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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.*

jazmin is good at maintaining relationships both on and off the job. She manifests a caring and warm demeanor to the people in her life. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. At times, jazmin would like to slow the world down and cut out some of the activities people want her involved in. When people are involved, she may not always be precise about the use of her time. jazmin is a team player but can also exhibit a desire for independence. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. When challenged, she becomes more objective. She can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. jazmin wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others.

jazmin 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." 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 can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." jazmin is persistent and persevering in her approach to achieving goals. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She often thinks over major decisions before acting.

jazmin likes a friendly, open style of communication. 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 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 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. jazmin will be open with those she trusts; however, reaching the required trust level may take time.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Bottom line-oriented.
- Can support or oppose strongly.
- Pioneering.
- Builds good relationships.
- Dedicated to her own ideas.
- Has the confidence to do the difficult assignments.
- Patient and empathetic.

## 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.*

- Not let others know where she stands on an issue.
- Need help in prioritizing new assignments.
- Hold a grudge if her personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Underestimate her abilities.

## 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.*

- Understand her defiant nature.
- Provide "yes" or "no" answers--not maybe.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Use a motivating approach, when appropriate.
- Look for her oversights.
- Use a balanced, objective and emotional approach.
- Provide solutions--not opinions.
- Clarify any parameters in writing.
- Expect her to return to fight another day when she has received a "no" answer.
- Start, however briefly, with a personal comment. Break the ice.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Flatter her ego.

## 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.*

- Take credit for her accomplishments.
- Be abrupt and rapid.
- Let her overpower you with verbiage.
- Patronize or demean her by using subtlety or incentive.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be paternalistic.
- Muffle or overcontrol.
- Offer assurance and guarantees you can't fulfill.
- Give her your opinion unless asked.
- Ramble.

## 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.*

- Will be persistent about moving toward the greater cause.
- Able to be a strong listener, who can become a lifelong friend.
- A "winner" who is consistent but does not brag about accomplishments.
- The ideal right hand to a goal-driven leader.
- Great at generating excitement in others and getting people on board.
- Demonstrates a will and desire to help others in the organization.
- Utilizes people to win and accomplish goals.
- Capable of addressing conflict for a win-win scenario.

## 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.*

- Struggles with putting her foot down, as she doesn't want to hurt others.
- May have difficulty correcting others as she wants to help but not offend.
- Will hide emotions until others push her buttons or take advantage of her.
- May let other's criticism of her work continually frustrate her.
- Has trouble making difficult decisions that affect others.
- Does not always listen to those she is helping.
- As a leader may over focus on self and her own needs.
- Can disclose their agenda to the wrong people.

## 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.
- Democratic supervisor with whom she can associate.
- Ability to achieve results through the interaction with and helping of others.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Opportunity to display excitement and fun while getting others to act.
- A forum to celebrate successes as an individual.

