

ROSALIE DELGADO
10-11-2016



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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.

ROSALIE is extremely results-oriented, with a sense of urgency to complete projects quickly. She 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 needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. ROSALIE is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She is deadline conscious and becomes irritated if deadlines are delayed or missed. She has high ego strengths and may be viewed by some as egotistical. ROSALIE can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. Many people see her as a self-starter dedicated to achieving results.

ROSALIE finds it easy to share her opinions on solving work-related problems. She will work long hours until a tough problem is solved. After it is solved, ROSALIE may become bored with any routine work that follows. She has the ability to make high-risk decisions, but sometimes should seek counsel before acting. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. ROSALIE has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She should realize that at times she needs to think a project through, beginning to end, before starting the project. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. When faced with a tough decision, she will try to sell you on her ideas.

ROSALIE may lack the patience to listen and communicate with slower acting people. 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 sometimes mask her feelings in friendly terms. If pressured, ROSALIE's true feelings may emerge. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. ROSALIE tends to influence people by being direct, friendly and results-oriented. She tends to be intolerant of people who seem ambiguous or think too slowly. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative in her approach to solving problems.
- Challenges the status quo.
- Ability to handle many activities.
- Spontaneity.
- Good mixer.
- Innovative.
- Will join organizations to represent the company.
- Deadline conscious.
- Tenacious.

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 inconsistent because of many stops, starts and ever-changing direction.
- Fail to complete what she starts because of adding more and more projects.
- Blame, deny and defend her position--even if it is not needed.
- Dislike routine work or routine people--unless she sees the need to further her goals.
- Be a one-way communicator--doesn't listen to the total story before introducing her opinion.

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.

- Support the results, not the person, if you agree.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Provide systems to follow.
- Verify that the message was heard.
- Be specific and leave nothing to chance.
- Be open, honest and informal.
- Put projects in writing, with deadlines.
- Be clear, specific, brief and to the point.
- Provide time for fun and relaxing.
- Understand her sporadic listening skills.
- Motivate and persuade by referring to objectives and results.
- Support and maintain an environment where she can be efficient.

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.

- Direct or order.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Use paternalistic approach.
- Let disagreement reflect on her personally.
- Forget to follow-up.
- Come with a ready-made decision, or make it for her.
- Try to convince by "personal" means.
- Let her change the topic until you are finished.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Ask rhetorical questions, or useless ones.

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.

- Offers informed opinions on a variety of topics.
- Uses knowledge to support her position.
- Will do what she commits to, to ensure harmony.
- Will initiate appreciation of all experiences.
- Looks for the positive side of every situation.
- Willing to share knowledge to benefit the team or organization.
- Motivates others to express themselves.
- Brings enthusiasm to the creative process.

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.

- The need to research everything and the corresponding need to do everything too soon and too fast.
- When confronted with a major decision, she will want the facts before deciding but may make the decision anyway.
- Enjoyment of an experience does not always translate to winning.
- Will want balance and harmony immediately.
- Will tend to elaborate on limited data.
- May be too trusting of people as resources.
- Overly optimistic in her ability to bring balance to any situation.
- Can over share personal feelings or emotions.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Forum to express ideas and viewpoints.
- New and challenging questions or projects.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- The need to be liked and to feel a part of a harmonious team.
- Working conditions that allow for creativity and people-interaction.

