

**naomi bustillos**  
10-13-2016



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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.*

naomi wins through hard work and persistence. She likes to stay with one task until it is completed. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She may not project a sense of urgency like some people with different behavioral styles. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. When the time is right, naomi can stand up aggressively for what she believes. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She is often seen as practical and objective. She tends to build a close relationship with a relatively small group of associates. Relationships with others are warm, personal and lasting. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work.

naomi is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She is persistent and persevering in her approach to achieving goals. naomi finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She often thinks over major decisions before acting. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

naomi is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She will be open with those she trusts; however, reaching the required trust level may take time. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. naomi likes a friendly, open style of communication.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Adaptable.
- Patient and empathetic.
- Respect for authority and organizational structure.
- Flexible.
- Service-oriented.
- Works for a leader and a cause.
- People-oriented.

## 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.*

- Underestimate her abilities.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be dependent on others for decisions, even if she knows she is right.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Be defensive when risk is involved--move towards maintaining status quo.
- Avoid accountability by overstating the complexity of the situation.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.

## 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 prepared.
- Support your communications with correct facts and data.
- Take your time and be persistent.
- Start, however briefly, with a personal comment. Break the ice.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide a friendly environment.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- Take time to be sure that she is in agreement and understands what you said.
- Give her time to ask questions.
- Ask "how?" questions to draw her 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.*

- Give your presentation in random order.
- Be domineering or demanding; don't threaten with position power.
- Patronize or demean her by using subtlety or incentive.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Push too hard, or be unrealistic with deadlines.
- Make promises you cannot deliver.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be abrupt and rapid.
- Be haphazard.
- Talk to her when you're extremely angry.

## 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.*

- Willing to be the support system behind the cause.
- Accommodating and pleasing others is one of her natural talents.
- Desire for continuous learning is one of her greatest strengths.
- Methodical and reliable researcher.
- Demonstrates a will and desire to help others in the organization.
- Sings the praises of peers and the contributions others make.
- Willing to share knowledge to benefit the team or organization.
- Will bring high energy and enthusiasm to the researching 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.*

- May always place blame on herself.
- May have difficulty correcting others as she wants to help but not offend.
- May have difficulty sharing subjective information.
- Will have difficulty in establishing priorities in learning new matters.
- Does not always listen to those she is helping.
- May overestimate the impact she can have on others.
- May be too trusting of people as resources.
- Ability to learn is diminished due to her lack of focus on one thing.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which she may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- Continuous learning in a team atmosphere where people share openly.
- Information to support the reasons for change.
- Ability to showcase altruistic achievements in order to get others involved.
- An environment where understanding and appreciating others is rewarded.

