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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.

maria is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She needs time for some study and analysis, particularly when doing new or challenging assignments. This allows her to adjust to the changing environment. When people are involved, she may not always be precise about the use of her time. She is often seen as practical and objective. Loyalty and being a team player are usually her goals. She is a good, steady, dependable team member. She tends to build a close relationship with a relatively small group of associates. At times, maria would like to slow the world down and cut out some of the activities people want her involved in. She can be motivated through teamwork. She likes to know she is a valued team member. Once maria has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. Relationships with others are warm, personal and lasting.

maria is persistent and persevering in her approach to achieving goals. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. 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 may tend to fight for her beliefs or those things she feels passionate about. maria may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. She 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 is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She tries to use balanced judgment. She is the person who brings stability to the entire team.

maria 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 usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She likes a friendly, open style of communication. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. maria will be open with those she trusts; however, reaching the required trust level may take time. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good at reconciling factions--is calming and adds stability.
- Respect for authority and organizational structure.
- Builds good relationships.
- Flexible.
- Adaptable.
- Works for a leader and a cause.
- Will gather data for decision making.
- 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.

- Be defensive when risk is involved--move towards maintaining status quo.
- Underestimate her abilities.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Not let others know where she stands on an issue.
- Be too conservative--bides time and avoids much that is new.
- Take criticism of her work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

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.

- Use scheduled timetable when implementing new action.
- Be sincere and use a tone of voice that shows sincerity.
- Keep conversation at discussion level.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Support your communications with correct facts and data.
- Give her time to ask questions.
- Provide solid, tangible, practical evidence.
- Provide a friendly environment.
- Take your time and be persistent.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Be prepared.

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.

- Rush her in the decision-making process.
- Manipulate or push her into agreeing because she probably won't fight back.
- Debate about facts and figures.
- Push too hard, or be unrealistic with deadlines.
- 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."
- Be abrupt and rapid.
- Use testimonies from unreliable sources.
- Be domineering or demanding; don't threaten with position power.
- Give your presentation in random order.
- Offer assurance and guarantees you can't fulfill.
- 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.

- Desire for continuous learning is one of her greatest strengths.
- Delivers her knowledge and wisdom objectively.
- Willing to be the support system behind the cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Willing to share knowledge to benefit the team or organization.
- Looks for the positive side of every situation.
- Great at generating excitement in others and getting people on board.
- Wants to be seen as a leader in humanitarian issues.

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 have difficulty sharing subjective information.
- Resents change without logical facts and reasoning behind the change.
- May always place blame on herself.
- May not always stand up for oneself or others.
- May be too trusting of people as resources.
- Will tend to elaborate on limited data.
- Has trouble making difficult decisions that affect others.
- When helping others, may talk too much about herself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- Needs personal attention from her manager and compliments for each assignment well done.
- Information to support the reasons for change.
- Time necessary to gather enough information in order to move forward.
- Work on a team that has common interests and desires.
- To be partnered with sincere and genuine co-workers, all going for the same cause.

