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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.

emely is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She wins through hard work and persistence. She likes to stay with one task until it is completed. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. emely can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. Relationships with others are warm, personal and lasting. emely wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She is usually steady, easygoing and relaxed.

emely prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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 is persistent and persevering in her approach to achieving goals. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." emely can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She often thinks over major decisions before acting.

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

- People-oriented.
- Creative approach to problem solving.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Big thinker.
- Builds good relationships.
- Bottom line-oriented.
- Dependable team player.

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.
- Underestimate her abilities.
- Need help in prioritizing new assignments.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Avoid accountability by overstating the complexity of the situation.
- Not take action against those who challenge or break the rules or guidelines.
- Dislike change if she feels the change is unwarranted.
- Take criticism of her work as a personal affront.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Define the problem in writing.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Clarify any parameters in writing.
- Provide "yes" or "no" answers--not maybe.
- Appeal to the benefits she will receive.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide solutions--not opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Use a motivating approach, when appropriate.
- Move casually, informally.

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.

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Muffle or overcontrol.
- Patronize or demean her by using subtlety or incentive.
- Be abrupt and rapid.
- Ramble.
- Let her overpower you with verbiage.
- Offer assurance and guarantees you can't fulfill.
- 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.

- Accommodating and pleasing others is one of her natural talents.
- Willing to be the support system behind the cause.
- Supports a leader and a cause that brings beauty or creativity.
- Steady, consistent and balanced member of the team.
- Sings the praises of peers and the contributions others make.
- Demonstrates a will and desire to help others in the organization.
- Brings enthusiasm to the creative process.
- Will convey optimism for new ideas.

STYLE: SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- May have difficulty correcting others as she wants to help but not offend.
- May always place blame on herself.
- Has difficulty in establishing priorities regarding her feelings.
- Wants to enhance surroundings, but struggles with the need to change.
- May overestimate the impact she can have on others.
- Does not always listen to those she is helping.
- Can over share personal feelings or emotions.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- An environment in which she may deal with people on a personal, intimate basis.
- A fun and creative working environment.
- The need to be liked and to feel a part of a harmonious team.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Ability to showcase altruistic achievements in order to get others involved.

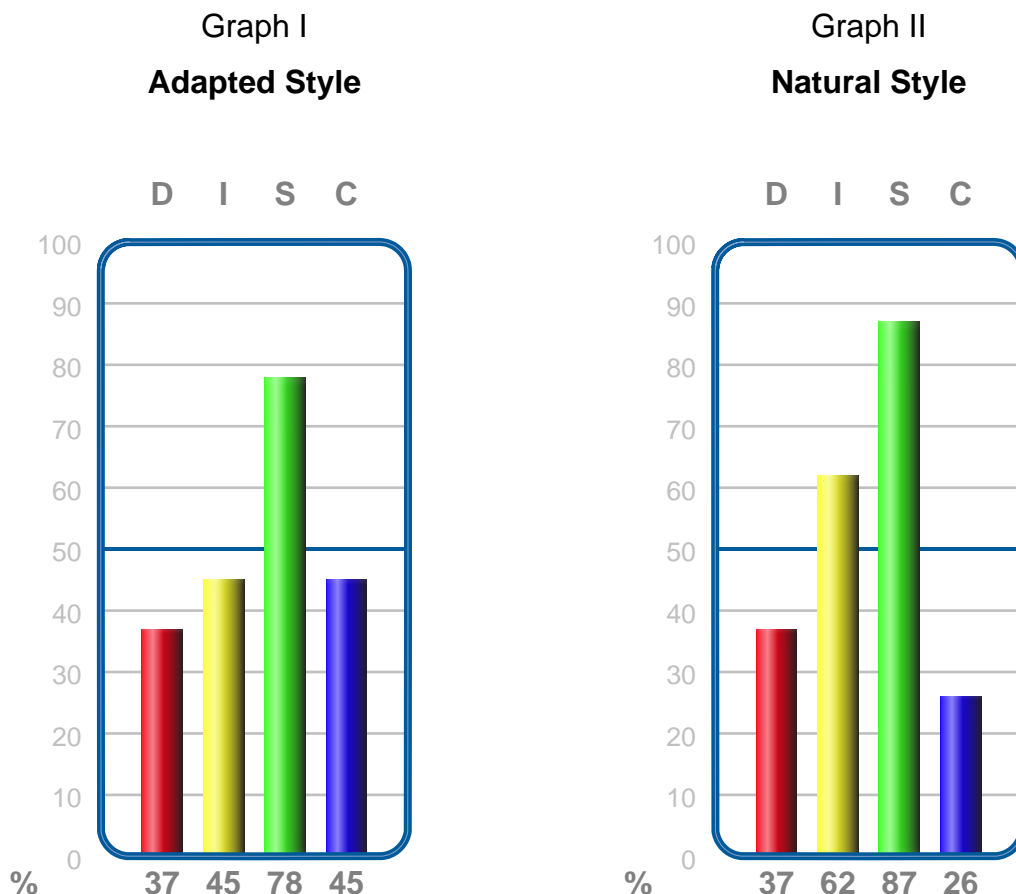
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of her ideas and results.
- Constant appreciation, and a feeling of security on the team.
- The experience of the people and the surroundings to be happy and balanced.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.
- Consistency in ways she can contribute to people, the organization and causes.
- The flexibility to be creative in the way she and the organization help others and causes.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

