

**samantha gonzalez**  
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.*

samantha likes to get results through others. She is at her best when she has people working with her. She likes feedback from her manager on how she is doing. She is optimistic and usually has a positive sense of humor. She is good at creating enthusiasm in others. samantha likes quality social relationships. She often will become friends with her customers or clients. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She wants to be seen as her own person, but usually projects it in friendly terms. She is approachable, affectionate and understanding. samantha, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She likes freedom from many controls.

samantha may leap to a favorable conclusion without considering all the facts. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. samantha likes working for managers who make quick decisions. She is good at solving problems that deal with people.

samantha is people-oriented and verbally fluent. Communication can extend from friendly to argumentative discourse. She will optimistically interact with people in an assured, diplomatic and poised manner. She judges others by their verbal skills and warmth. It is important for samantha to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She is good at negotiating conflict between others. samantha feels that "if everyone would just talk it out, everything would be okay!" She is both a good talker and a good listener. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does!

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Self-reliant.
- Verbalizes her feelings.
- Pioneering.
- Team player.
- Builds confidence in others.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Optimistic and enthusiastic.
- Creative problem solving.

## 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 inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Make decisions based on surface analysis.
- Overuse praise in motivating others.
- Take information at face value without validation or substantial investigation.
- Trust people indiscriminately if positively reinforced by those people.
- Be optimistic regarding possible results of her projects or the potential of her people.

## 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 ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Flatter her ego.
- Understand her defiant nature.
- Leave time for relating, socializing.
- Use a motivating approach, when appropriate.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Expect her to return to fight another day when she has received a "no" answer.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide "yes" or "no" answers--not maybe.
- Appeal to the benefits she will receive.

## 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.*

- Be curt, cold or tight-lipped.
- Give her your opinion unless asked.
- "Dream" with her or you'll lose time.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to her.
- Be paternalistic.
- Ramble.
- Legislate or muffle--don't overcontrol the conversation.
- Be dictatorial.
- Leave decisions hanging in the air.
- 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.*

- Expresses all that is great about a system of living.
- Always looking to say or do the "right" thing.
- Motivates others to continue education.
- Will bring high energy and enthusiasm to the researching process.
- Lives by a specific system and will do anything to protect it.
- A leader for those who share her traditions.
- Demonstrates a forward-looking approach to old questions.
- Offers informed opinions on a variety of topics.

## 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 over look contradictions in her own way of living.
- Will be frustrated when new and exciting opportunities conflict with the system.
- A desire to share information can impede her ability to listen and learn.
- Ability to learn is diminished due to her lack of focus on one thing.
- Unwilling to listen to outside viewpoints.
- May contradict her beliefs to get results.
- Impatient when gathering information.
- The need to research everything and the corresponding need to do everything too soon and too fast.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An innovative and futuristic-oriented environment.
- Assignments with a high degree of people contacts.
- A forum to be curious about the discovery of new information.
- New and challenging questions or projects.
- Ability to celebrate the success of a project being completed within the ideal paradigm.
- A forum to challenge rules in which she doesn't agree.