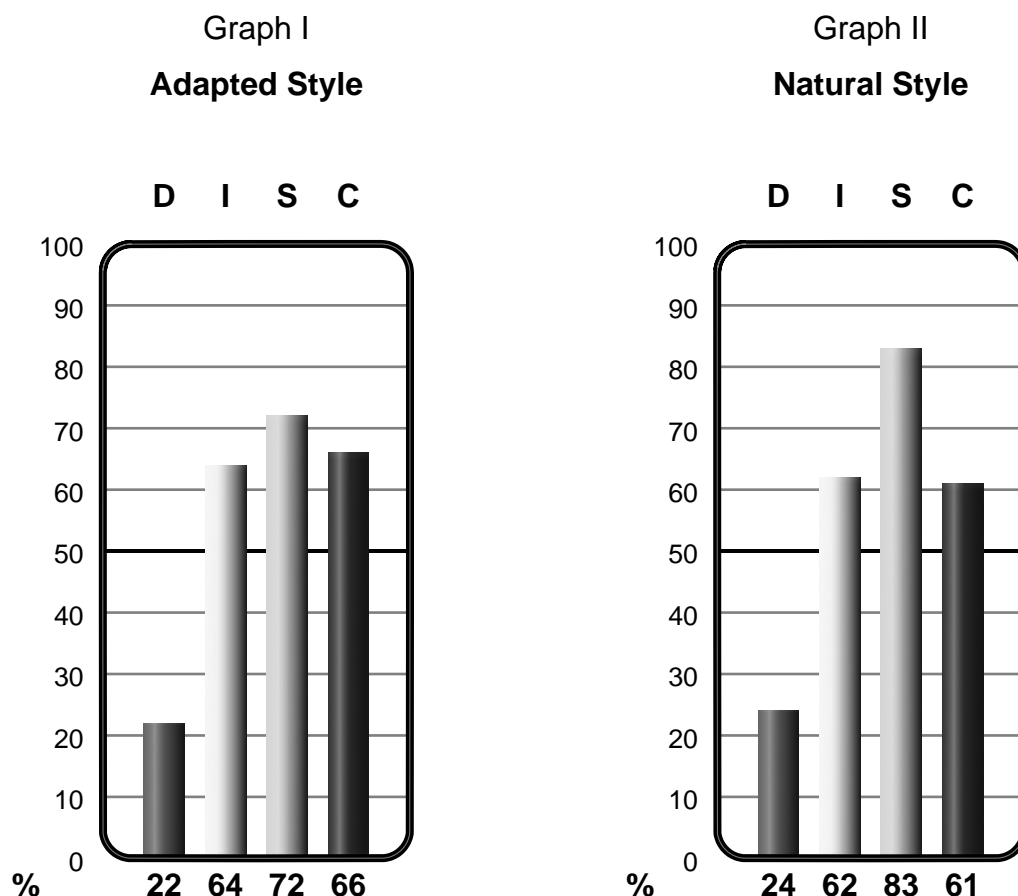
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Freedom from control and detail.
- An opportunity to methodically layout research and work through the information-gathering process.
- The time to research and layout information in a methodical way.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- Consistency in ways she can contribute to people, the organization and causes.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

