

Anabel Cuevas
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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.

Anabel likes to get results through others. She is at her best when she has people working with her. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She wants to be seen not only as a team player, but also as a leader of the team. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. Anabel is optimistic and usually has a positive sense of humor. She likes to develop people and build organizations. She wants to know what others think of her. She wants and tries to please. She, because of high standards, is sensitive to criticism of her work. Sometimes she does her best work in order to gain acceptance from others. Anabel seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She tries to influence others through a personal relationship and many times will perform services to develop this relationship.

Anabel 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. She likes to be involved in the decision-making process. She may be inconsistent in disciplining others. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. Anabel likes working for managers who make quick decisions. She is good at solving problems that deal with people. 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.

Anabel judges others by their verbal skills and warmth. Communication can extend from friendly to argumentative discourse. She is good at calming conflict situations. Others can sense that she is truly interested in helping people in a conciliatory role. She will optimistically interact with people in an assured, diplomatic and poised manner. Anabel 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! She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Anabel will attempt to put them at ease. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative problem solving.
- Team player.
- Sense of urgency.
- People-oriented.
- Positive sense of humor.
- Few dull moments.
- Builds confidence in others.
- Negotiates conflicts.
- Verbalizes her feelings.

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.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be so enthusiastic that she can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.
- 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.

- Understand her sporadic listening skills.
- Provide ideas for implementing action.
- Read the body language for approval or disapproval.
- Be isolated from interruptions.
- Put projects in writing, with deadlines.
- Be specific and leave nothing to chance.
- Provide testimonials from people she sees as important.
- Plan interaction that supports her dreams and intentions.
- Provide a warm and friendly environment.
- Leave time for relating, socializing.
- Verify that the message was heard.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide systems to follow.

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.

- Use paternalistic approach.
- Be curt, cold or tight-lipped.
- Legislate or muffle--don't overcontrol the conversation.
- Leave decisions hanging in the air.
- Drive on to facts, figures, alternatives or abstractions.
- Take credit for her ideas.
- Forget to follow-up.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Talk too slowly, or dwell on details to excess.
- Let her change the topic until you are finished.
- Kid around too much, or "stick to the agenda" too much.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Great at generating excitement in others and getting people on board.
- Good at promoting causes that improve society.
- Motivates others to be the best they can be.
- Positively promotes the image of the organization.
- Will care for others while holding people accountable.
- Brings organization for those striving for the same cause.
- Gives clear instruction to what she needs to accomplish goals.
- Holds others to high standards.

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.

- Has trouble making difficult decisions that affect others.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- She may overestimate her authority.
- May only interact with those she feels complement her goals.
- Sets unwanted rules for others, but does so for their own good.
- May micromanage friends or family and in turn, unintentionally alienate others.
- May set unreachable standards for herself and others.
- Can come across as cool and distant because she wants to do everything her way.

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.
- An environment where she can use her intuitive thinking skills.
- Ability to showcase altruistic achievements in order to get others involved.
- An environment where interacting with others in an effort to help each person is rewarded.
- Ability to control the review and storage of facts and data.
- Rewards for strict adherence to processes and procedures.

