

jennyfer saldana
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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.

jennyfer requires many good reasons, as well as the benefits involved, before agreeing to making changes. She is usually steady, easygoing and relaxed. jennyfer's flexibility will allow her to fit into almost any environment. At times, jennyfer would like to slow the world down and cut out some of the activities people want her involved in. jennyfer 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. She looks to people for support and inner-satisfaction as a way to reach her personal goals. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. jennyfer likes to set her own pace. When others try to rush her, she feels threatened and may balk. She tends to build a close relationship with a relatively small group of associates.

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

jennyfer 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. She likes a friendly, open style of communication. She will be open with those she trusts; however, reaching the required trust level may take time. jennyfer usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Flexible.
- Respect for authority and organizational structure.
- Builds good relationships.
- Works for a leader and a cause.
- Dependable team player.
- Service-oriented.
- Adaptable.
- 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 too conservative--bides time and avoids much that is new.
- Avoid accountability by overstating the complexity of the situation.
- Not let others know where she stands on an issue.
- Need help in prioritizing new assignments.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Be defensive when risk is involved--move towards maintaining status quo.
- Dislike change if she feels the change is unwarranted.
- Not take action against those who challenge or break the rules or guidelines.

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 a friendly environment.
- Take time to be sure that she is in agreement and understands what you said.
- Start, however briefly, with a personal comment. Break the ice.
- Be sincere and use a tone of voice that shows sincerity.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use scheduled timetable when implementing new action.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Take your time and be persistent.
- Give her time to ask questions.

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

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.

- Steady, consistent and balanced member of the team.
- Patient with and willing to listen to the feelings of others.
- Will be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Always willing to share her ideas on how to enhance the surroundings.
- Will convey optimism for new ideas.
- Sings the praises of peers and the contributions others make.
- 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.

- Difficulty dealing with diverse situations involving objective views.
- Wants to enhance surroundings, but struggles with the need to change.
- Struggles with putting her foot down, as she doesn't want to hurt others.
- May not always stand up for oneself or others.
- Over emphasizes the experience compared to the results.
- Situational listener to other's perspective on the experience.
- May overestimate the impact she can have on 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.

- An environment in which she may deal with people on a personal, intimate basis.
- Little conflict between people.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- An environment that supports time-tested, proven processes for completing tasks.
- An environment where interacting with others in an effort to help each person is rewarded.
- An opportunity to help others without being in the limelight.