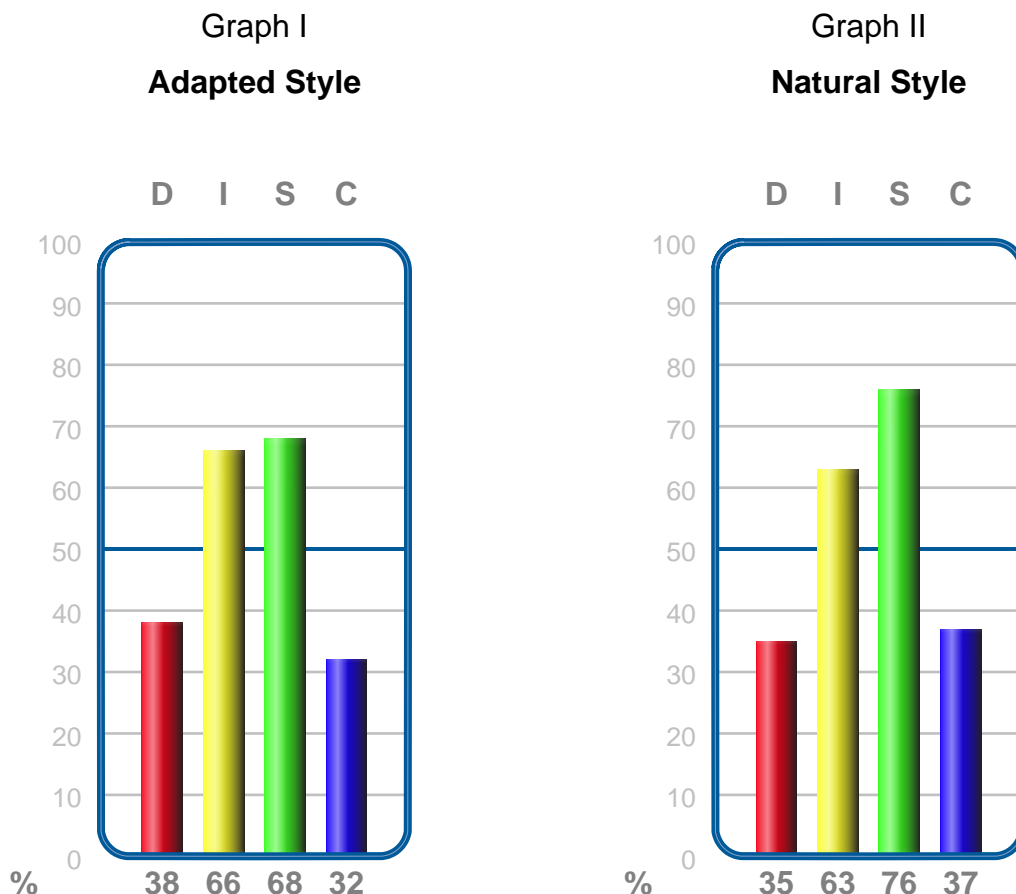
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Flattery, praise, popularity and strokes.
- Recognition for loyalty and long service.
- To research new information in a team environment requiring people interaction.
- An opportunity to methodically layout research and work through the information-gathering process.
- The flexibility to be creative in the way she and the organization help others and causes.
- Support others in the organization's quest to make a difference.

## 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:

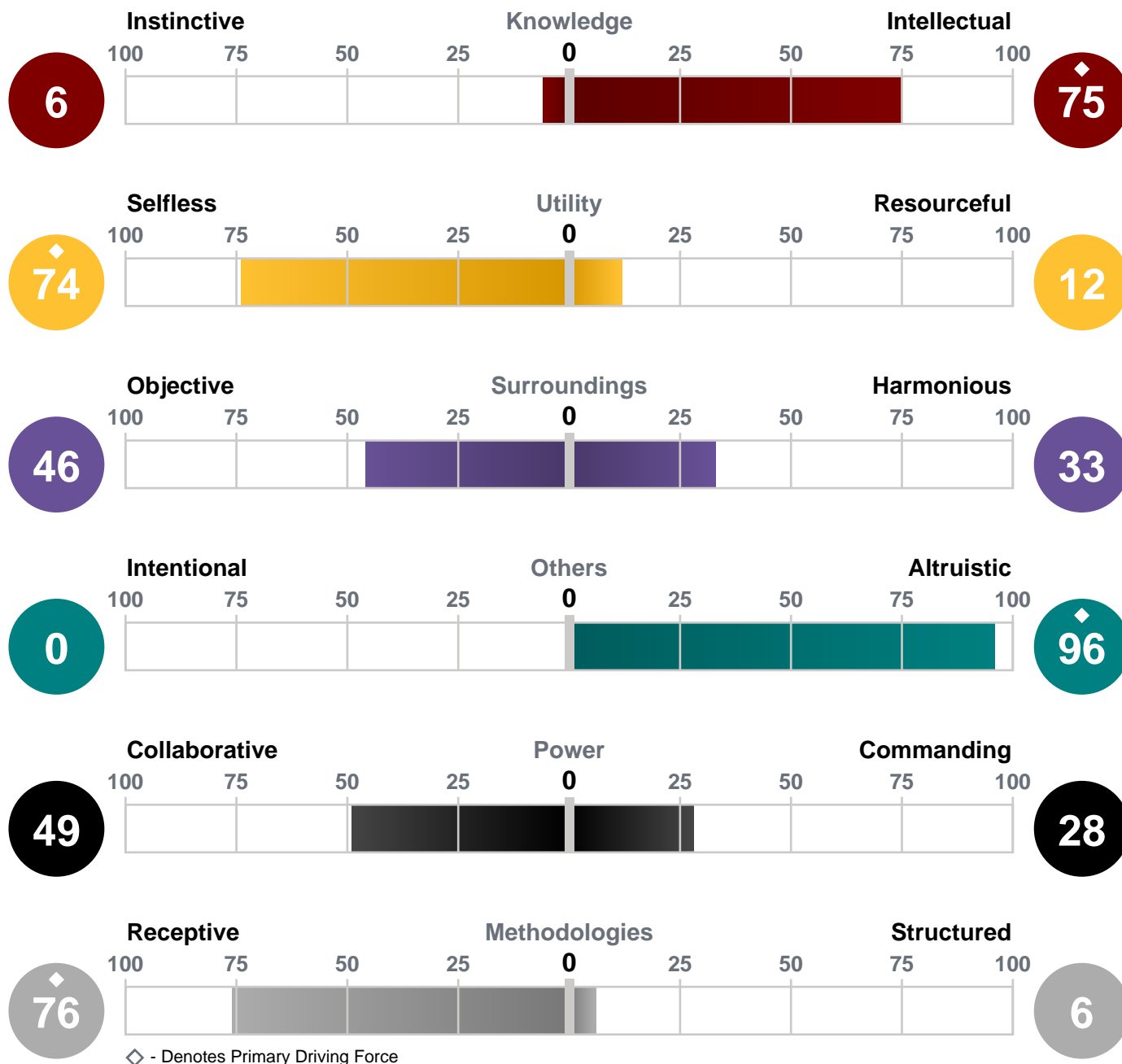
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- naomi will blame the system more than the individual and will work diligently to change the system.
- Looking for the positive in a situation energizes her to solve problems that people are experiencing.
- She wants to promote a doctrine of fairness with regard to rules that regulate people.
- naomi will have causes that cannot be won, satisfying her inner need for peace. Even if the cause cannot be won, she will still be compelled to try.
- naomi has the ability to be empathetic toward those who are hurting.
- Eliminating hate and conflict in the world is one of naomi's passions.
- Wanting others to enjoy the classics and helping to preserve them for future generations is of interest to her.
- If she thinks it will harm the relationship, naomi will avoid confrontation.
- In business, she wants everyone to receive the most value money can buy.