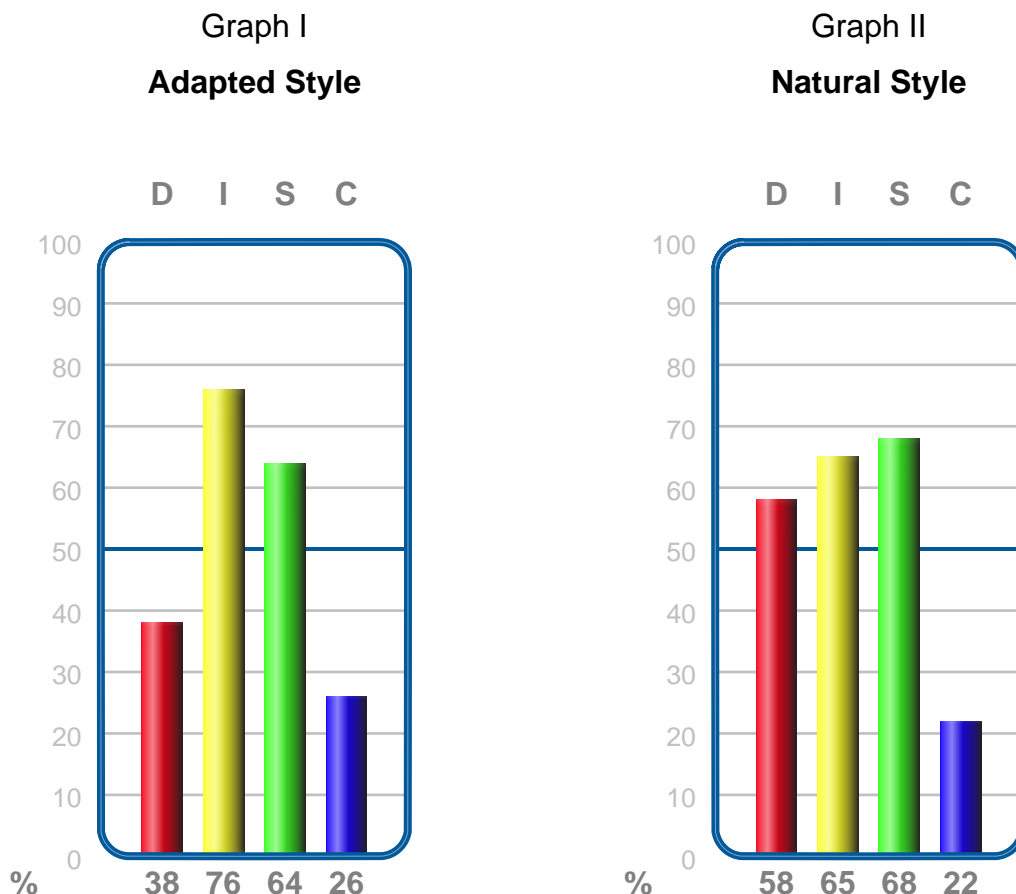
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Constant appreciation, and a feeling of security on the team.
- Rewards to support her dreams.
- An opportunity to express how she can improve society.
- To be seen as an internal resource for people to express problems and challenges.
- Recognition for leadership accomplishments and the results she receives.
- Opportunities for advancement and new experiences.

