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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.

tonie is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team. She wants to be viewed as self-reliant and willing to pay the price for success. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She is deadline conscious and becomes irritated if deadlines are delayed or missed. tonie is extremely results-oriented, with a sense of urgency to complete projects quickly. She prefers an environment with variety and change. She is at her best when many projects are underway at once. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. tonie displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities.

tonie should realize that at times she needs to think a project through, beginning to end, before starting the project. She finds it easy to share her opinions on solving work-related problems. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. tonie will work long hours until a tough problem is solved. After it is solved, tonie may become bored with any routine work that follows. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. When faced with a tough decision, she will try to sell you on her ideas. Sometimes she becomes emotionally involved in the decision-making process.

tonie may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She may lack the patience to listen and communicate with slower acting people. She challenges people who volunteer their opinions. tonie may sometimes mask her feelings in friendly terms. If pressured, tonie's true feelings may emerge. She should exhibit more patience and ask questions to make sure that others have understood what she has said. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. She tends to be intolerant of people who seem ambiguous or think too slowly.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good mixer.
- Ability to handle many activities.
- Competitive.
- Creative in her approach to solving problems.
- Self-starter.
- Tenacious.
- Spontaneity.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

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

- Be explosive by nature and lack the patience to negotiate.
- Dislike routine work or routine people--unless she sees the need to further her goals.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Make "off the cuff" remarks that are often seen as personal prods.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Keep too many balls in the air, and if her support is weak she will have a tendency to drop some of those balls.

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.

- Stick to business--let her decide if she wants to talk socially.
- Provide time for fun and relaxing.
- Provide questions, alternatives and choices for making her own decisions.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Motivate and persuade by referring to objectives and results.
- Be clear, specific, brief and to the point.
- Give strokes for her involvement.
- Be open, honest and informal.
- Expect acceptance without a lot of questions.
- Understand her sporadic listening skills.
- Ask specific (preferably "what?") questions.

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.

- Try to convince by "personal" means.
- Use paternalistic approach.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Reinforce agreement with "I'm with you."
- Let her change the topic until you are finished.
- Direct or order.
- Be redundant.
- Ask rhetorical questions, or useless ones.
- Come with a ready-made decision, or make it for her.
- Ramble on, or waste her time.
- Try to build personal relationships.
- Let disagreement reflect on her personally.
- Be put off by her "cockiness."

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.

- Lives by a specific system and will do anything to protect it.
- Assertively champions causes she strongly believes in.
- Will initiate appreciation of all experiences.
- Initiates action to create or enhance.
- The "megaphone" to spreading a message.
- Expresses all that is great about a system of living.
- Brings balance to the organization in a positive and friendly way.
- 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.

- Unwilling to listen to outside viewpoints.
- Quick decisions may conflict with her system for living.
- May over focus on standards of beauty.
- Will want balance and harmony immediately.
- Has difficulty hearing what others are saying if it contradicts her beliefs.
- May over look contradictions in her own way of living.
- Spends too much time self-reflecting and not enough time following through.
- 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.

- Democratic supervisor with whom she can associate.
- Evaluation based on results, not the process.
- Ability to develop new and out-of-the box ideas with others.
- A fun and creative working environment.
- An environment that aligns with her system for solving problems and making decisions.
- Ability to achieve results through conformity to traditions.