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

## 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.*

- At times naomi will look for the beauty in all things.
- naomi may desire fine things for her spouse or family members.
- 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.
- 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.

## MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.*

- At times naomi can be very competitive.
- naomi can be assertive in meeting her needs.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.

## MOTIVATORS: HOW THE 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.*

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

## 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.*

- naomi'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.
- Traditions will not place limits or boundaries on naomi.
- In many cases, naomi 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.
- naomi can be creative in interpreting other systems or traditions and selective in applying those traditions.
- It may be hard to manipulate naomi because she has not defined a philosophy or system that can provide immediate answers to every situation.

## 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](http://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

Anthropology  
 Archaeology  
 Art History  
 Astronomy  
 Botany  
 Education Counselor  
 Ethnic, Cultural and Gender Studies  
 Geology, Earth Sciences  
 Humanities  
 Library Science  
 Literature Studies, Classics  
 Paleontology  
 Philosophy, Religious Studies  
 Sociology  
 Teaching, Education  
 Theology  
 Urban Studies  
 Web Design, Web Administration

### Career and Technical

Emergency Medical Technician  
 Rehabilitation Therapy  
 Speech and Language Pathology  
 Vehicle Maintenance and Repair

### Environmental, Agriculture and Food

Animal Sciences  
 Natural Sciences  
 Plants and Horticulture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
 Community Planning and Development  
 Environment, Conservation and Sustainability  
 Life Coaching  
 Medical Ethics  
 Outdoor Studies, Outdoor Leadership

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Urban and City Planning  
Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Human Development and Family Services  
Kinesiology  
Nursing  
Psychology



## 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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3093	4+	Historian
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary

## NEXT STEPS: POSSIBLE CAREER IDEAS

25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3024	2-4	Electro-mechanical Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Set goals which challenge your abilities.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Ask questions about things for which you are unsure.
- Identify the time of day you feel best and try to fit studying into these hours.
- Study and review notes just before class starts.
- Set realistic goals.
- Put words you have trouble spelling on your mirror so you see them daily.
- Study or review notes before each class starts.
- Study in groups of two or more.
- Try new ways of learning.
- Meditate and think positive thoughts before taking an exam.
- Plan a block of time for studying - take 10-minute breaks every hour.