## 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:

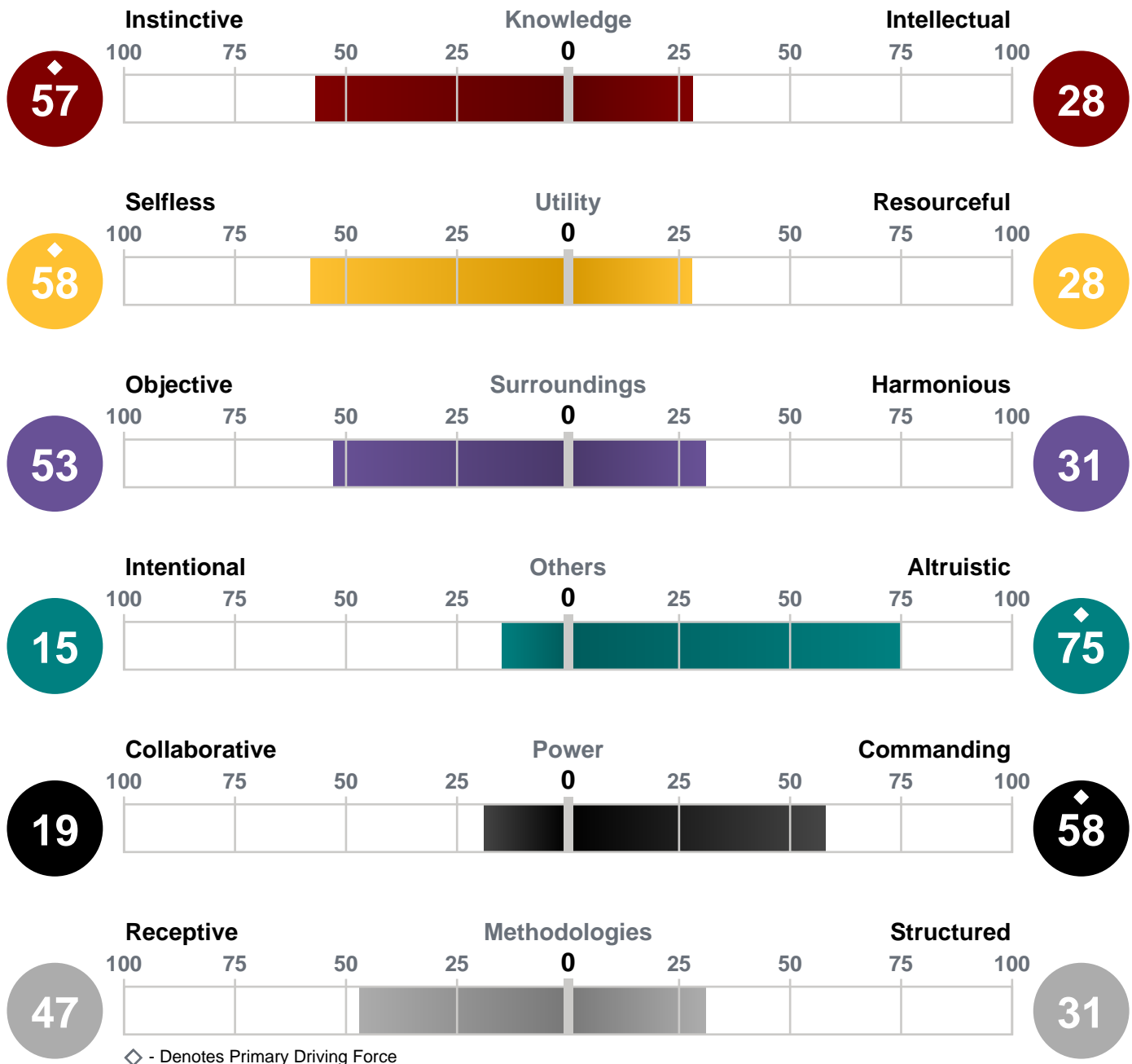
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She will have a keen interest in improving society.
- Saying "no" is difficult when others need her time or talent.
- Helping the homeless may be one of her concerns.
- jazmin is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.

## 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.*

- jazmin takes responsibility for her actions.
- She wants to control her own destiny and display her independence.
- People who are determined and competitive are liked by jazmin.
- Maintaining individuality is strived for in relationships.
- jazmin likes to be in situations that allow her the freedom to control her destiny and the destiny of others. Her team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- jazmin has the desire to assert herself and to be recognized for her accomplishments.
- If necessary, jazmin will be assertive in meeting her own needs.
- She believes "if at first you don't succeed try, try again."
- jazmin believes "when the going gets tough, the tough get going."

## 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.*

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

## 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.*

- jazmin at times will evaluate others based on her rules for living.
- 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.
- jazmin lets her conscience be her guide.
- jazmin needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.

## 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.*

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

## 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.*

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

## 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

Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Film and Television Production  
Humanities  
International Studies and Relations  
Journalism  
Political Science  
Urban Studies  
Web Design, Web Administration

### Business

General Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Entrepreneurism

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Computer Programming  
Educational Administrator  
Environment, Conservation and Sustainability  
Life Coaching  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Entrepreneurism  
Social Work

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Yoga Therapy and Training

### Health Sciences

Counseling  
Exercise Science  
Health and Fitness, Personal Training  
Human Development and Family Services  
Nursing  
Occupational Therapy

### Other Career Paths

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
29-1127	4+	Speech-Language Pathologist
29-1122	4+	Occupational Therapist
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
43-4051	2-4	Customer Service Representative
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
21-1093	HS-4	Social & Human Services Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
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
27-1023	HS	Floral Designer

## STUDY TIPS

- Study in groups of two or more.
- Think positively about subjects that give you difficulty.
- Develop good study habits and follow them everyday.
- Quiz yourself and others about ideas you are learning.
- Use recitation to embed fact and ideas.
- Read an article on listening and note taking.
- Meditate and think positive thoughts before taking an exam.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Don't let your ego keep you from studying.
- Put words you have trouble spelling on your mirror so you see them daily.
- Don't put off studying until the last minute.
- Study and review notes just before class starts.