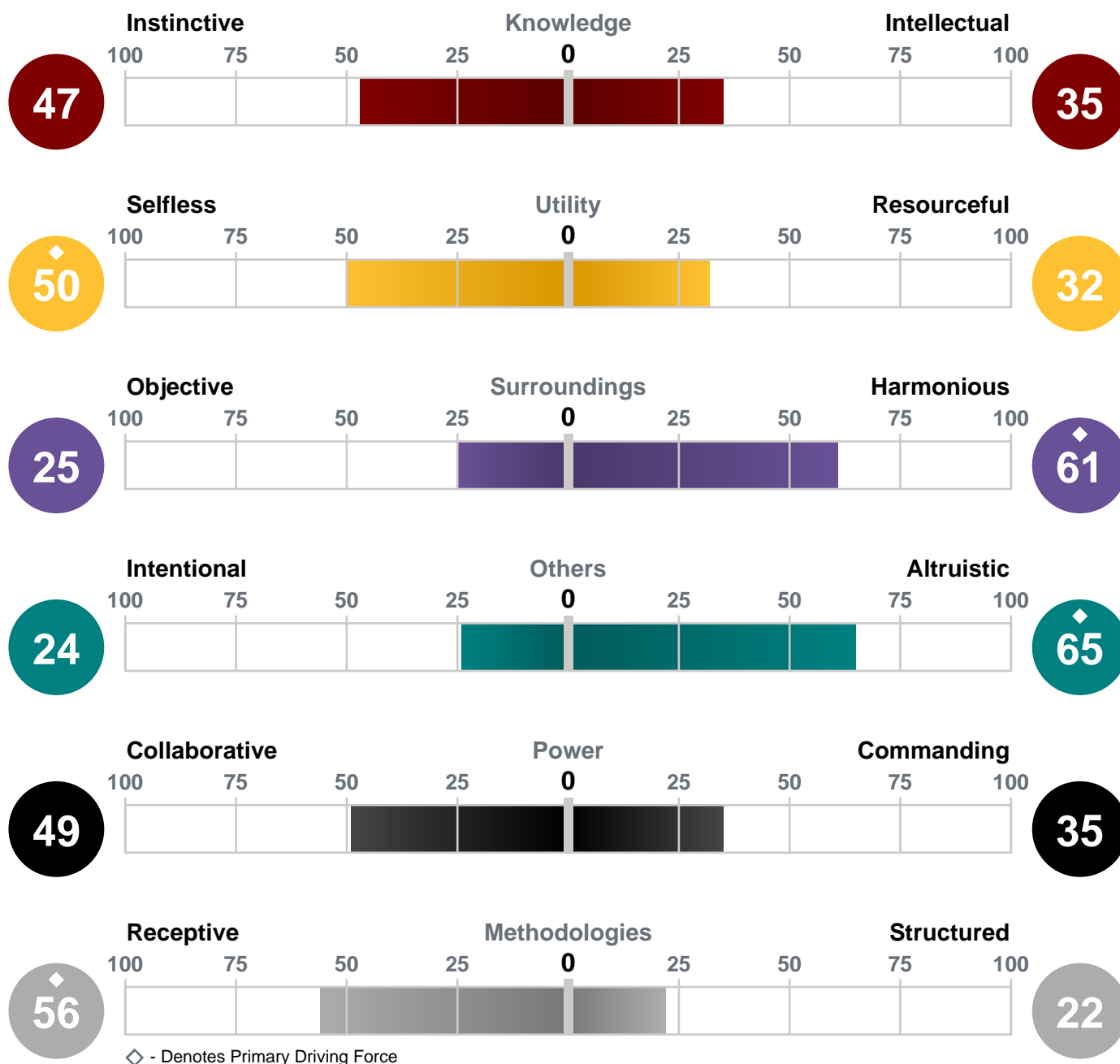
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE 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.

