

sofia acosta
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.

sofia likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She wants to be viewed as self-reliant and willing to pay the price for success. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She is goal-oriented and driven by results. She is the team member who will try to keep the others on task. sofia is extremely results-oriented, with a sense of urgency to complete projects quickly. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. She embraces visions not always seen by others. sofia's creative mind allows her to see the "big picture." sofia seeks her own solutions to problems. In this way, her independent nature comes into play. She prefers an environment with variety and change. She is at her best when many projects are underway at once.

sofia has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. 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. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. sofia finds it easy to share her opinions on solving work-related problems. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She will work long hours until a tough problem is solved. After it is solved, sofia may become bored with any routine work that follows.

sofia should exhibit more patience and ask questions to make sure that others have understood what she has said. 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 tends to be intolerant of people who seem ambiguous or think too slowly. 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 challenges people who volunteer their opinions. She tends to influence people by being direct, friendly and results-oriented. She may sometimes mask her feelings in friendly terms. If pressured, sofia's true feelings may emerge.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Initiates activity.
- Change agent--looks for faster and better ways.
- Competitive.
- Negotiates conflicts.
- Optimistic and enthusiastic.
- Creative in her approach to solving problems.
- Will join organizations to represent the company.
- People-oriented.
- 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.

- Have no concept of the problems that slower-moving people may have with her style.
- Dislike routine work or routine people--unless she sees the need to further her goals.
- Overstep authority and prerogatives--will override others.
- Fail to complete what she starts because of adding more and more projects.
- Be disruptive because of her innate restlessness and disdain for sameness.
- Be explosive by nature and lack the patience to negotiate.

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.

- Be clear, specific, brief and to the point.
- Leave time for relating, socializing.
- Read the body language--look for impatience or disapproval.
- Provide ideas for implementing action.
- Provide questions, alternatives and choices for making her own decisions.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide testimonials from people she sees as important.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Ask for her opinions/ideas regarding people.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Motivate and persuade by referring to objectives and results.
- Deal with details in writing, have her commit to modes of action.

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.

- Drive on to facts, figures, alternatives or abstractions.
- Try to build personal relationships.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Reinforce agreement with "I'm with you."
- Leave decisions hanging in the air.
- Take credit for her ideas.
- Ramble on, or waste her time.
- Ask rhetorical questions, or useless ones.
- Come with a ready-made decision, or make it for her.
- Be curt, cold or tight-lipped.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Legislate or muffle--don't overcontrol the conversation.
- Let disagreement reflect on her personally.

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.

- Seeks the challenge and opportunity to win.
- Not easily deterred by setbacks.
- Initiates action to get questions answered.
- Thrives on the challenge of solving problems.
- Motivates others to be the best they can be.
- Capable of addressing conflict for a win-win scenario.
- Will bring high energy and enthusiasm to the researching process.
- Motivates others to continue education.

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.

- Takes on too much, too soon, too fast to maintain control.
- May not realize the negative consequences of her quick decisions.
- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- A focus on quick results may hinder quality of information.
- She may overestimate her authority.
- Can disclose their agenda to the wrong people.
- Ability to learn is diminished due to her lack of focus on one thing.
- A desire to share information can impede her ability to listen and learn.

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.
- Active problems that require researched-based solutions.
- A leadership team that is optimistic toward learning new concepts or theories.
- Management that appreciates and rewards powerful risk-taking.
- A "can-do" environment filled with optimistic people.

