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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.

Victoria, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She can combine and balance enthusiasm and patience. She can be obliging and accommodating; that is, she likes to work with people and help them. She may tend to agree to avoid confrontation. Victoria tries to influence others through a personal relationship and many times will perform services to develop this relationship. She prefers working for a participative manager. She does her best work in this kind of environment. She is optimistic and usually has a positive sense of humor. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. Victoria wants to be seen as her own person, but usually projects it in friendly terms. She is gregarious and sociable. She will be seen as a good mixer both on or off the job.

Victoria likes working for managers who make quick decisions. She likes to participate in decision making. 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. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. 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. She is good at solving problems that deal with people.

Victoria has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She is people-oriented and verbally fluent. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She is both a good talker and a good listener. It is important for Victoria 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 tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She usually uses many gestures when talking.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative problem solving.
- People-oriented.
- Team player.
- Bottom line-oriented.
- Positive sense of humor.
- Accomplishes goals through people.
- Self-reliant.
- Dedicated to her own ideas.

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.

- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Overestimate her ability to motivate people or change others' behavior.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."

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 solutions--not opinions.
- Provide testimonials from people she sees as important.
- Provide "yes" or "no" answers--not maybe.
- Talk about her, her goals and the opinions she finds stimulating.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Appeal to the benefits she will receive.
- Clarify any parameters in writing.
- Provide ideas for implementing action.
- Use a balanced, objective and emotional approach.
- Define the problem in writing.
- Look for her oversights.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.

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.
- Be dictatorial.
- Let her overpower you with verbiage.
- Talk down to her.
- Leave decisions hanging in the air.
- Ramble.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with her or you'll lose time.
- Legislate or muffle--don't overcontrol the conversation.

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.
- Great at recruiting membership in organizations to which she belongs.
- Willing to share knowledge to benefit the team or organization.
- Will bring high energy and enthusiasm to the researching process.
- Loyal to her cause.
- Steady communicator of structure and process and the way it "should" be.
- Good listener when being presented with accurate facts and figures.
- Delivers her knowledge and wisdom objectively.

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.
- May interpret her beliefs as flawless.
- May be too trusting of people as resources.
- Ability to learn is diminished due to her lack of focus on one thing.
- Diverse situations can be highly stressful when trying to stay in line with her system of living.
- Difficulty making ambiguous choices when confronted with changing the system.
- May withhold sharing of knowledge to meet her security needs.
- Resents change without logical facts and reasoning behind the change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Freedom from control and detail.
- Information and time to make decisions.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A manager that values and extracts her opinion on business issues.
- A leader that understand the need to talk through the system in order to have buy-in.

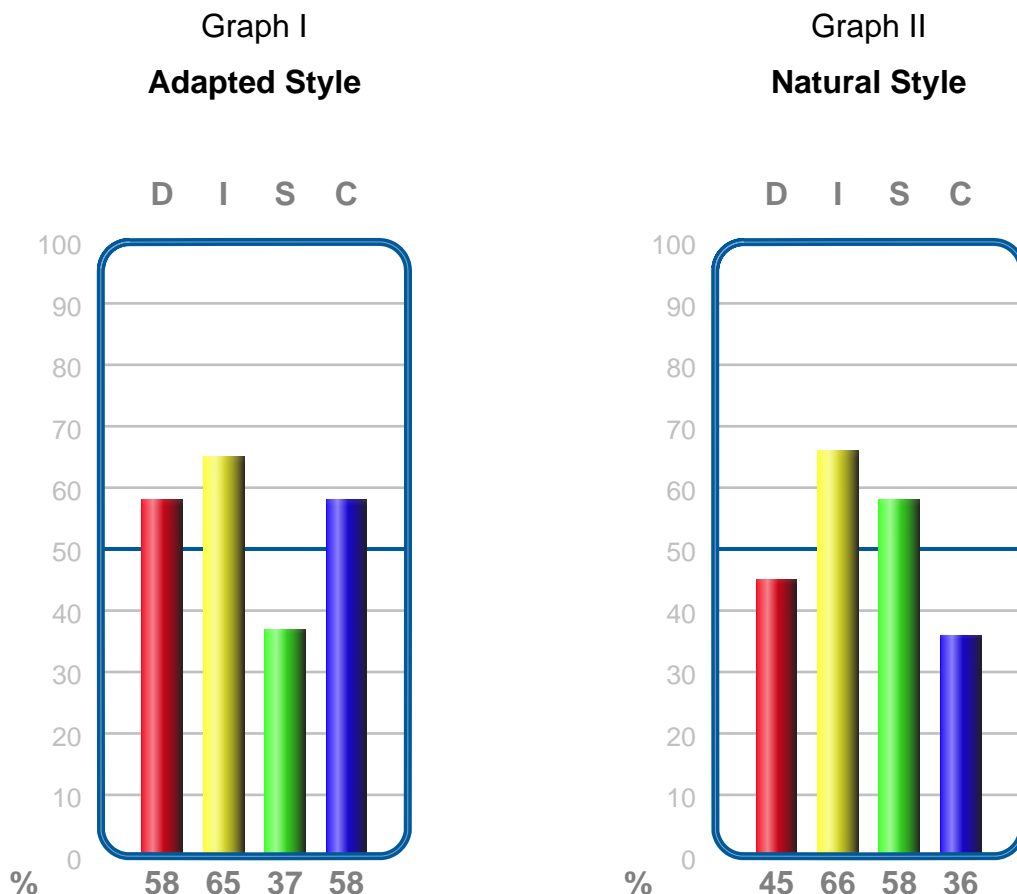
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom to talk and participate on the team.
- A support system to do the detail work.
- To support others through the gathering and delivery of information.
- Praise for her knowledge base and research capabilities.
- Private recognition for her persistence and consistency.
- A manager that values her optimism about the ability to live and stand for a system of living and doing business.