## Strengths

Willing to be the support system behind the cause.

Accommodating and pleasing others is one of her natural talents.

Desire for continuous learning is one of her greatest strengths.

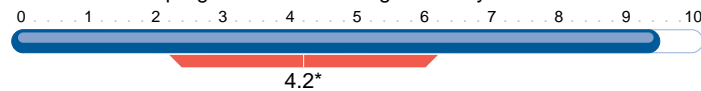
Methodical and reliable researcher.

Demonstrates a will and desire to help others in the organization.

Willing to share knowledge to benefit the team or organization.

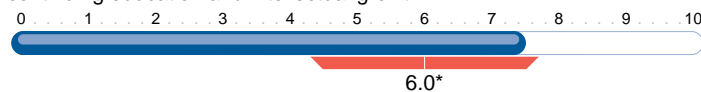
## Motivators

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



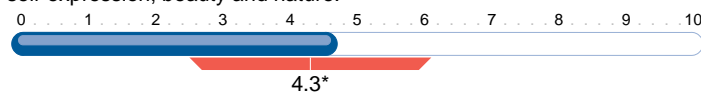
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



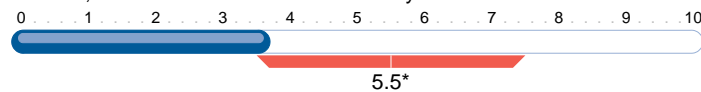
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



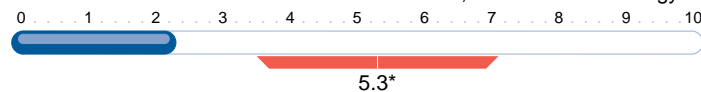
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**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



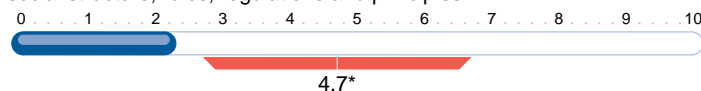
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**5. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

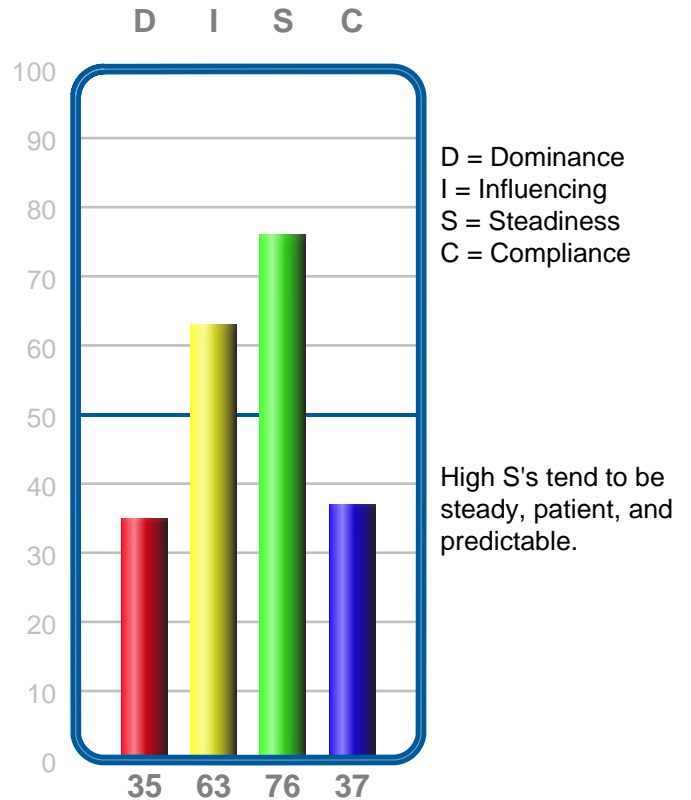


2.3

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



2.3



## Value to a Team

Dependable team player.

Adaptable.

Service-oriented.

Builds good relationships.

Respect for authority and organizational structure.

Turns confrontation into positives.