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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.

Jasmine is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She wants to be viewed as self-reliant and willing to pay the price for success. She 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." Jasmine is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She seeks her own solutions to problems. In this way, her independent nature comes into play. Many people see her as a self-starter dedicated to achieving results. Jasmine may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. 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.

Jasmine has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. She should realize that at times she needs to think a project through, beginning to end, before starting the project. When faced with a tough decision, she will try to sell you on her ideas. Jasmine 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, Jasmine may become bored with any routine work that follows. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. Sometimes she becomes emotionally involved in the decision-making process.

Jasmine may sometimes mask her feelings in friendly terms. If pressured, Jasmine's true feelings may emerge. She may lack the patience to listen and communicate with slower acting people. She tends to influence people by being direct, friendly and results-oriented. 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. Jasmine should exhibit more patience and ask questions to make sure that others have understood what she has said. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. 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

- Can support or oppose strongly.
- Tenacious.
- Usually makes decisions with the bottom line in mind.
- Thinks big.
- Initiates activity.
- Self-starter.
- Innovative.
- Creative in her approach to solving problems.

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.
- Keep too many balls in the air, and if her support is weak she will have a tendency to drop some of those balls.
- Be a one-way communicator--doesn't listen to the total story before introducing her opinion.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Have no concept of the problems that slower-moving people may have with her style.
- Have trouble delegating--can't wait, so does it herself.

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.

- Provide "yes" or "no" answers--not maybe.
- Provide questions, alternatives and choices for making her own decisions.
- Define the problem in writing.
- Look for her oversights.
- Speak at a rapid pace.
- Support the results, not the person, if you agree.
- Present the facts logically; plan your presentation efficiently.
- Use a balanced, objective and emotional approach.
- Understand her defiant nature.
- Read the body language--look for impatience or disapproval.
- Support and maintain an environment where she can be efficient.
- Clarify any parameters in writing.

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.

- Hesitate when confronted.
- Be paternalistic.
- Ramble on, or waste her time.
- Muffle or overcontrol.
- Try to build personal relationships.
- Let disagreement reflect on her personally.
- Reinforce agreement with "I'm with you."
- Be redundant.
- Direct or order.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Let her overpower you with verbiage.

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.

- An independent self-starter who will refine and enhance her surroundings.
- Will initiate appreciation of all experiences.
- Innovative with strategies for success.
- Willing to make high-risk decisions.
- Expresses and strives for a balanced team.
- Brings enthusiasm to the creative process.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.

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 struggle with keeping her distance while trying to enjoy the experience.
- Will only see her perspective in the here and now.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May not realize the negative consequences of her quick decisions.
- Has difficulty looking at situations objectively.
- Can over share personal feelings or emotions.
- May only interact with those she feels complement her goals.
- She may overestimate her authority.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Work tasks that change from time to time.
- Freedom of movement.
- The need to be liked and to feel a part of a harmonious team.
- The ability to be creative when facing challenges and in achieving results.
- A "can-do" environment filled with optimistic people.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.

