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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.

kimberly embraces visions not always seen by others. kimberly's creative mind allows her to see the "big picture." She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. kimberly may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She appreciates others who are team players and will reward those who are loyal. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." kimberly is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She has high ego strengths and may be viewed by some as egotistical.

kimberly prefers authority equal to her responsibility. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Logic and people who have the facts and data to support this logic influence her. She admires the patience required to gather facts and data. kimberly should realize that at times she needs to think a project through, beginning to end, before starting the project. Sometimes she becomes emotionally involved in the decision-making process. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. When faced with a tough decision, she will try to sell you on her ideas.

kimberly tends to influence people by being direct, friendly and results-oriented. She has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just her way of getting the appropriate facts. She 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 may sometimes mask her feelings in friendly terms. If pressured, kimberly's true feelings may emerge. kimberly challenges people who volunteer their opinions. 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 likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative in her approach to solving problems.
- Dedicated to her own ideas.
- Thinks big.
- Forward-looking and future-oriented.
- Can support or oppose strongly.
- Pioneering.
- Competitive.

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.

- Have trouble delegating--can't wait, so does it herself.
- Blame, deny and defend her position--even if it is not needed.

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.

- Appeal to the benefits she will receive.
- Provide facts and figures about probability of success, or effectiveness of options.
- Clarify any parameters in writing.
- Flatter her ego.
- Be clear, specific, brief and to the point.
- Expect her to return to fight another day when she has received a "no" answer.
- Support and maintain an environment where she can be efficient.
- Present the facts logically; plan your presentation efficiently.
- Stick to business--let her decide if she wants to talk socially.
- Motivate and persuade by referring to objectives and results.
- Provide solutions--not opinions.

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.

- Ramble on, or waste her time.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Try to build personal relationships.
- Try to convince by "personal" means.
- Muffle or overcontrol.
- Be paternalistic.
- Let disagreement reflect on her personally.
- Reinforce agreement with "I'm with you."
- Direct or order.
- Be redundant.
- Come with a ready-made decision, or make it for her.
- Ask rhetorical questions, or useless ones.
- Take credit for her accomplishments.

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.

- Forward-looking to improve herself or a situation.
- Bottom-line focused when leading others.
- Initiates action to get questions answered.
- Will be decisive and make fact-based decisions.
- Capable of addressing conflict for a win-win scenario.
- Motivates others to be the best they can be.
- Thinks outside of the box when gathering information.
- Willing to share knowledge to benefit the team or organization.

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 always want to display her superiority through problems or challenges.
- Can set personal standards too high.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- Can disclose their agenda to the wrong people.
- She may overestimate her authority.
- May overlook vital details in her pursuit of information.
- May be too trusting of people as resources.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- An innovative and futuristic-oriented environment.
- Continuous learning in a team atmosphere where people share openly.
- New and challenging questions or projects.
- Opportunity to display excitement and fun while getting others to act.
- An environment to express ideas to influence people.