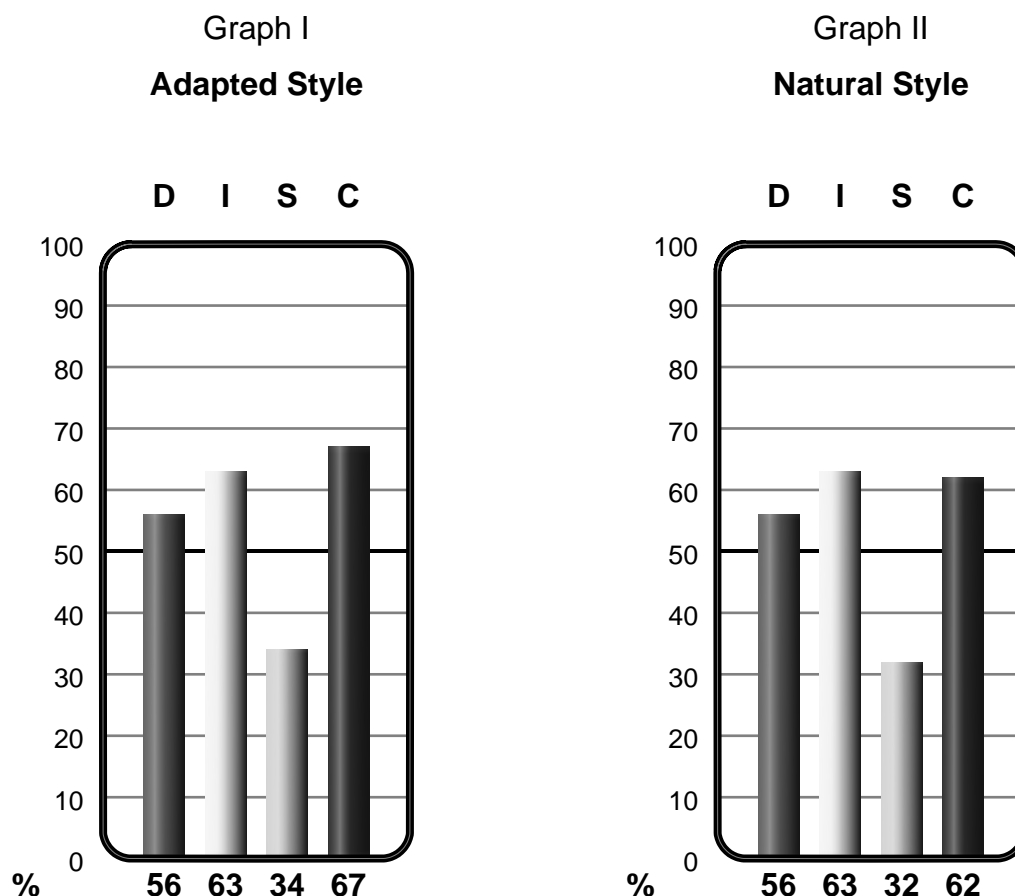
STYLE: THINGS YOU MAY WANT FROM OTHERS

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.
- Public recognition of her ideas and results.
- The flexibility to be creative in the way she and the organization help others and causes.
- To be a part of the team that contributes to causes and helping others.
- Recognition for calculated risk-taking and plans for action.
- Appreciation for following procedures and protocol and how that protects the organization's image.

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:

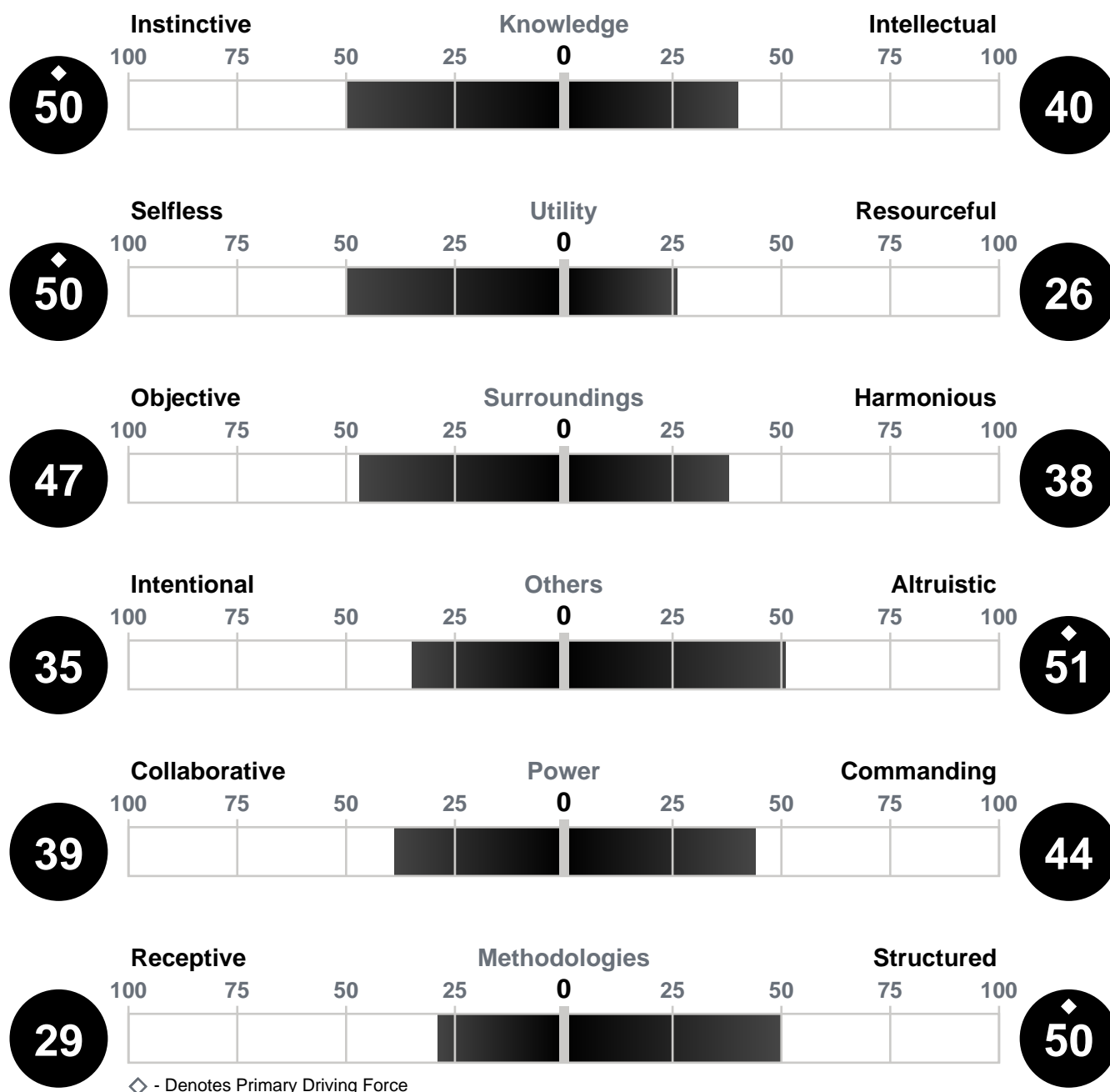
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Saying "no" is difficult when others need her time or talent.
- She is generous with her time, talent and resources for those in need.
- Helping the homeless may be one of her concerns.
- She believes charities should be supported.
- Anabel will be generous with time, research and information on social problems.
- Anabel is patient and sensitive to others.
- She will have a keen interest in improving society.