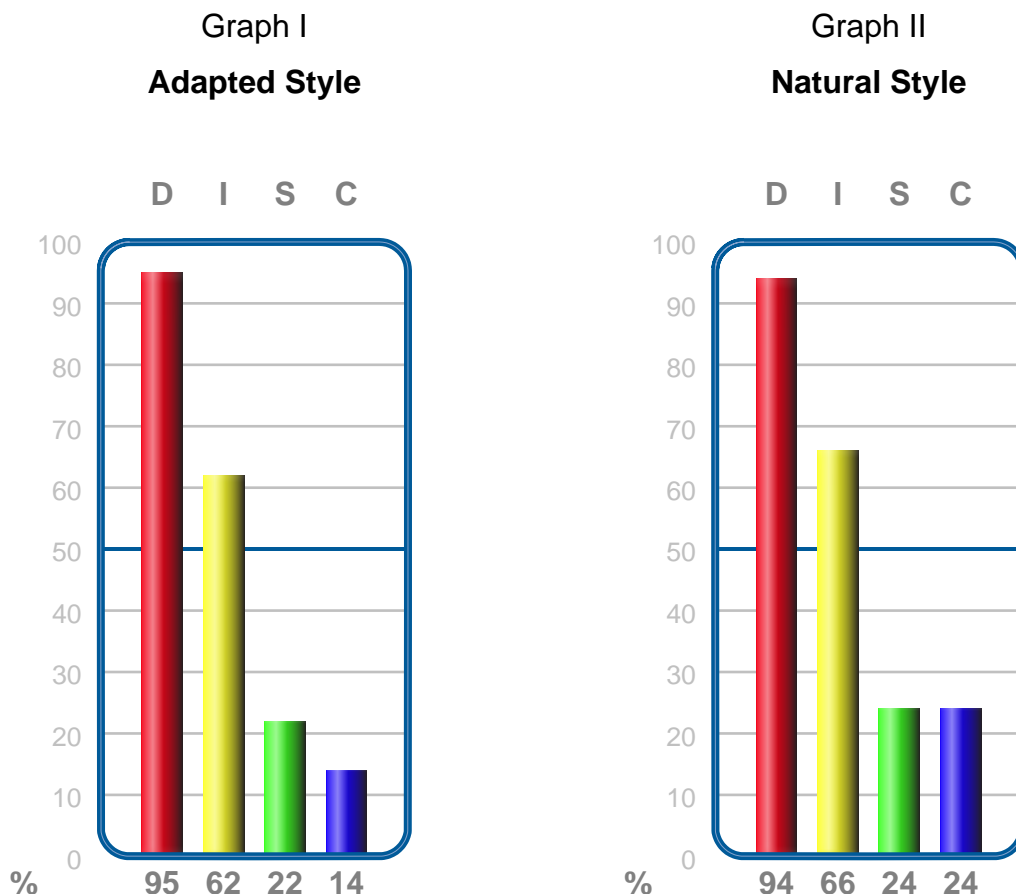
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Group activities outside the job.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- To be seen as someone who is passionate about results within the creation of a harmonious systems.
- To lead people toward her vision.
- Power and control over outcomes and goals.

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:

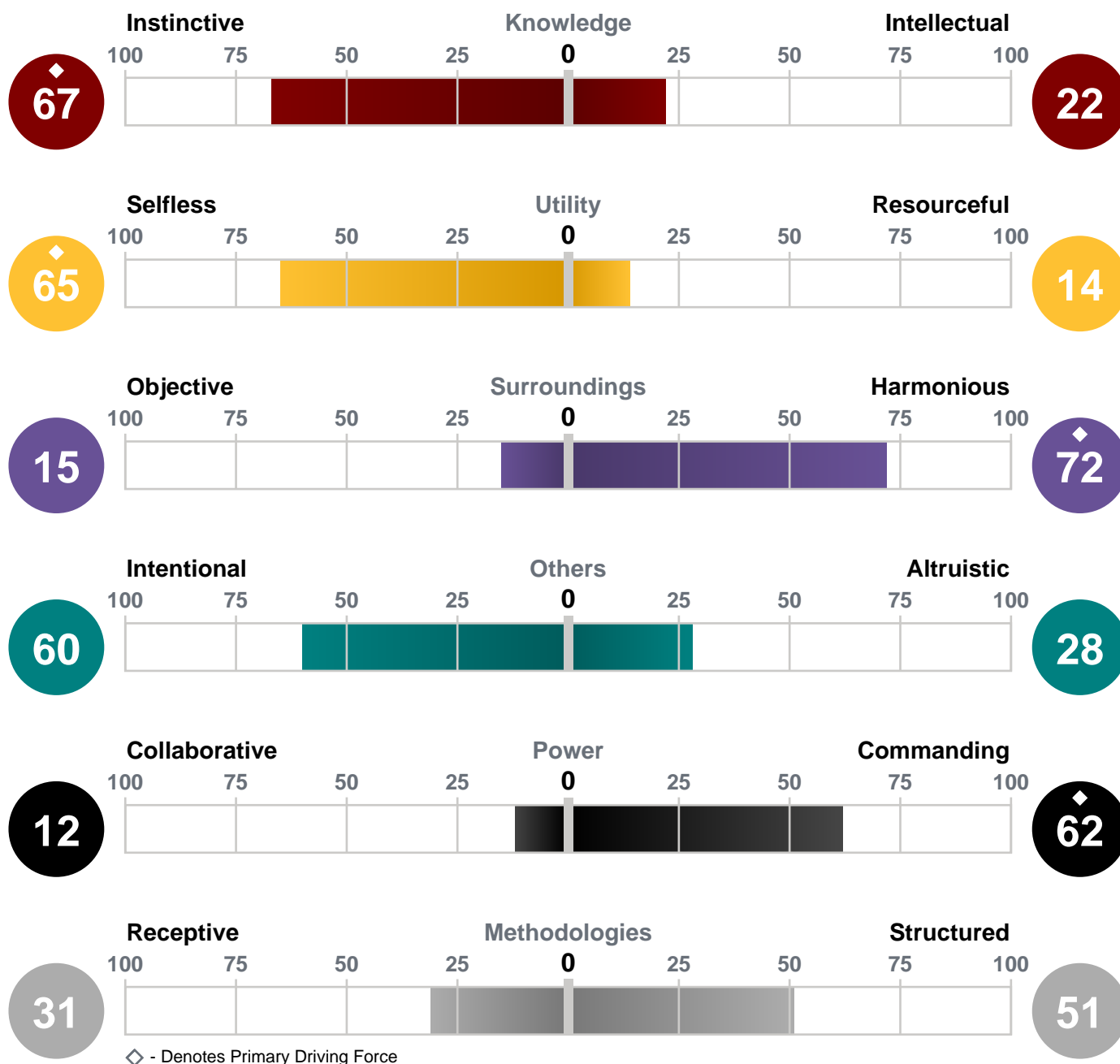
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 Jasmine.
- Dressing for success comes naturally to Jasmine. She enjoys the latest designer clothes when she has the funds to purchase them.
- Jasmine uses her aesthetic talent to impress others.
- Jasmine looks for and appreciates the beauty in things.
- Jasmine will evaluate things based on artistic beauty and usefulness.

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.

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

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.

- Jasmine needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- Jasmine at times will evaluate others based on her rules for living.
- Jasmine lets her conscience be her guide.

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.

- 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.
- Jasmine will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- Jasmine can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- Jasmine will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).

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.

- 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.
- Jasmine will be torn if helping others proves to be detrimental to her.
- Jasmine'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.
- Jasmine is willing to help others if they are working as hard as possible to achieve 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.

- When required, Jasmine will seek knowledge to better understand a particular situation.
- Jasmine will use an instinctual approach to problem solving.
- Jasmine will not seek knowledge based on curiosity or just for the sake of knowledge.
- For Jasmine, personal experiences are a key factor in decision making.
- Jasmine can be turned off by people who talk about things in detail if she has no interest in the subject.
- Jasmine will only read books that relate to her chosen field or special interests.
- She will attempt to take the practical approach and not over-analyze the process.
- Jasmine will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.

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
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Facilities Planning and Management
Finance and Investments
General Business
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Chef, Food Preparation
Entrepreneurism

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Desktop Publishing
Entrepreneurial Studies
Multimedia, Digital Communications
Outdoor Studies, Outdoor Leadership
Outside Sales
Social Entrepreneurism

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Exercise Science

Other Career Paths

Business Sales

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
17-2081	4+	Environmental Engineer
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
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
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
27-1026	2	Merchandise Displayer & Window Trimmer
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

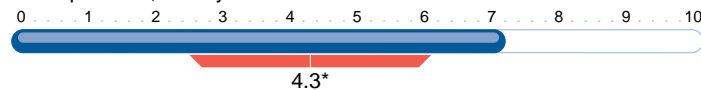
- Develop good study habits and follow them everyday.
- Chunk big assignments into smaller pieces.
- Plan ahead - don't put off completing assignments until the last minute.
- Don't let your ego keep you from studying.
- Organize your study area and keep it organized.
- Plan tomorrow today and put your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

Strengths

- An independent self-starter who will refine and enhance her surroundings.
- Will initiate appreciation of all experiences.
- Innovative with strategies for success.
- Willing to make high-risk decisions.
- Expresses and strives for a balanced team.
- Positively promotes the image of the organization.