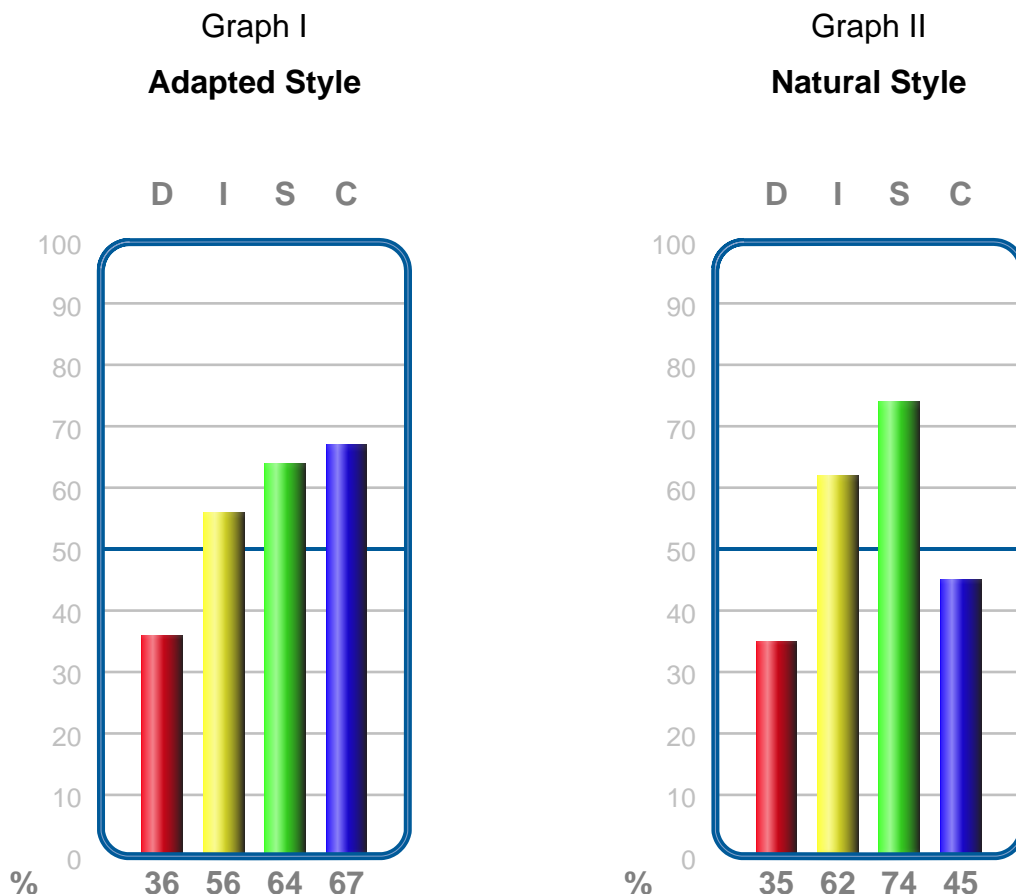
STYLE: THINGS YOU MAY WANT FROM OTHERS

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.
- To be trusted.
- Management to understand that she will focus on keeping up morale and the balance of the organization.
- A proper work/life balance and a physical space that feels like home.
- To be a part of the team that contributes to causes and helping others.
- To develop methodical and fair ways to help others.

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:

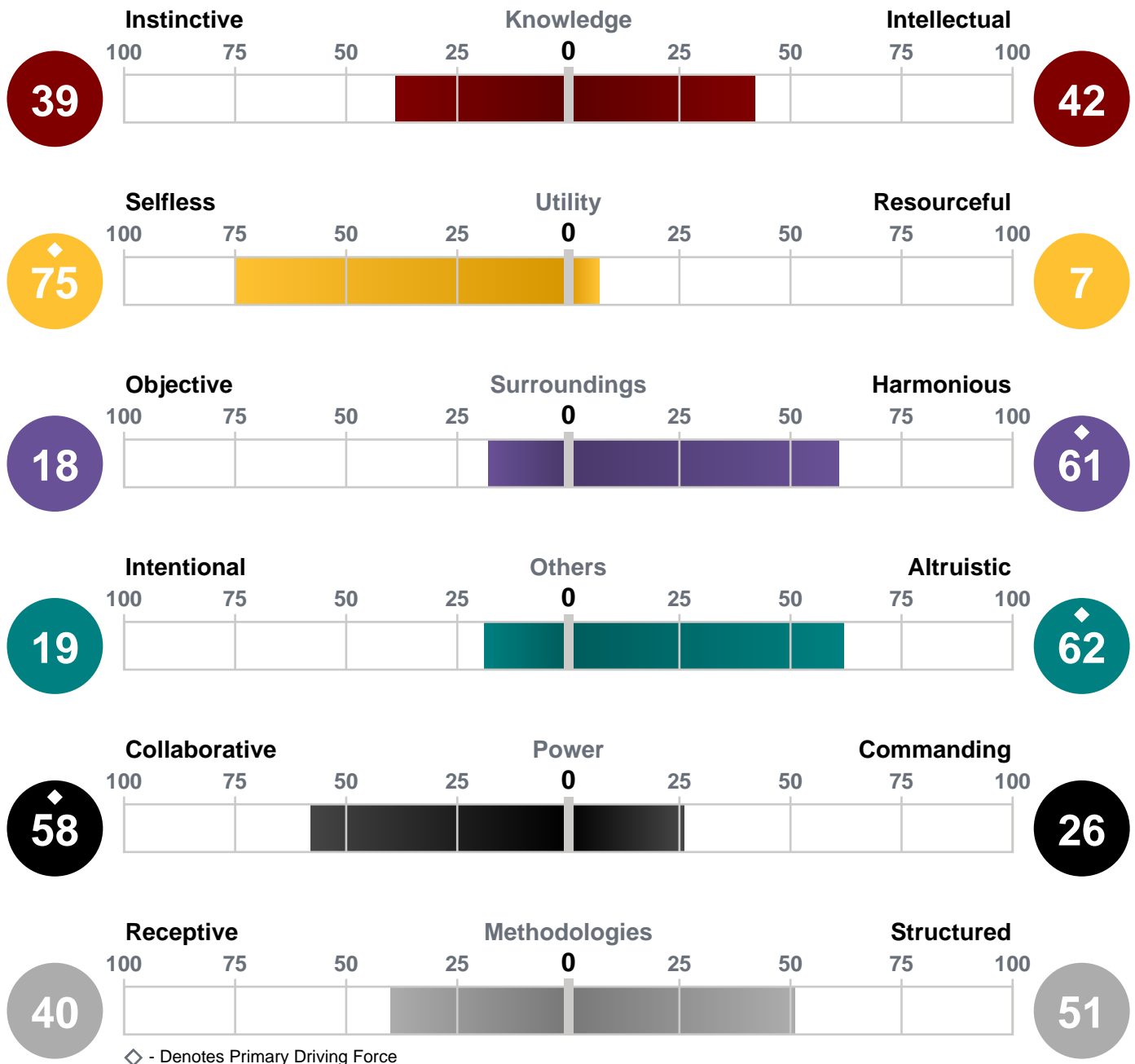
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Form and harmony provide her with an experience to remember.
- Decorating her surroundings so they are visually pleasing is enjoyable for jennyfer.
- Dressing for success comes naturally to jennyfer. She enjoys the latest designer clothes when she has the funds to purchase them.
- jennyfer uses her aesthetic talent to impress others.
- jennyfer looks for and appreciates the beauty in things.