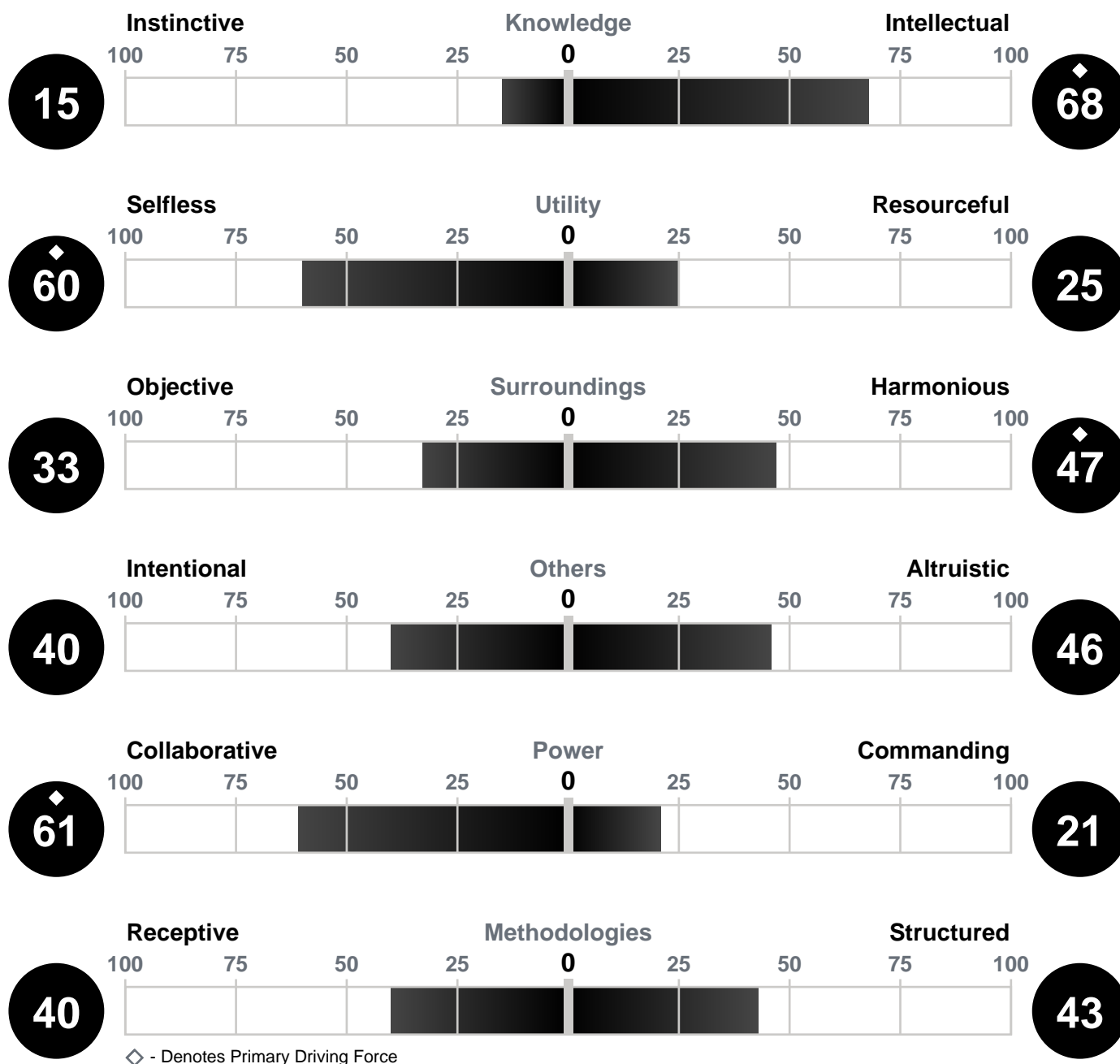
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE THEORETICAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High theoretical scores indicate a desire to discover truths by learning for the sake of knowing. Typically, high "theoreticals" like to study, read, seek knowledge, and research. If theoretical is one of your top two motivators, you will not feel satisfied unless you are continually challenged with new information and given opportunities to learn new things.

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

- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- maria is patient and sensitive to others.
- maria will be generous with time, research and information on social problems.
- Saying "no" is difficult when others need her time or talent.
- She is generous with her time, talent and resources for those in need.
- She will have a keen interest in improving society.

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.

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

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.

- maria 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.
- maria at times will evaluate others based on her rules for living.
- maria lets her conscience be her guide.

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.

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

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.

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

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
Geology, Earth Sciences
Interior Design
Journalism
Paleontology
Philosophy, Religious Studies
Teaching, Education
Theology
Web Design, Web Administration

Business

Marketing

Career and Technical

Biomedical Equipment Technician
Speech and Language Pathology

Engineering

Aerospace Engineering
Bio Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Videography

Health Sciences

Counseling
Exercise Science
Kinesiology
Pre-Medicine

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1121	4+	Audiologist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1051	4+	Pharmacist
29-1041	4+	Optometrist
29-1021	4+	Dentist
29-1011	4+	Chiropractor
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-2011	4+	Clergy
21-1091	4+	Health Educator
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
17-2141	4+	Mechanical Engineer

NEXT STEPS: POSSIBLE CAREER IDEAS

17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
11-3011	4+	Administrative Services Manager
51-9081	4	Dental Lab Technician
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
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
25-2021	4	Teacher, Elementary
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
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
15-1099.00	2-4+	Computer Specialist, all other
43-4051	2-4	Customer Service Representative
43-3021	2-4	Billing and Posting Clerk
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant
19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9012	2-4	Farmer & Rancher
27-4014	2+	Sound Engineering Technician
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
47-4099.02	2	Solar Thermal Installer & Technician
43-3031	2	Bookkeeping, Accounting & Auditing Clerk
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant

NEXT STEPS: POSSIBLE CAREER IDEAS

39-5011	2	Barber & Cosmetologist
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
29-2055	2	Surgical Technician
29-2052	2	Pharmacy Technician
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
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
47-2111	HS	Electrician
43-9061	HS	Office Clerk
43-5051	HS	Postal Service Clerk
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
43-4121	HS	Library Assistant, clerical
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
31-9095	HS	Pharmacy Aide
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Desire for continuous learning is one of her greatest strengths.