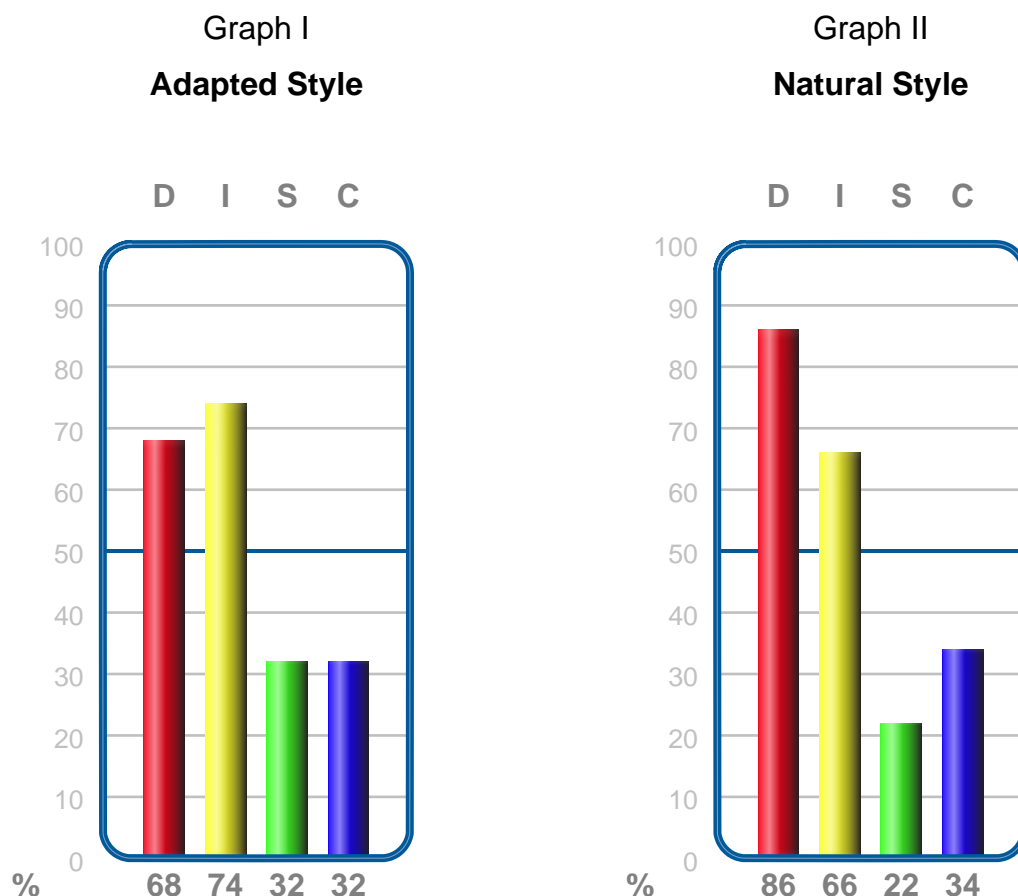
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Flattery, praise, popularity and strokes.
- Positive and open interactions between co-workers and management.
- The experience of the people and the surroundings to be happy and balanced.
- A challenge to convince others to her way of thinking.
- The ability to solve problems with her system at the foundation of the solution.

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:

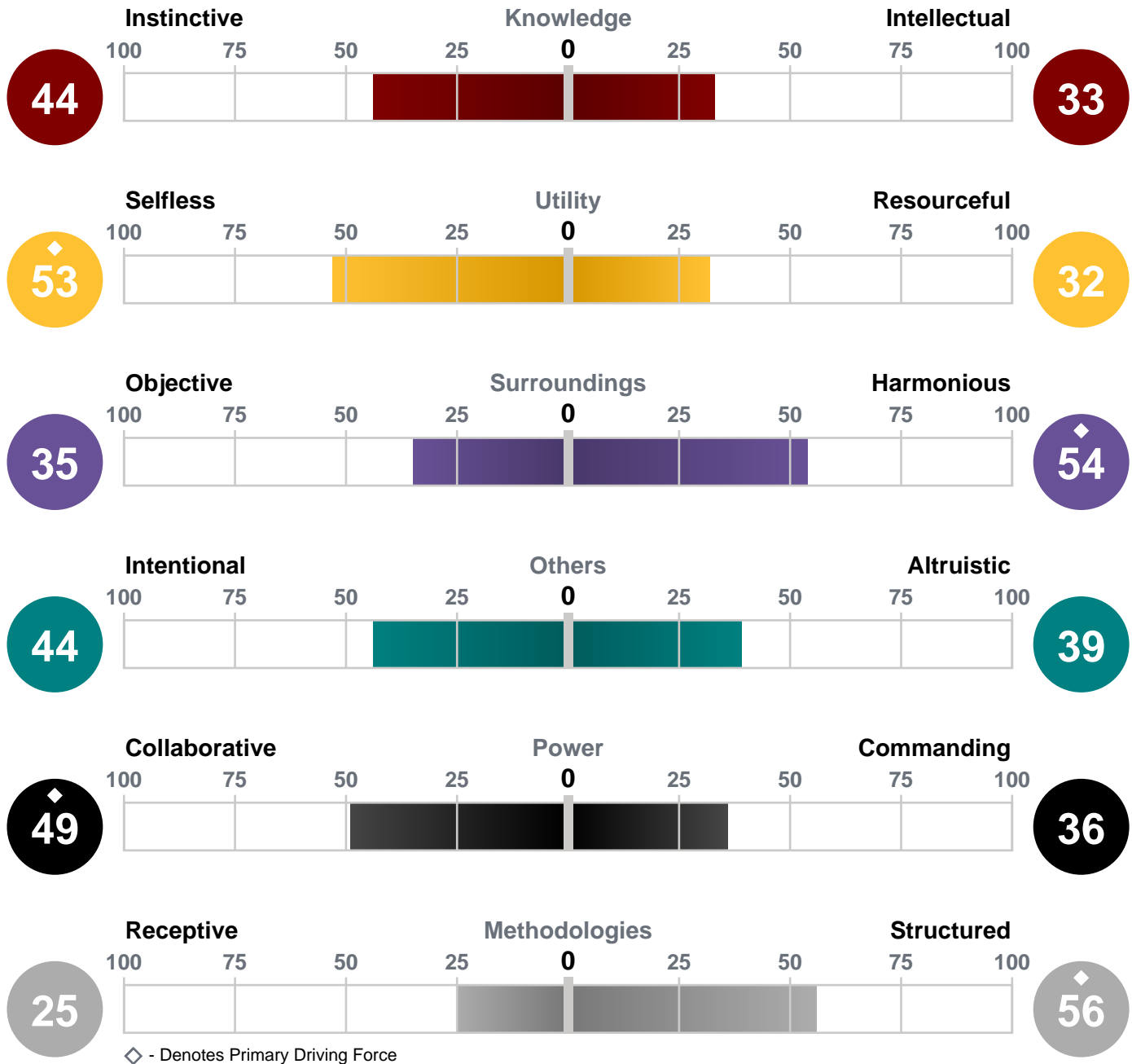
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 evaluate others based on her rules for living.
- tonie lets her conscience be her guide.
- Following proven procedures is more important than quick fixes.
- tonie likes unity and order in her life.
- She believes strongly in her opinions.
- She is true to her personal vision.

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.

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

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

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.

- At times tonie can be very competitive.
- tonie can be assertive in meeting her needs.
- 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.

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.

- tonie will be torn if helping others proves to be detrimental to her.
- tonie's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- tonie is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.

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

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

Broadcasting
Communications
Entertainment and Arts Management
Film and Television Production
Humanities
Interior Design
International Studies and Relations
Meteorology
Political Science
Pre-Law
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
General Business
General Management
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Career and Technical

Chef, Food Preparation
Entrepreneurism

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

Evolving Opportunities

Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Desktop Publishing
Life Coaching
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Outside Sales
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning
Videography
Wilderness Education

Health Sciences

Exercise Science
Kinesiology

Other Career Paths

Camp Operations
Event Planning
Interior Design

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
27-1011	4+	Art Director
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
55-1016	4	Infantry Officer
27-2032	4	Choreographer
25-3021	4	Teacher Self-Enrichment Education
13-1121	4	Meeting & Convention Planner
15-1099.13	2-4	Video Game Designer
27-1026	2	Merchandise Displayer & Window Trimmer
55-3018	HS	Special Forces

STUDY TIPS

- Underline or highlight when you read; make study notes.
- Write detailed instructions for each class assignment.
- Work on your listening skills.
- Think visually - convert words into pictures.
- Plan ahead - don't put off completing assignments until the last minute.
- Chunk big assignments into smaller pieces.
- Do only one class assignment at a time.
- Plan tomorrow today and put your plan in writing.
- Cut down on some of your activities and devote this time to studying.
- Organize your study area and keep it organized.
- Use a quiet place for studying when possible.