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.
- She believes charities should be supported.
- jennyfer is patient and sensitive to others.
- jennyfer 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.
- Helping the homeless may be one of her concerns.

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.

- jennyfer will seek knowledge based on her needs in individual situations.
- If jennyfer is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- If knowledge of a specific subject is not of interest, or is not required for success, jennyfer will have a tendency to rely on her intuition or practical information in this area.
- In those areas where jennyfer has a special interest she will be good at integrating past knowledge to solve current problems.
- jennyfer has the potential to become an expert in her chosen field.
- A job that challenges the knowledge will increase her job satisfaction.
- jennyfer will usually have the data to support her convictions.

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 "traditional" 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.

- jennyfer lets her conscience be her guide.
- jennyfer needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- jennyfer 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.

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.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- jennyfer's passion in life will be found in one or two of the other dimensions discussed in this report.
- jennyfer 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.
- jennyfer will be less concerned about her ego than others may be.
- As long as jennyfer'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.

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

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

Architecture
Botany
Geography
Geology, Earth Sciences
History
Interior Design
Library Science
Paleontology
Philosophy, Religious Studies
Theology

Business

Human Resources, Organizational Development

Career and Technical

Speech and Language Pathology

Engineering

Civil Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Graphic Design
Medical Ethics
Nonprofit Management
Peace and Conflict Resolution Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Renewable Energy
Social Work
Urban and City Planning
Videography

Health Sciences

Counseling
Exercise Science
Kinesiology

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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-1011	4+	Architect, Except Landscape & Naval
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-3031	4	Public Relations Specialist
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer

NEXT STEPS: POSSIBLE CAREER IDEAS

25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
17-3024	2-4	Electro-mechanical Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Steady, consistent and balanced member of the team.

Patient with and willing to listen to the feelings of others.