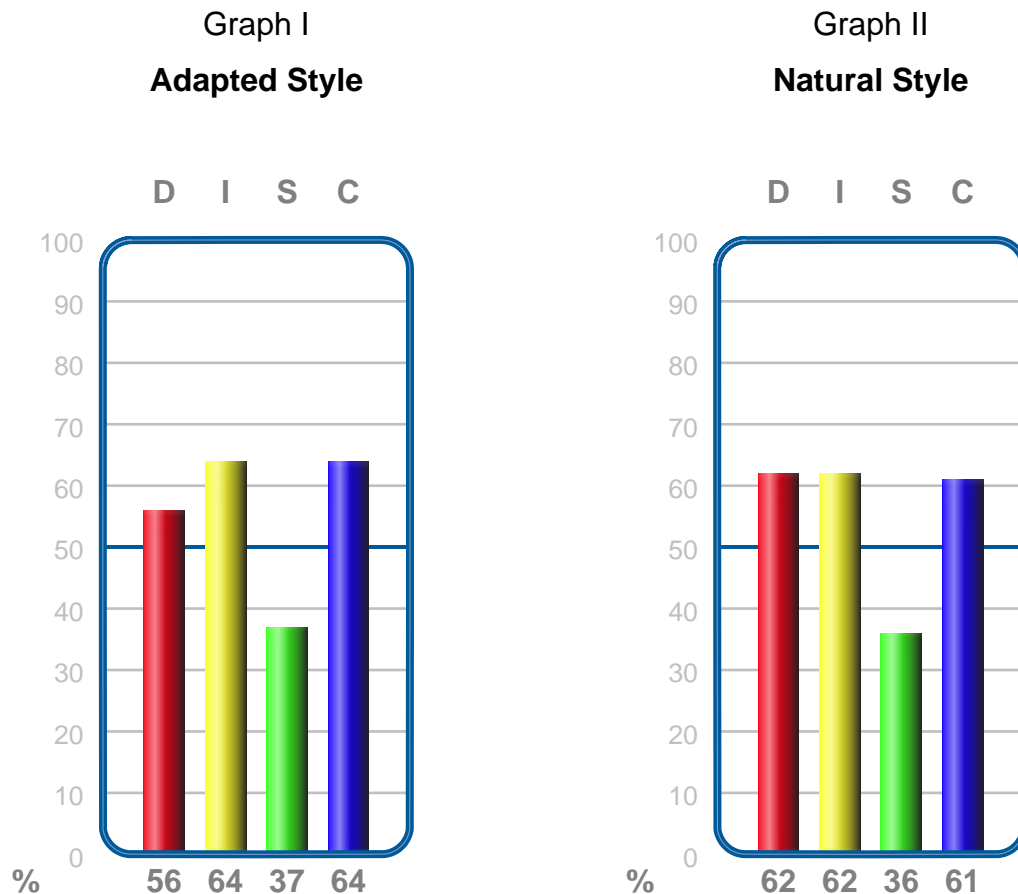
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of her ideas and results.
- A manager who practices participative management.
- Complete information in bulleted format for her own investigation.
- To be able to seek out new information that will be valuable to share with others.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- The ability to express enthusiasm and creativity necessary for successful projects.

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:

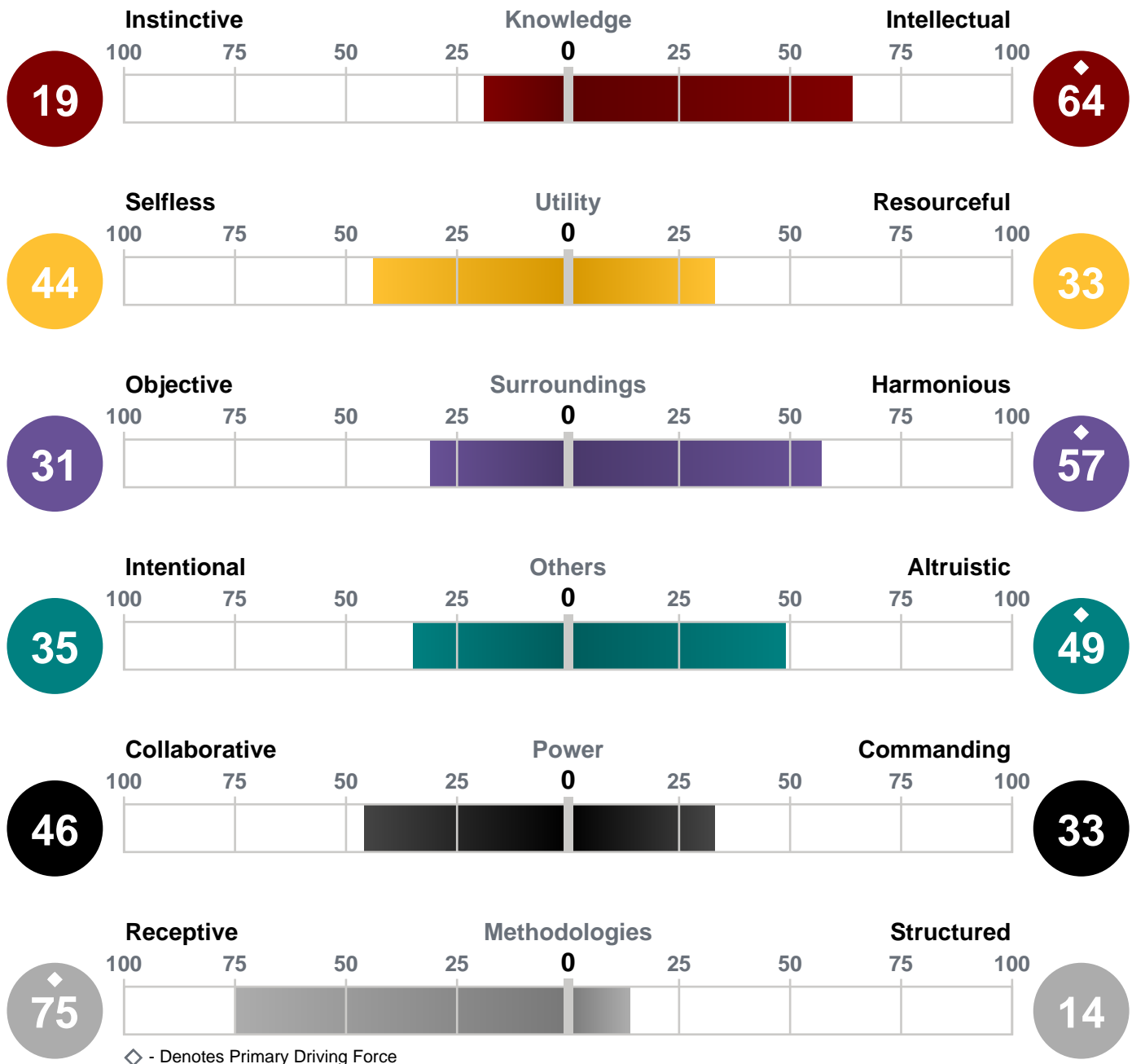
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- ROSALIE's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- ROSALIE will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

- ROSALIE will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- ROSALIE can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- Money itself is not as important as what it will buy.
- ROSALIE will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- She will use wealth as a yardstick to measure her work effort with certain activities.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.

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.

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

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

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

Entertainment and Arts Management
Information Technology
Web Design, Web Administration

Business

Facilities Planning and Management
Hospitality, Hotel Management
Marketing

Career and Technical

Chef, Food Preparation

Engineering

Aerospace Engineering
Computer Engineering

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Urban and City Planning
Videography

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Exercise Science
Hospital and Health Administration
Kinesiology
Nursing

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
27-1011	4+	Art Director
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-4021	4	Photographer
27-3091	4	Interpreter & Translator
27-2042	4	Musician, Singer
27-2032	4	Choreographer
27-1025	4	Interior Designer
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Ar

NEXT STEPS: POSSIBLE CAREER IDEAS

15-1061	2-4+	Database Administrator
15-1011	2-4+	Computer & Information Scientist, Research
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.13	2-4	Video Game Designer
27-1026	2	Merchandise Displayer & Window Trimmer
51-4121	HS	Welders, Cutters, Solderers, & Brazers
51-3011	HS	Baker
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