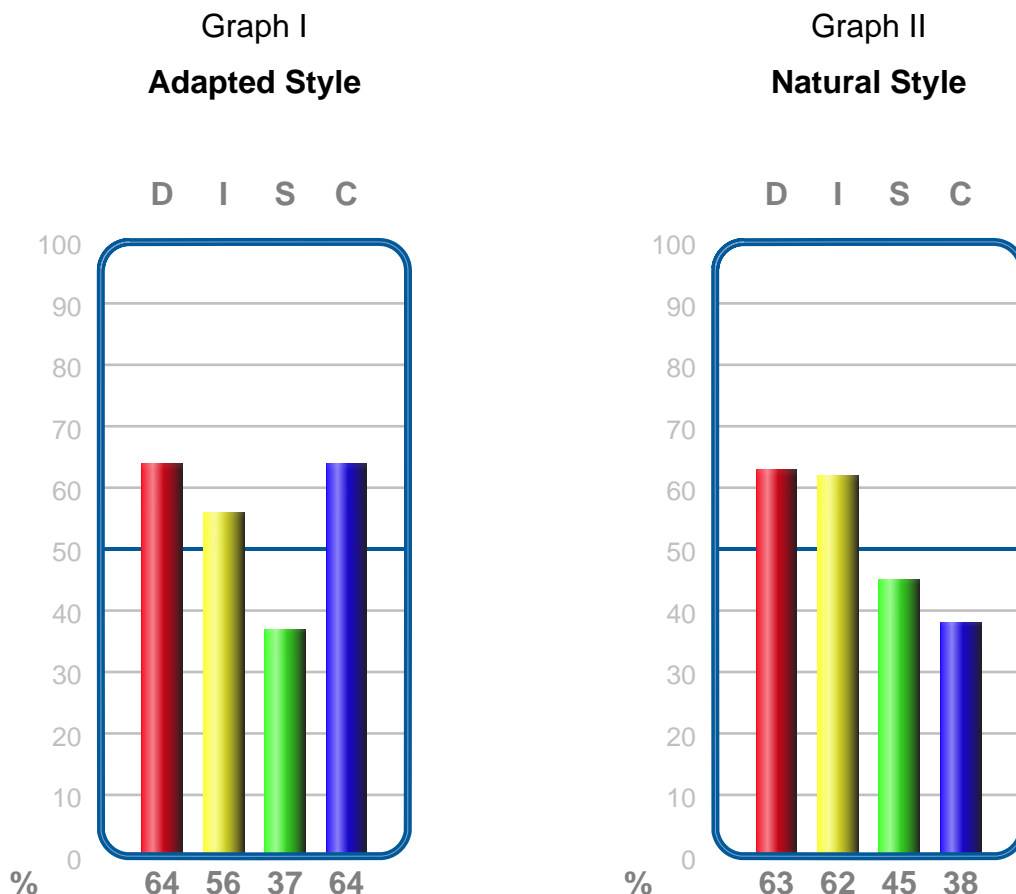
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- To be seen as a leader.
- Necessary information at her fingertips in order to conquer challenges.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- To lead people toward her vision.

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:

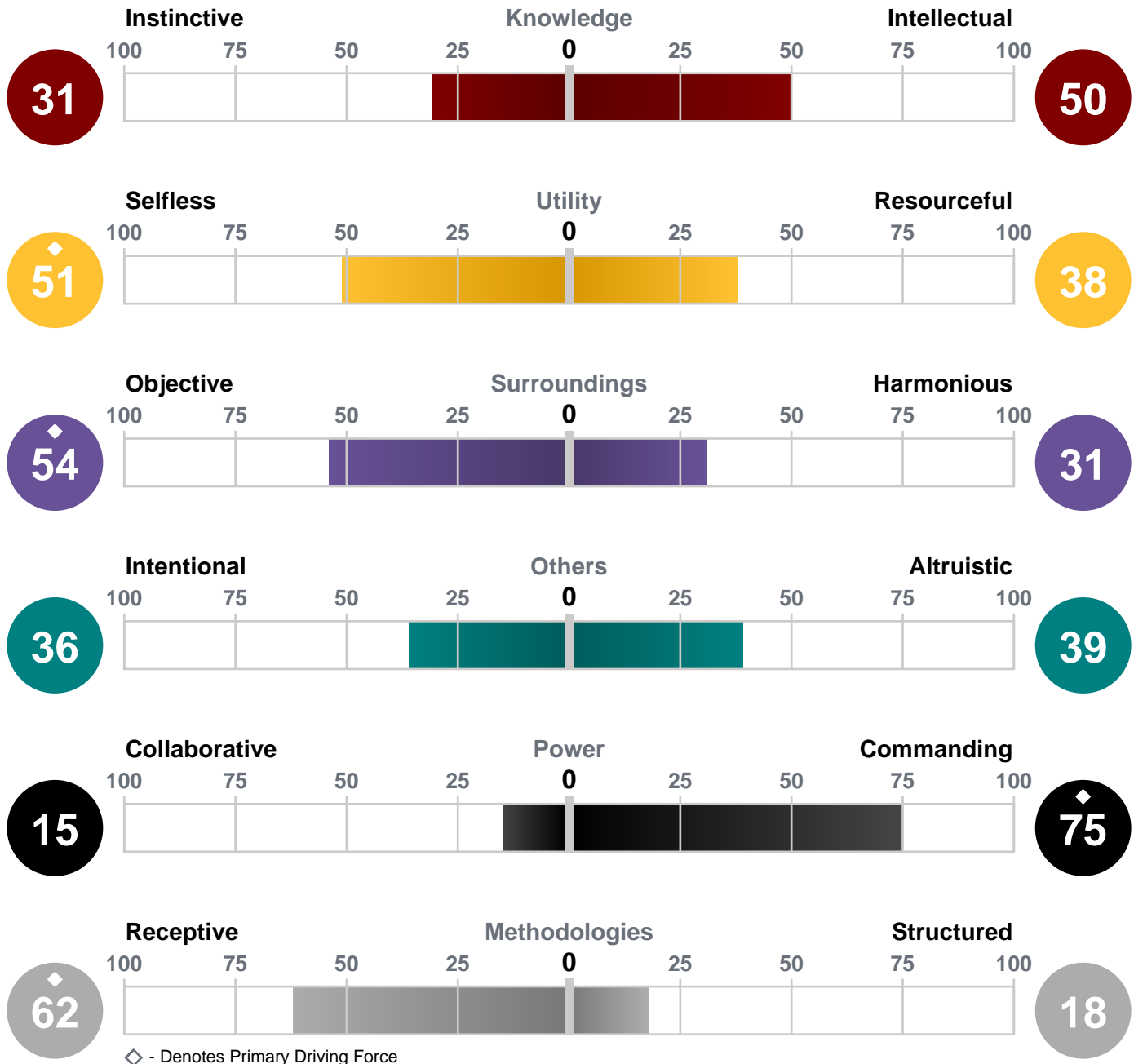
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

- sofia's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- sofia 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.

- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- sofia will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- sofia 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.
- She will use wealth as a yardstick to measure her work effort with certain activities.
- sofia will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.

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.

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

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

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
Criminology, Forensics
Economics
Entertainment and Arts Management
Legal Assistance, Paralegal Studies
Pre-Law
Web Design, Web Administration

Business

Business Communications, Public Relations
Marketing

Engineering

Bio Engineering
Computer Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Entrepreneurial Studies
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Counseling
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
27-1011	4+	Art Director
19-3011	4+	Economist
19-2011	4+	Astronomer
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9041	4+	Engineering Manager
11-9039	4+	Distance Learning Coordinator
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
11-2021	4+	Marketing Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3091	4	Interpreter & Translator
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
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School

NEXT STEPS: POSSIBLE CAREER IDEAS

19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
13-1023	4	Purchasing Agent
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
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
15-1099.04	2-4	Web Developer
47-4011	2	Construction and Building Inspector
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

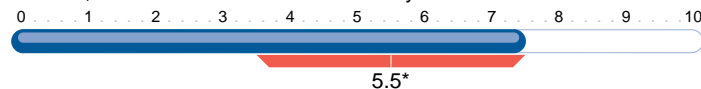
- Plan tomorrow today and put your plan in writing.
- Use short sentences when taking notes - leave out unnecessary words.
- Organize your study area and keep it organized.
- Take meaningful notes.
- Review your notes after class.
- Don't doodle.
- Think visually - convert words into pictures.
- Socialize after studying - not before.
- Chunk big assignments into smaller pieces.
- Track your time and see how you are spending it and add more time for studying if needed.
- Work on your listening skills.
- Set up an area for studying only.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

- Seeks the challenge and opportunity to win.
- Not easily deterred by setbacks.
- Initiates action to get questions answered.
- Thrives on the challenge of solving problems.
- Motivates others to be the best they can be.
- Will bring high energy and enthusiasm to the researching process.