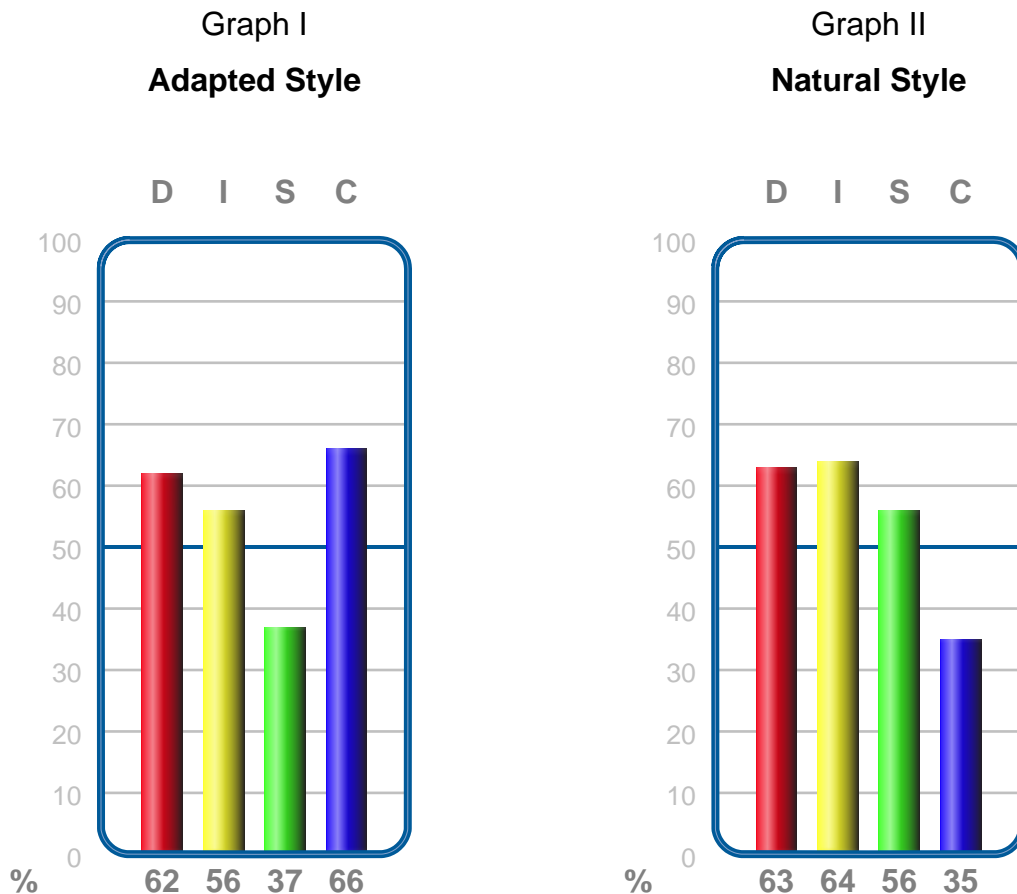
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Rewards to support her dreams.
- A friendly work environment.
- To be able to seek out new information that will be valuable to share with others.
- Complete information in bulleted format for her own investigation.
- Recognition for her ability to recruit others to the new idea, structure or belief.
- A manager and a team that understand if her system is challenged, the disagreement may be discussed in an aggressive way.

## 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:

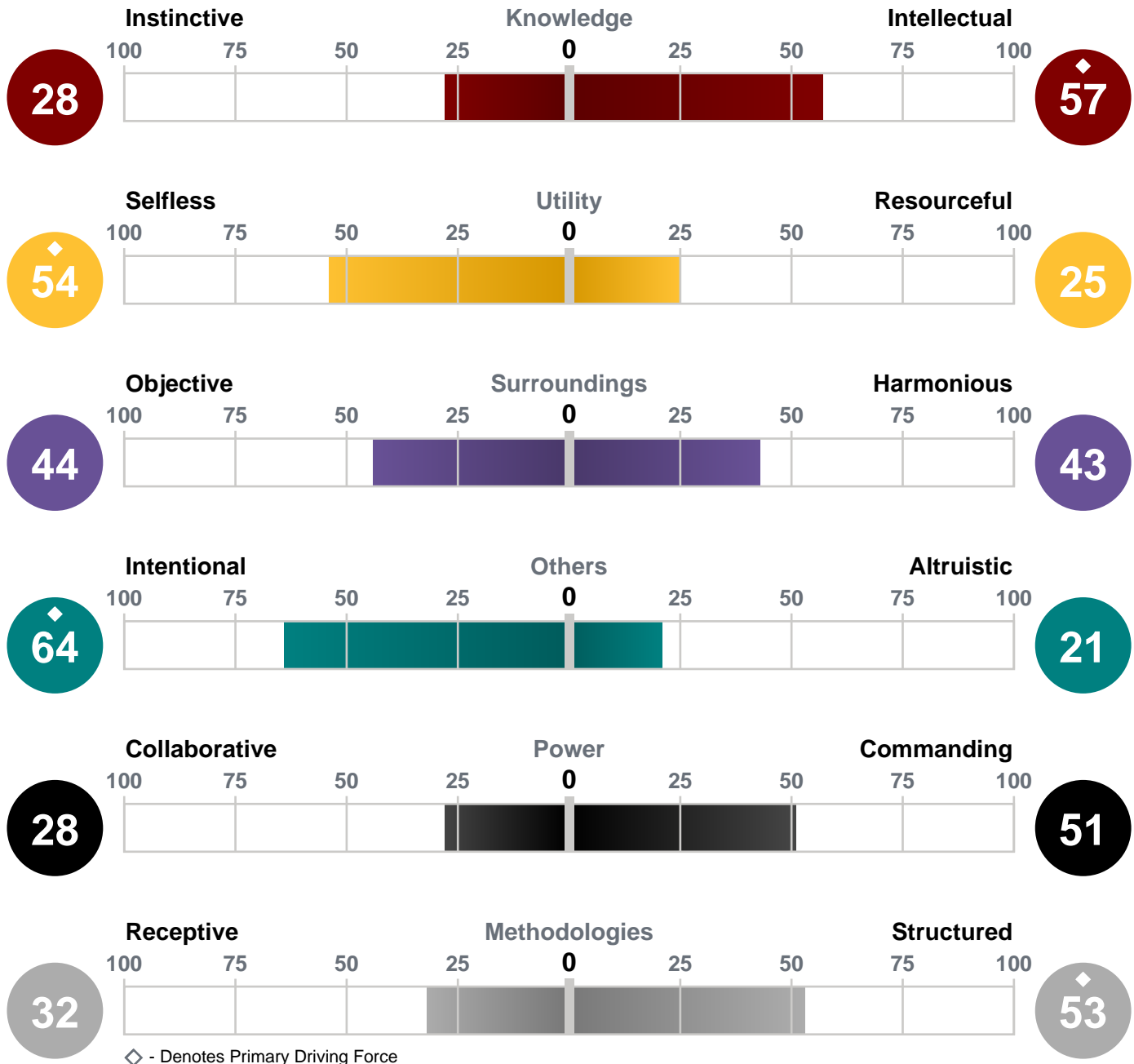
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She will evaluate others based on her rules for living.
- samantha likes unity and order in her life.
- Following proven procedures is more important than quick fixes.
- She believes strongly in her opinions.
- samantha lets her conscience be her guide.
- She is true to her personal vision.