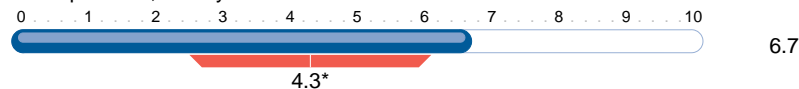
Will be persistent about moving toward the greater cause.

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

Always willing to share her ideas on how to enhance the surroundings.

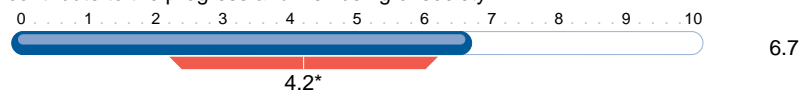
Motivators

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



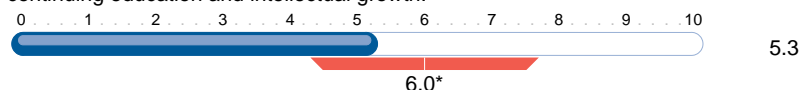
6.7

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



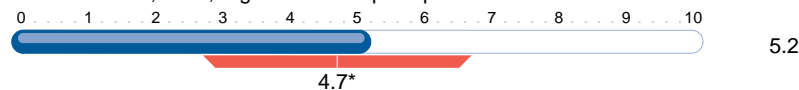
6.7

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



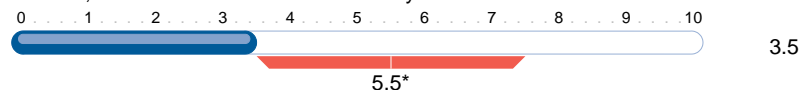
5.3

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



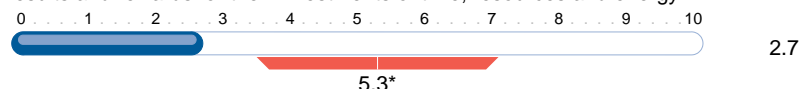
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5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

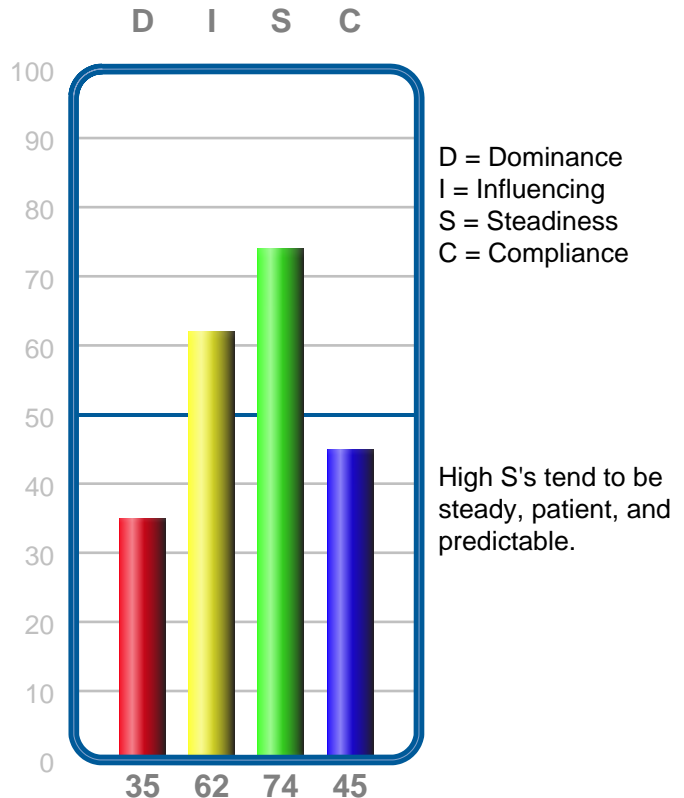


3.5

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



2.7



Value to a Team

Adaptable.

Service-oriented.

Flexible.

Dependable team player.

People-oriented.

Turns confrontation into positives.