
- Ask questions about things for which you are unsure.

Strengths

Good listener when being presented with accurate facts and figures.

Great at retrieving information for decision makers she trusts.

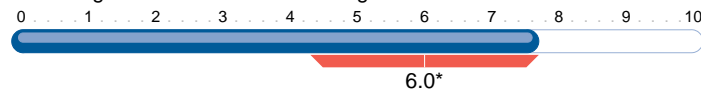
Steady, consistent and balanced member of the team.

Supports a leader and a cause that brings beauty or creativity.

Motivates others to continue education.

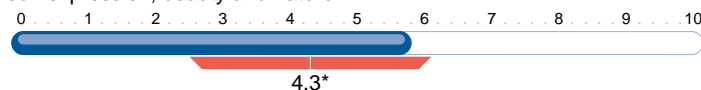
Motivators

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



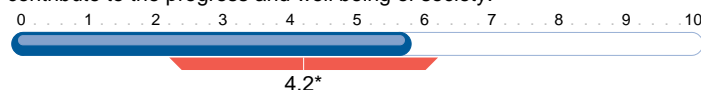
7.7

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



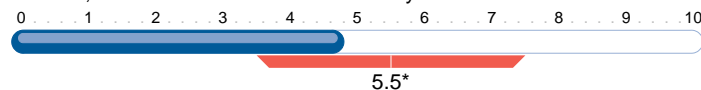
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



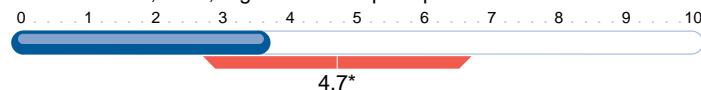
5.8

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



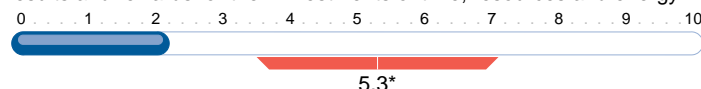
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5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

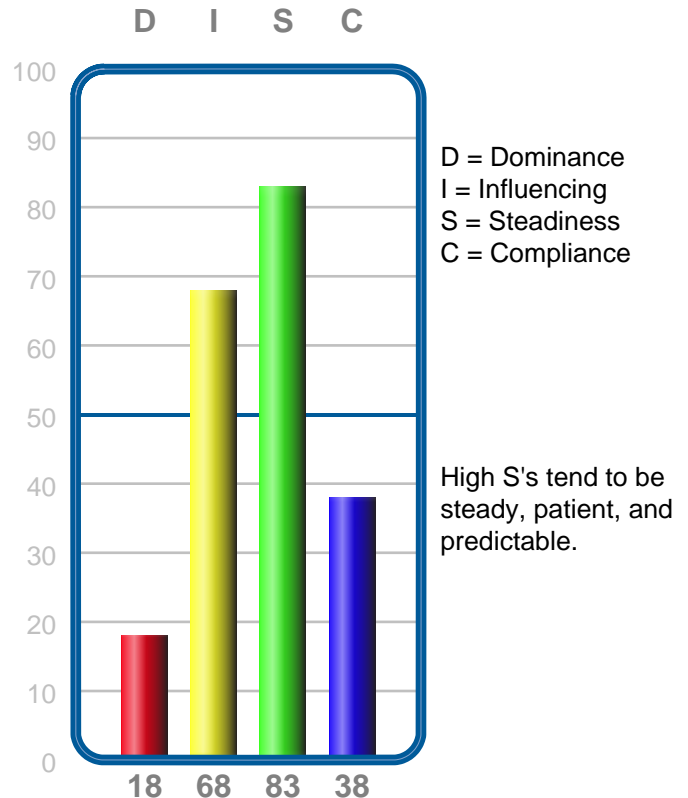


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.2



Value to a Team

Patient and empathetic.

Adaptable.

Flexible.

Turns confrontation into positives.

Service-oriented.

Works for a leader and a cause.