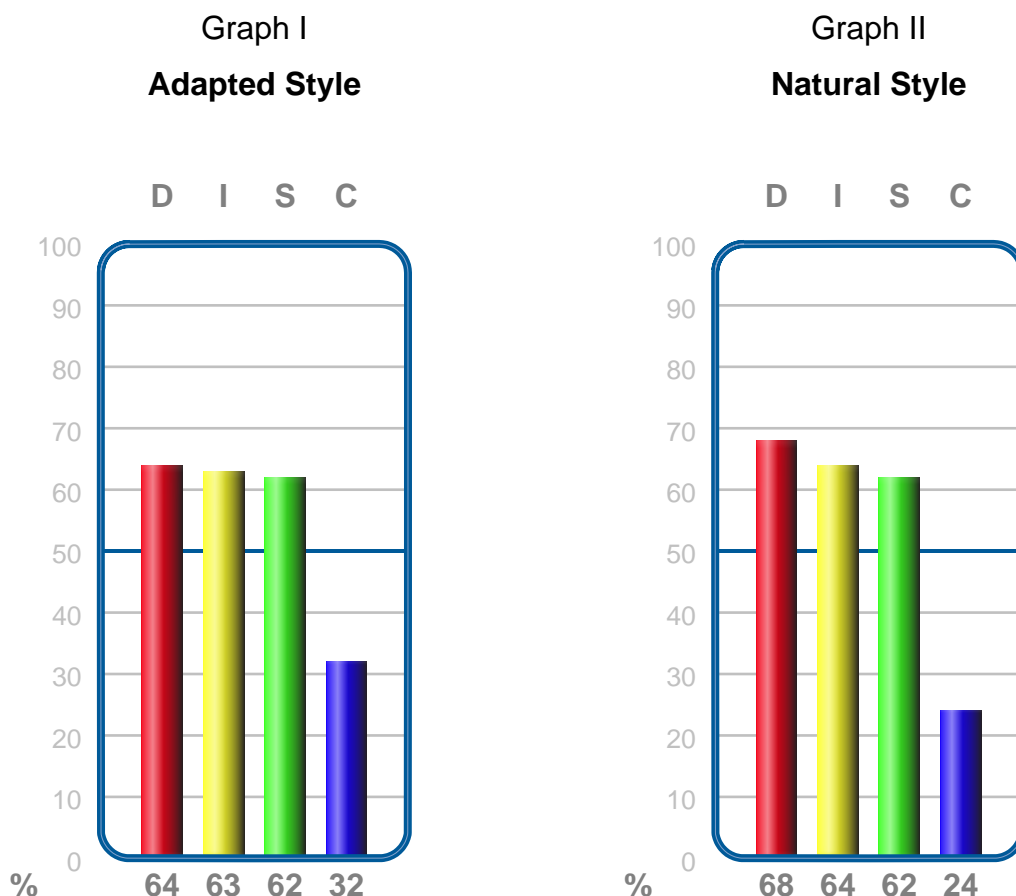
STYLE: THINGS YOU MAY WANT FROM OTHERS

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.
- Opportunity to verbalize her ideas and demonstrate her skills.
- To research new information in a team environment requiring people interaction.
- Complete information in bulleted format for her own investigation.
- Recognition for leadership accomplishments and the results she receives.
- Public recognition of power and prestige.

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:

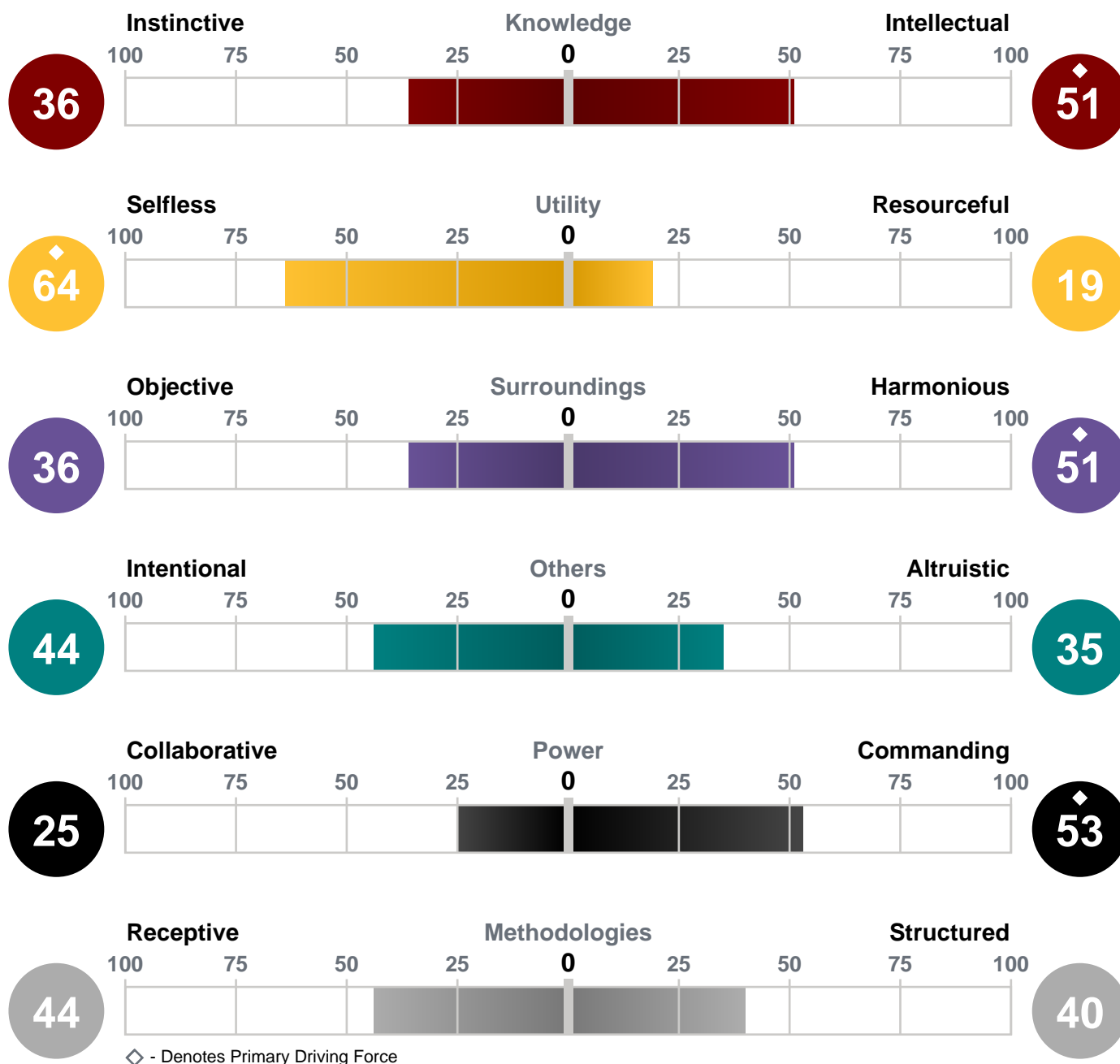
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.
- kimberly is comfortable around people who share her interest for knowledge and especially those people with similar convictions.
- kimberly is very good at integrating past knowledge to solve present problems.
- She will usually have the data to support her convictions.
- A comfortable job for kimberly is one that challenges her knowledge.
- kimberly 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.

- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- kimberly may desire fine things for her spouse or family members.
- At times kimberly will look for the beauty in all 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.

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

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "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 kimberly.
- kimberly can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, kimberly will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will work within a broadly defined set of beliefs.
- It may be hard to manipulate kimberly because she has not defined a philosophy or system that can provide immediate answers to every situation.
- kimberly's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will not be afraid to explore new and different ways of interpreting her own belief system.

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.

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

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

Archaeology
Architecture
Art History
Botany
Broadcasting
Communications
Education Counselor
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Film and Television Production
Geology, Earth Sciences
Humanities
Interior Design
International Studies and Relations
Journalism
Literature Studies, Classics
Meteorology
Paleontology
Philosophy, Religious Studies
Political Science
Sociology
Teaching, Education
Theology
Urban Studies
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Engineering

Bio Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

NEXT STEPS: POSSIBLE DEGREE MATCHES

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Life Coaching
Multimedia, Digital Communications
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Physical Therapy, Sports Medicine
Psychology

Other Career Paths

Fitness and Exercise Science
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
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
27-1011	4+	Art Director
17-2081	4+	Environmental Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
27-3031	4	Public Relations Specialist
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
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
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
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator

NEXT STEPS: POSSIBLE CAREER IDEAS

25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

- Think visually - convert words into pictures.
- Think positively about subjects that give you difficulty.
- Don't let your ego keep you from studying.
- Set up an area for studying only.
- Develop good study habits and follow them everyday.
- Organize your study area and keep it organized.
- Read an article on listening and note taking.
- Chunk big assignments into smaller pieces.
- Plan ahead - don't put off completing assignments until the last minute.
- Use recitation to embed fact and ideas.
- Work on your listening skills.