## 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.*

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

## 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.*

- samantha can be assertive in meeting her needs.
- 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.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- At times samantha can be very competitive.

## 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 samantha will look for the beauty in all things.
- 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.
- samantha may desire fine things for her spouse or family members.

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

*High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.*

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

## 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.*

- samantha is willing to help others if they are working as hard as possible to achieve their goals.
- samantha will be torn if helping others proves to be detrimental to her.
- samantha's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.

## 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

Broadcasting  
Computer Science  
Criminology, Forensics  
Economics  
Entertainment and Arts Management  
Film and Television Production  
Geology, Earth Sciences  
Interior Design  
International Studies and Relations  
Journalism  
Meteorology  
Paleontology  
Political Science  
Web Design, Web Administration

### Business

Business Communications, Public Relations  
Business Management, Consulting  
Hospitality, Hotel Management  
Labor and Industrial Relations  
Marketing

### Career and Technical

Vehicle Maintenance and Repair

### Engineering

Bio Engineering  
Computer Engineering  
Electrical Engineering  
Materials Engineering

### Environmental, Agriculture and Food

Agriculture and Farming  
Animal Sciences  
Culinary Science  
Landscape Architecture

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Natural Sciences  
Plants and Horticulture

### Evolving Opportunities

Biotechnology  
Computer Programming  
Entrepreneurial Studies  
Genetics, Reproductive Technology and Research  
Health Technology  
Nutrition and Diet Science

### Health Sciences

Chiropractic Assistance  
Exercise Science  
Health and Fitness, Personal Training  
Kinesiology  
Occupational Therapy

### Other Career Paths

Business Sales  
Event Planning  
Fitness and Exercise Science  
Publishing



## NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O\*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-2031	4+	Cardiovascular Technician
27-1011	4+	Art Director
21-1029	4+	Social Worker
19-3031.02	4+	Psychologist
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-2011	4+	Astronomer
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-9039	4+	Distance Learning Coordinator
11-3049	4+	Human Resources, Manager, all other
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
13-1121	4	Meeting & Convention Planner
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
33-3021	2+	Detectives & Criminal Investigator
21-1093	HS-4	Social & Human Services Assistant
39-6012	HS	Concierge
29-2041	HS	Emergency Medical Technician & Paramedic

## STUDY TIPS

- Don't let your ego keep you from studying.
- Review notes from previous lessons to prepare yourself for the next.
- Develop good study habits and follow them everyday.
- Review your notes after class.
- Take meaningful notes.
- Use recitation to embed fact and ideas.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Think positively about subjects that give you difficulty.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.