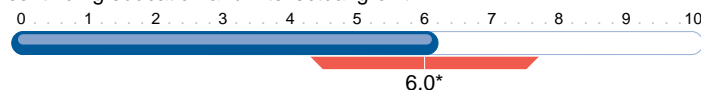
Motivators

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



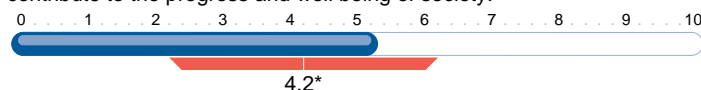
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



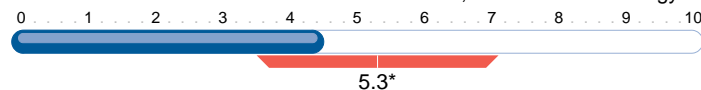
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3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



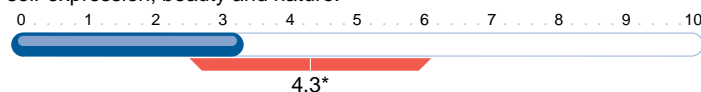
5.3

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



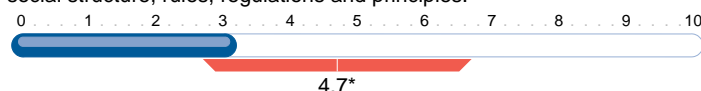
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

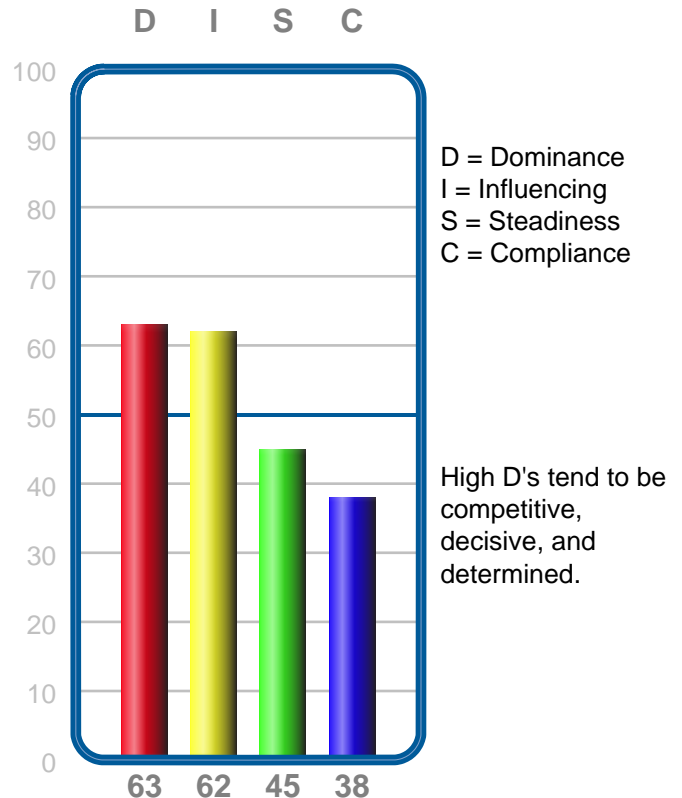


3.3

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



3.2



Value to a Team

Positive sense of humor.

Challenge-oriented.

Motivates others towards goals.

Innovative.

Negotiates conflicts.

Usually makes decisions with the bottom line in mind.