## Strengths

Will be persistent about moving toward the greater cause.

Able to be a strong listener, who can become a lifelong friend.

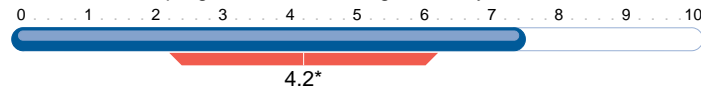
A "winner" who is consistent but does not brag about accomplishments.

The ideal right hand to a goal-driven leader.

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

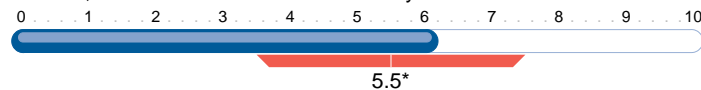
## Motivators

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



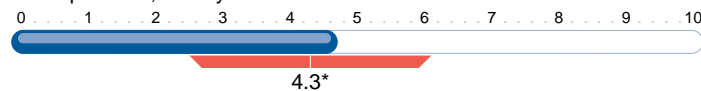
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



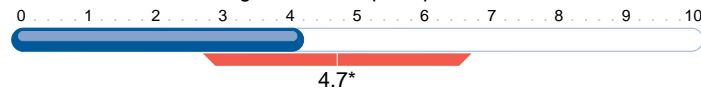
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**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



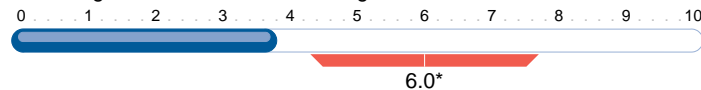
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**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



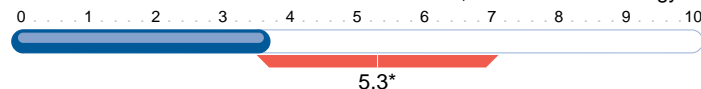
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**5. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

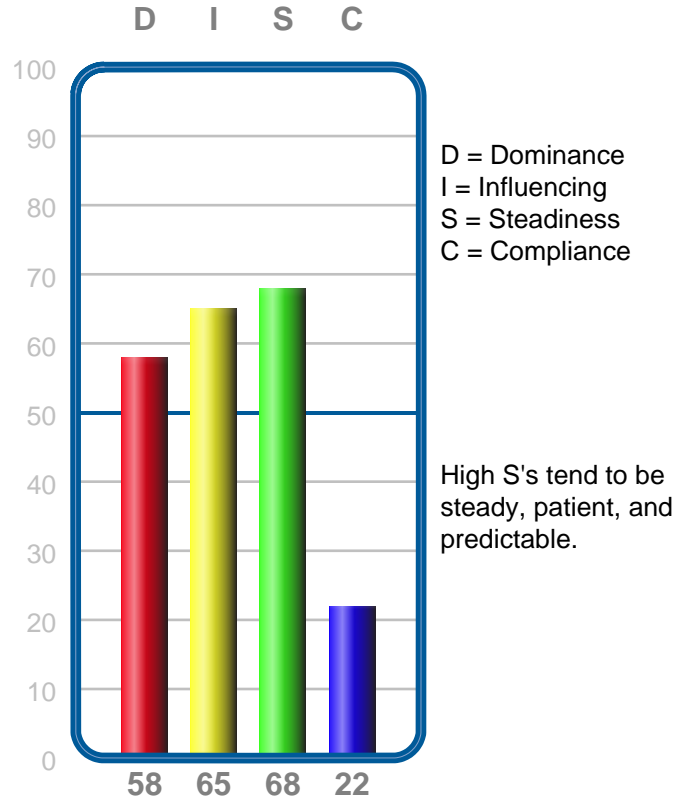


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3.7



## Value to a Team

Pioneering.

Patient and empathetic.

Bottom line-oriented.

People-oriented.

Self-reliant.

Dependable team player.