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.

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

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.

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

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.

- Anabel will usually have the data to support her convictions.
- If knowledge of a specific subject is not of interest, or is not required for success, Anabel will have a tendency to rely on her intuition or practical information in this area.
- Anabel has the potential to become an expert in her chosen field.
- In those areas where Anabel has a special interest she will be good at integrating past knowledge to solve current problems.
- If Anabel is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- Anabel will seek knowledge based on her needs in individual situations.
- A job that challenges the knowledge will increase her job satisfaction.

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.

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

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.

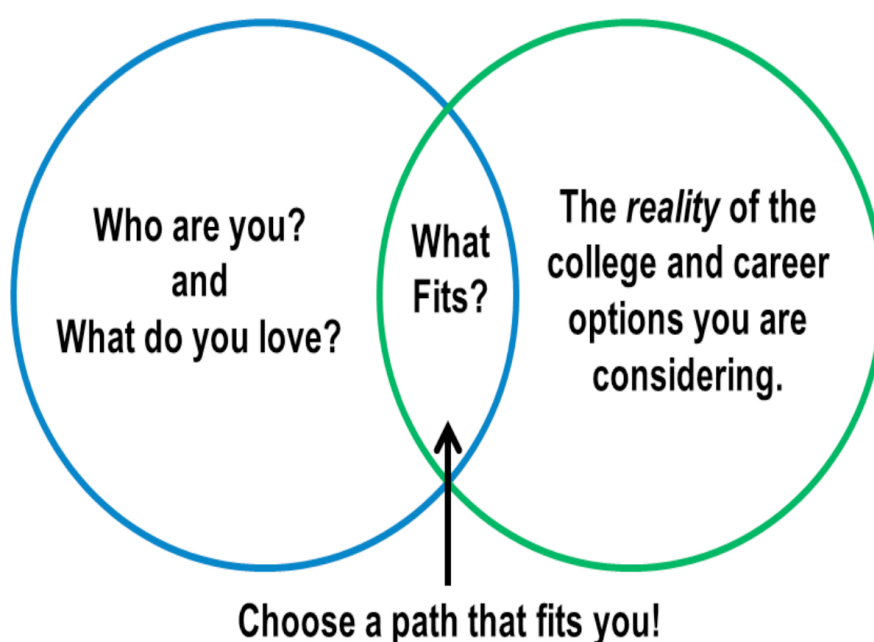
- Intellectually, Anabel can see the need for beauty, but has difficulty buying the finer things in life.
- Unpleasant surroundings will not stifle her creativity.
- She wants to take a practical approach to events.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- Anabel is not necessarily worried about form and beauty in her environment.
- Anabel's passion in life will be found in one or two of the other motivators discussed in this report.
- The utility of "something" is more important than its beauty, form and harmony.