Delivers her knowledge and wisdom objectively.

Willing to be the support system behind the cause.

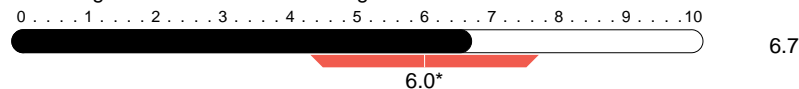
Wants to methodically solve people-related problems that benefit the greater good.

Willing to share knowledge to benefit the team or organization.

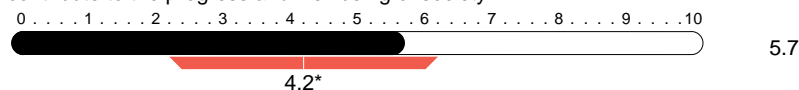
Great at generating excitement in others and getting people on board.

Motivators

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



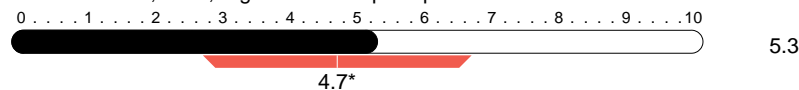
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



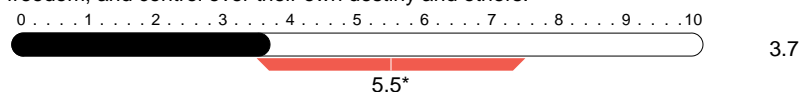
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



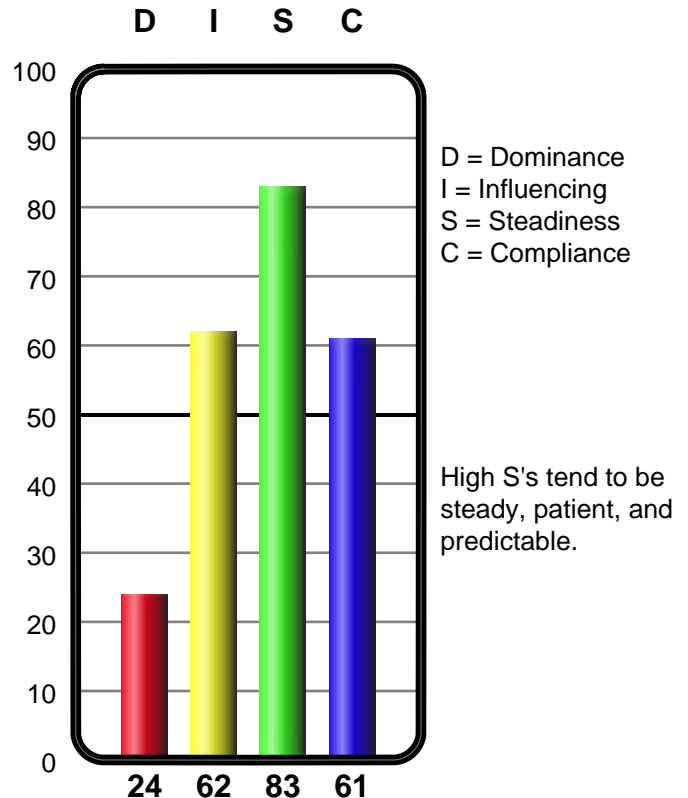
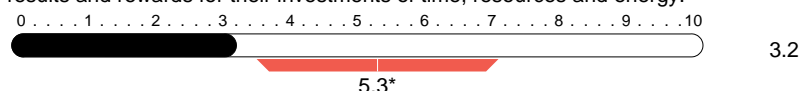
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

People-oriented.

Service-oriented.

Builds good relationships.

Patient and empathetic.

Respect for authority and organizational structure.

Flexible.