## Strengths

Expresses all that is great about a system of living.

Always looking to say or do the "right" thing.

Motivates others to continue education.

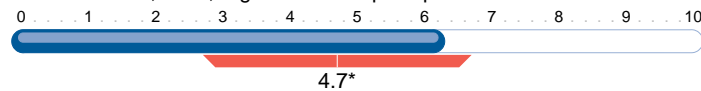
Will bring high energy and enthusiasm to the researching process.

Lives by a specific system and will do anything to protect it.

Demonstrates a forward-looking approach to old questions.

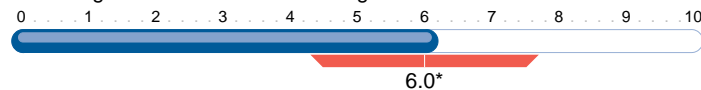
## Motivators

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



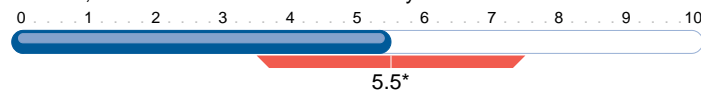
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



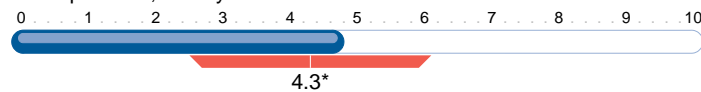
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



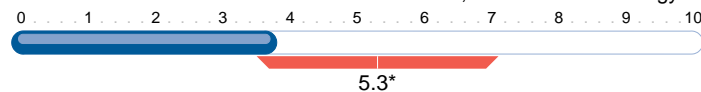
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



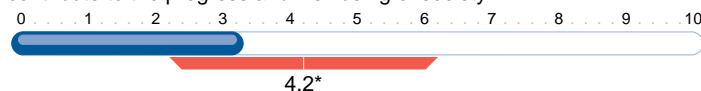
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**5. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

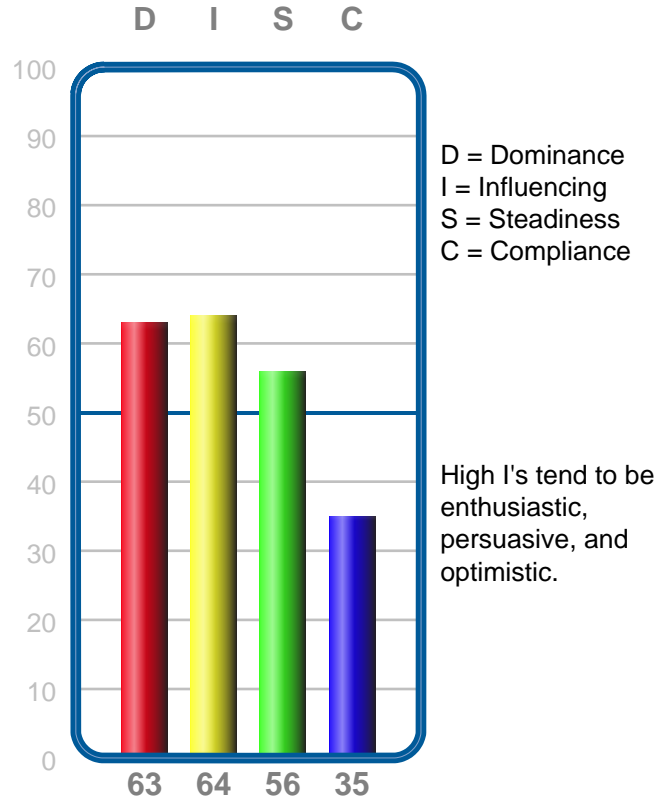


3.8

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



3.3



## Value to a Team

Builds confidence in others.

Big thinker.

Optimistic and enthusiastic.

Verbalizes her feelings.

Accomplishes goals through people.

Pioneering.