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:

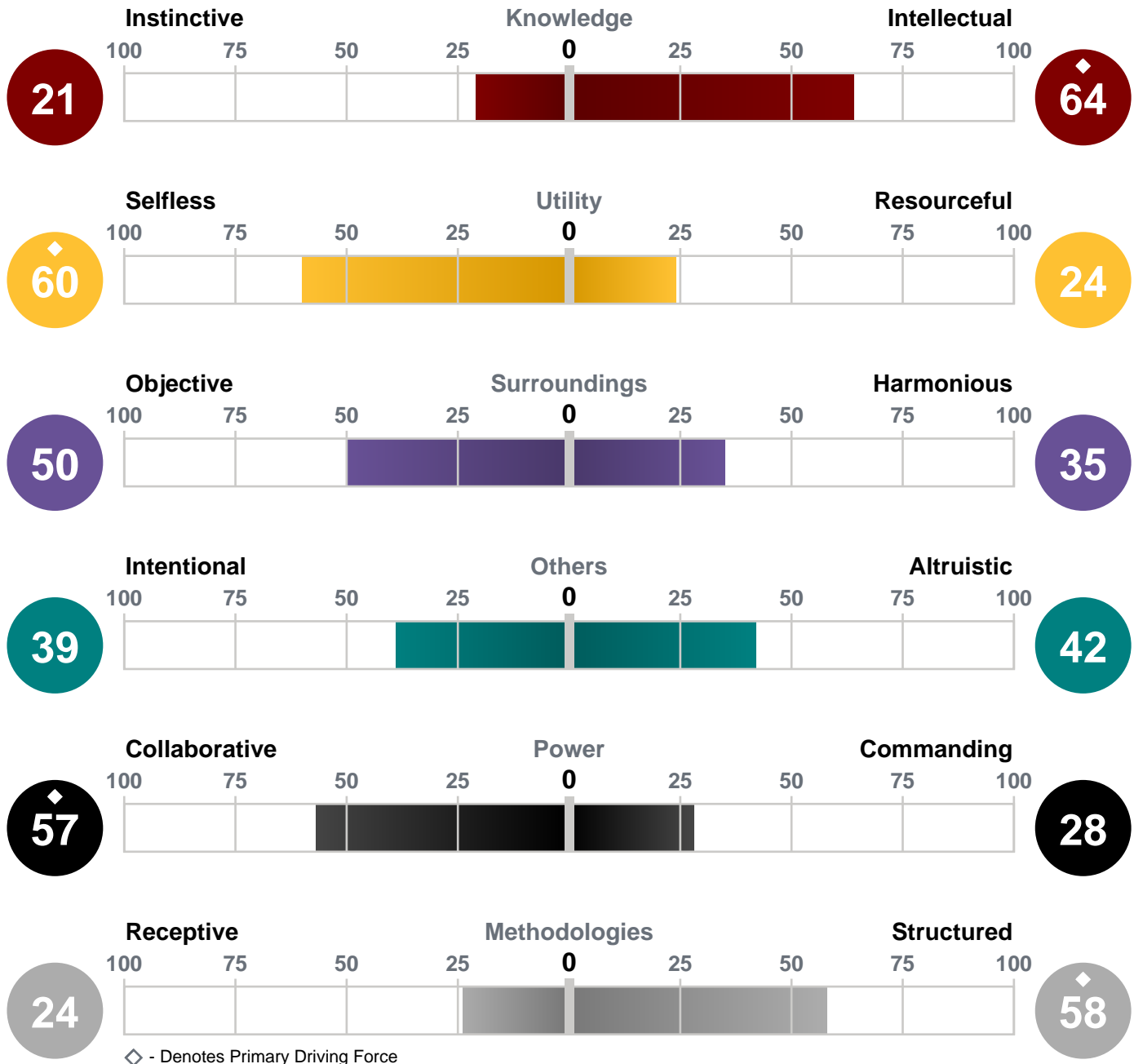
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

- Victoria's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Victoria will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

MOTIVATORS: HOW THE 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.

- Victoria 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.
- At times Victoria will look for the beauty in all things.
- 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.