Strengths

Forward-looking to improve herself or a situation.

Bottom-line focused when leading others.

Initiates action to get questions answered.

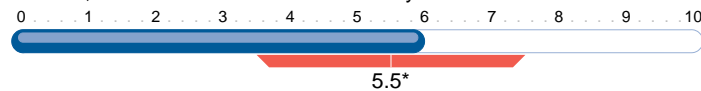
Will be decisive and make fact-based decisions.

Capable of addressing conflict for a win-win scenario.

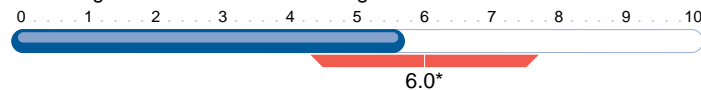
Thinks outside of the box when gathering information.

Motivators

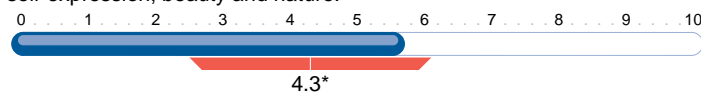
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



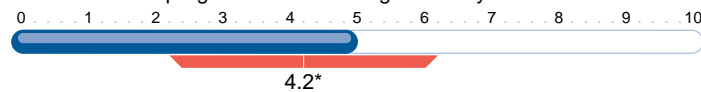
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



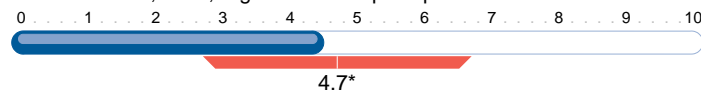
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



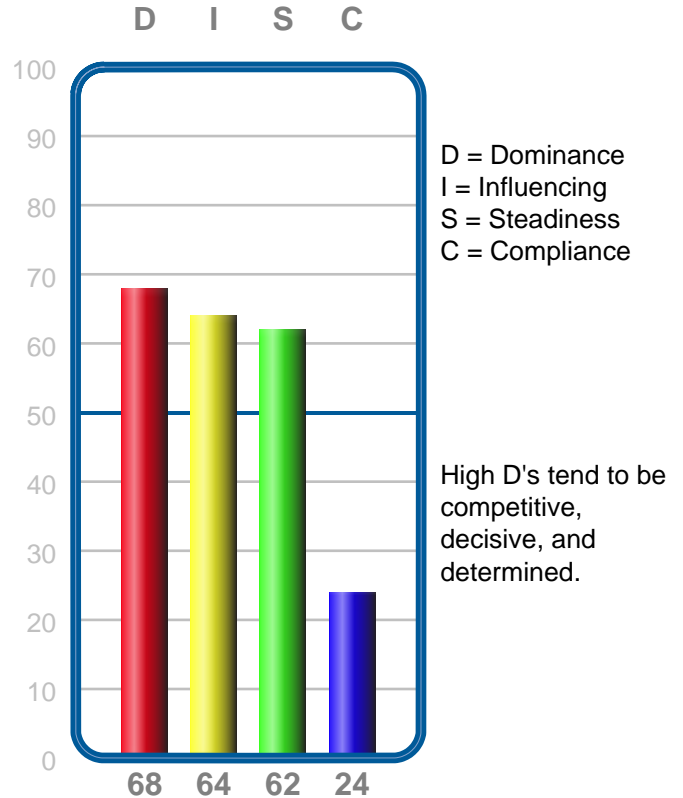
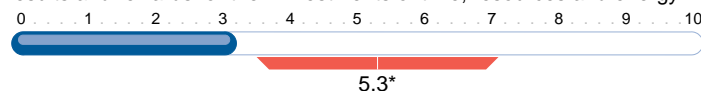
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



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



Value to a Team

Accomplishes goals through people.

Tenacious.

Can support or oppose strongly.

Will join organizations to represent the company.

Usually makes decisions with the bottom line in mind.

Dedicated to her own ideas.