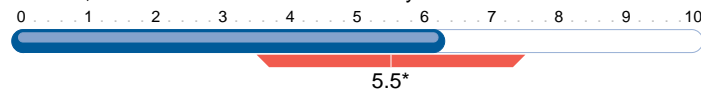
Motivators

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



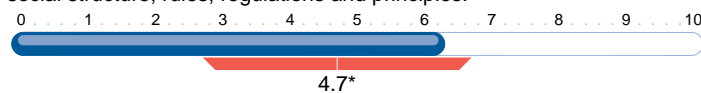
7.2

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



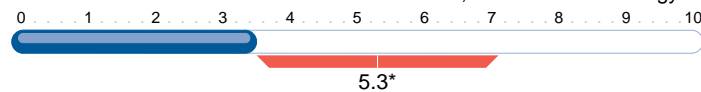
6.3

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



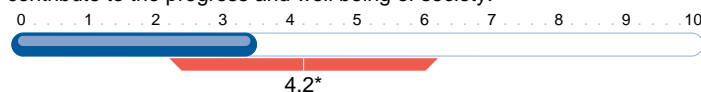
6.3

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



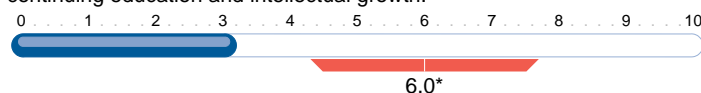
3.5

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

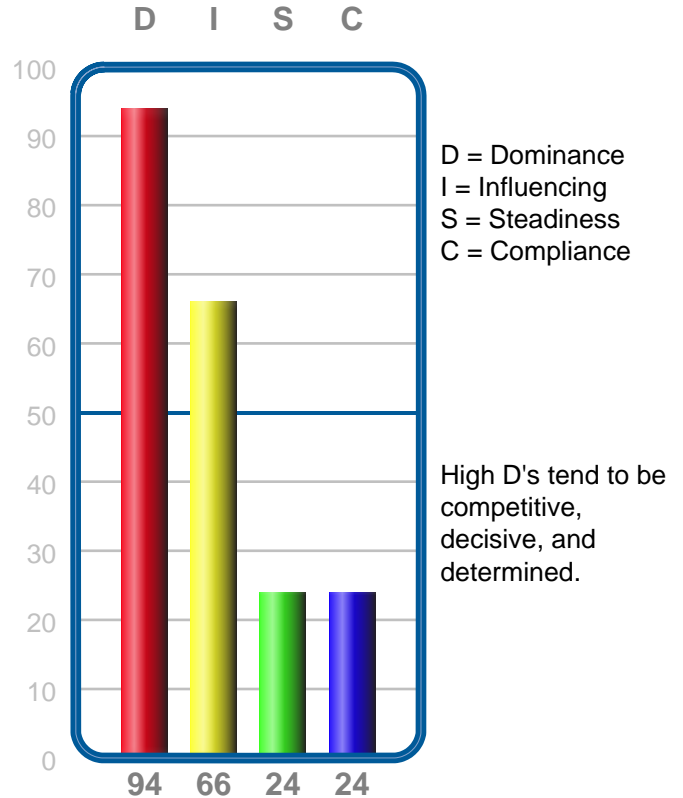


3.5

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



3.2



Value to a Team

Pioneering.

Can support or oppose strongly.

Thinks big.

Initiates activity.

Accomplishes goals through people.

Has the confidence to do the difficult assignments.