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

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

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

Anthropology
Archaeology
Art History
Botany
Criminology, Forensics
Economics
Geology, Earth Sciences
Journalism
Library Science
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Teaching, Education
Theology
Web Design, Web Administration

Business

Marketing

Career and Technical

Emergency Medical Technician
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Community Planning and Development

NEXT STEPS: POSSIBLE DEGREE MATCHES

Community and Public Health Administration
Educational Administrator
Environment, Conservation and Sustainability
Medical Ethics
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

Ministry

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
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
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
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
13-1121	4	Meeting & Convention Planner
15-1081	2-4+	Network Systems & Data Communications Analyst
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool

NEXT STEPS: POSSIBLE CAREER IDEAS

33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
43-5111	HS	Weights and Measure Checker
43-4151	HS	Order Clerk
39-6012	HS	Concierge
39-3011	HS	Gaming Dealer
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Socialize after studying - not before.
- Listen for ideas and facts to support the main idea.
- Use recitation to embed fact and ideas.
- Review your notes after class.
- Don't let your ego keep you from studying.
- Think positively about subjects that give you difficulty.
- Develop good study habits and follow them everyday.
- Read an article on listening and note taking.
- Don't put off studying until the last minute.
- Take meaningful notes.
- Review notes from previous lessons to prepare yourself for the next.

Strengths

Expresses all that is great about a system of living.

Great at recruiting membership in organizations to which she belongs.

Willing to share knowledge to benefit the team or organization.

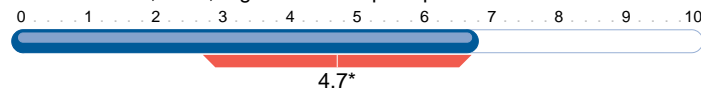
Will bring high energy and enthusiasm to the researching process.

Loyal to her cause.

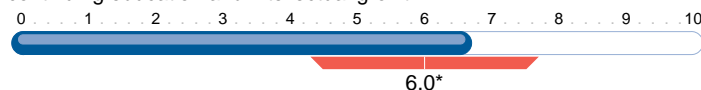
Good listener when being presented with accurate facts and figures.

Motivators

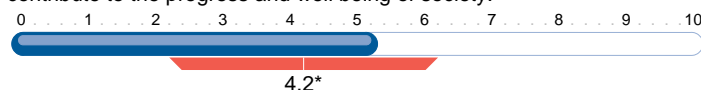
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



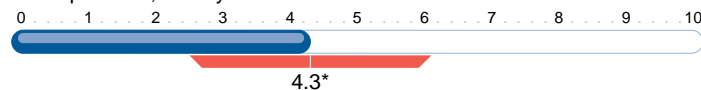
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



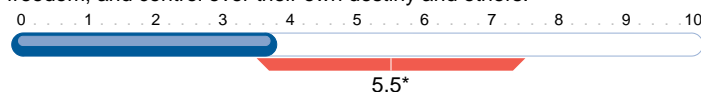
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



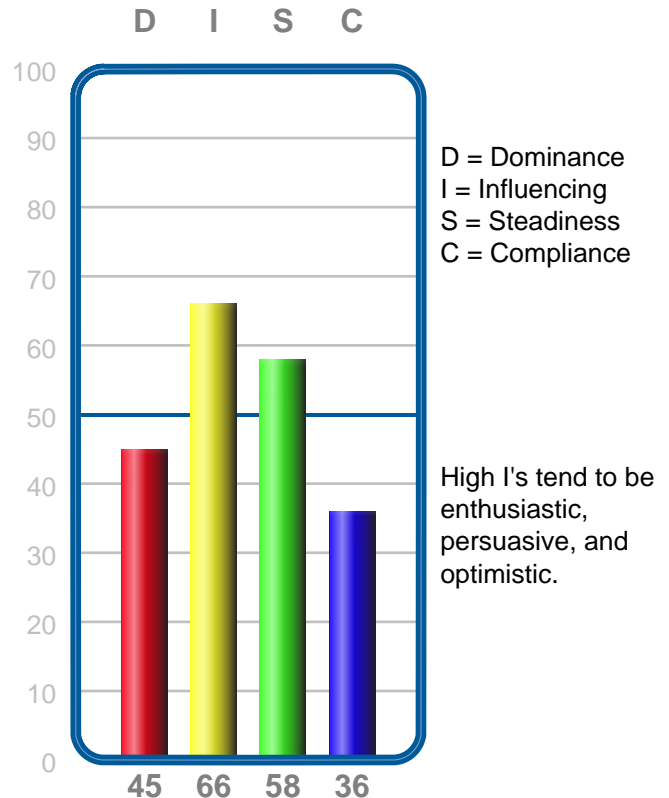
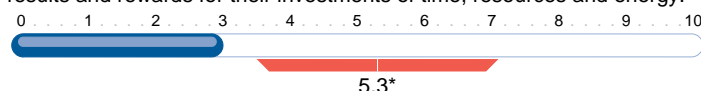
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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

Team player.

Verbalizes her feelings.

Big thinker.

Accomplishes goals through people.

Dedicated to her own ideas.

Negotiates conflicts.