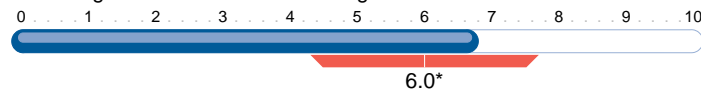
- Determine the grade you want in each class before the term begins and study accordingly.
- Plan tomorrow today and put your plan in writing.
- Use a quiet place for studying when possible.
- Do only one class assignment at a time.
- Underline or highlight when you read; make study notes.
- Chunk big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

Strengths

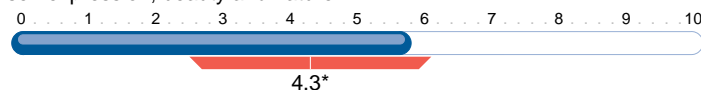
- Offers informed opinions on a variety of topics.
- Uses knowledge to support her position.
- Will do what she commits to, to ensure harmony.
- Will initiate appreciation of all experiences.
- Looks for the positive side of every situation.
- Motivates others to express themselves.

Motivators

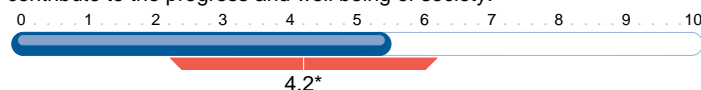
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



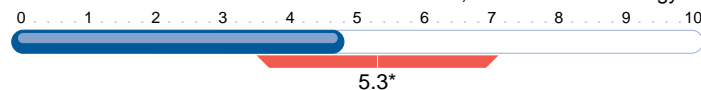
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



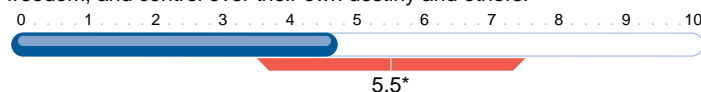
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



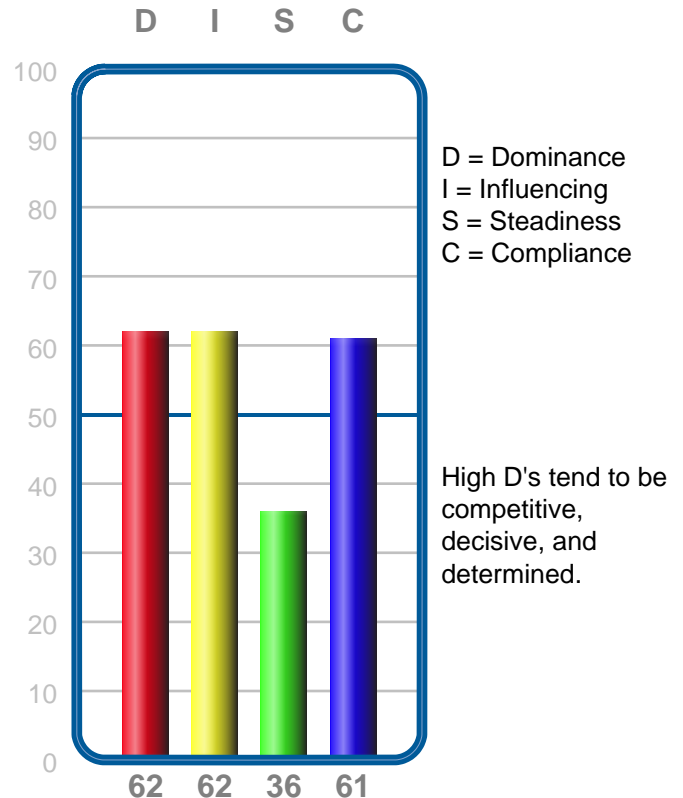
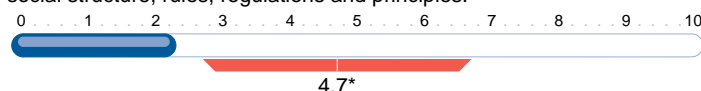
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Innovative.

Creative in her approach to solving problems.

Self-starter.

Will join organizations to represent the company.

Good mixer.

Deadline conscious.