Strengths

Lives by a specific system and will do anything to protect it.

Assertively champions causes she strongly believes in.

Will initiate appreciation of all experiences.

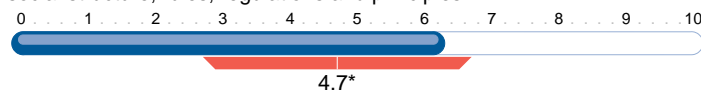
Initiates action to create or enhance.

The "megaphone" to spreading a message.

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

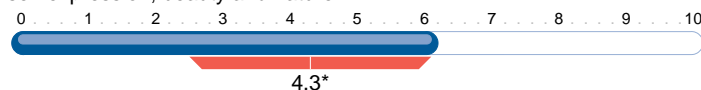
Motivators

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



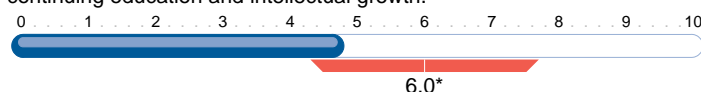
6.3

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



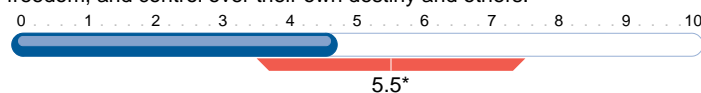
6.2

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



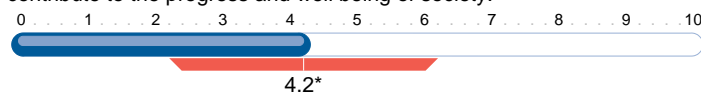
4.8

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



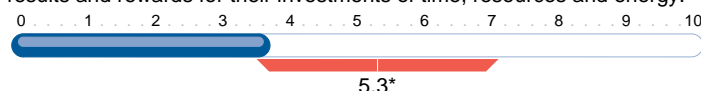
4.7

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

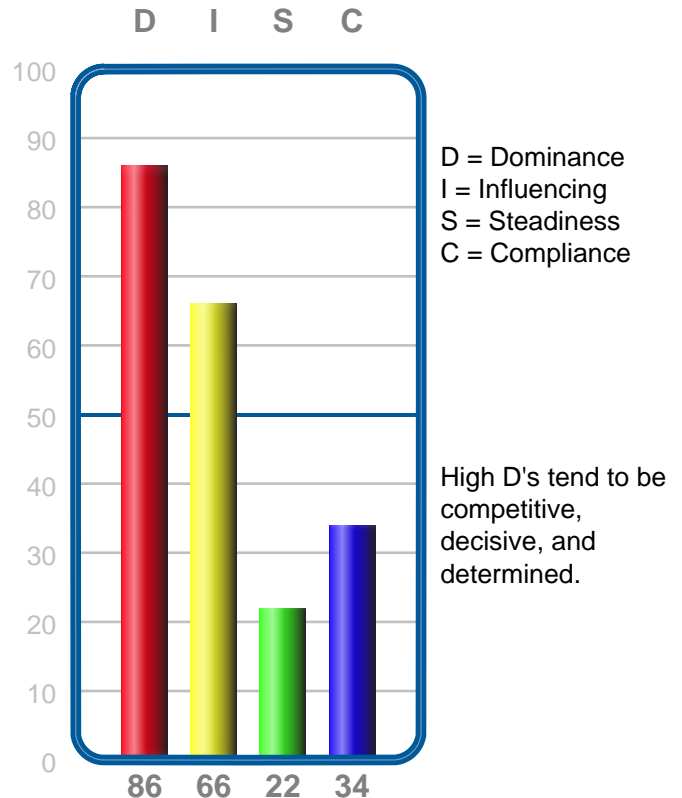


4.3

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



3.7



Value to a Team

Ability to change gears fast and often.

Challenge-oriented.

Good mixer.

Ability to handle many activities.

Tenacious.

Change agent--looks for faster and better ways.