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

Information Technology
Pre-Law
Web Design, Web Administration

Business

Business Communications, Public Relations
Facilities Planning and Management
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Vehicle Maintenance and Repair

Engineering

Aerospace Engineering
Computer Engineering

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Nonprofit Management
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning

Health Sciences

Hospital and Health Administration
Kinesiology
Nursing

NEXT STEPS: POSSIBLE DEGREE MATCHES

Other Career Paths

Police and Fire Services

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
53-2021	4+	Air Traffic Controller
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
13-1061	4+	Emergency Management Specialist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
55-1016	4	Infantry Officer
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-3022	4	Reporter & Correspondent
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive

NEXT STEPS: POSSIBLE CAREER IDEAS

27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
51-9061	2	Inspector and Tester
47-4011	2	Construction and Building Inspector
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5031	HS	Dispatcher
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous lessons to prepare yourself for the next.
- Use a quiet place for studying when possible.
- Socialize after studying - not before.
- Listen for ideas and facts to support the main idea.
- Review your notes after class.
- Determine the grade you want in each class before the term begins and study accordingly.
- Do only one class assignment at a time.
- Take meaningful notes.
- Don't doodle.
- Set aside time to plan.

Strengths

Great at generating excitement in others and getting people on board.

Good at promoting causes that improve society.

Motivates others to be the best they can be.

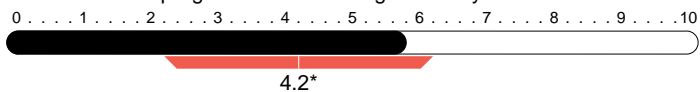
Positively promotes the image of the organization.

Will care for others while holding people accountable.

Gives clear instruction to what she needs to accomplish goals.

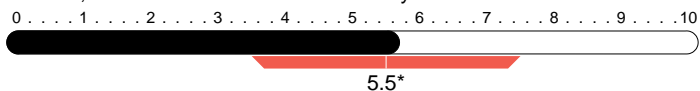
Motivators

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



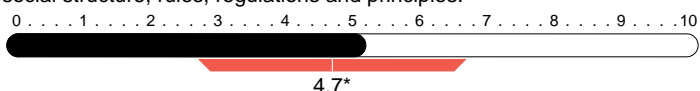
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



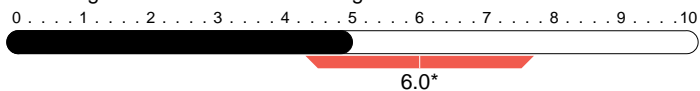
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



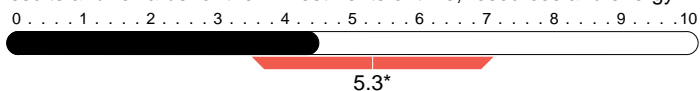
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4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



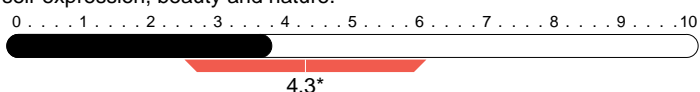
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

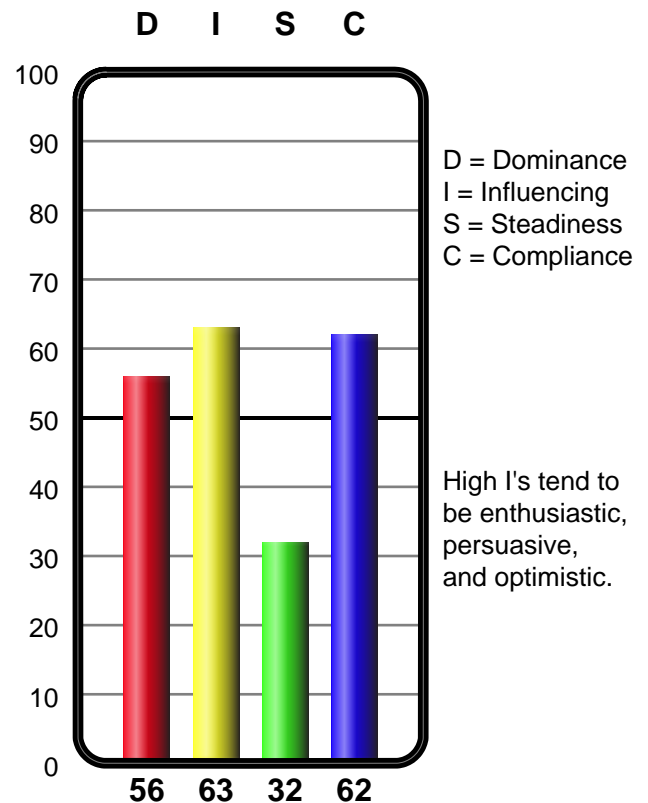


4.5

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



3.8



Value to a Team

Negotiates conflicts.

Creative problem solving.

Good mixer.

Deadline conscious.

Positive sense of humor.

People-oriented.