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

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

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.

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

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

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.

- Money and material possessions are not a high priority for emely.
- Overemphasizing the value of money will bore emely and turn her off.
- emely will accept her financial situation and not strive to change it.
- emely will use her money to satisfy her true motivation.
- There is not a tremendous need for emely to have great sums of money.
- emely will not be swayed or motivated by what she feels are excessive material goals.
- 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.
- emely will seek a comfort level in her standard of living and try to maintain that level.
- emely will not use money as a scorecard to impress others.

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.

- In many cases, emely will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will work within a broadly defined set of beliefs.
- It may be hard to manipulate emely because she has not defined a philosophy or system that can provide immediate answers to every situation.
- emely can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on emely.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- emely's passion in life will be found in one or two of the other dimensions discussed in this report.

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

Education Counselor
Journalism
Library Science
Web Design, Web Administration

Business

Marketing

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Environment, Conservation and Sustainability
Graphic Design
Life Coaching
Medical Ethics
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Yoga Therapy and Training

Health Sciences

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

NEXT STEPS: POSSIBLE DEGREE MATCHES

Kinesiology
Occupational Therapy

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
29-1122	4+	Occupational Therapist
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
25-2031	4	Teacher, Secondary
25-1053	4	Teacher, Post-secondary Environmental Science
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
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

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

Strengths

Accommodating and pleasing others is one of her natural talents.

Willing to be the support system behind the cause.

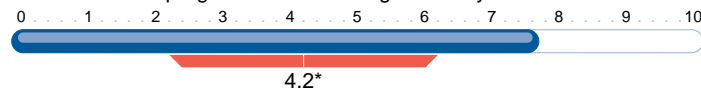
Supports a leader and a cause that brings beauty or creativity.

Steady, consistent and balanced member of the team.

Sings the praises of peers and the contributions others make.

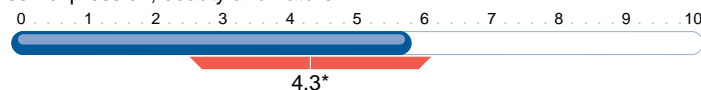
Motivators

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



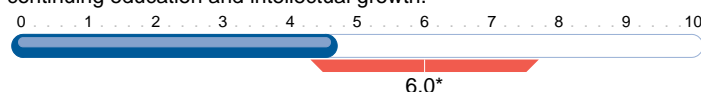
7.7

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



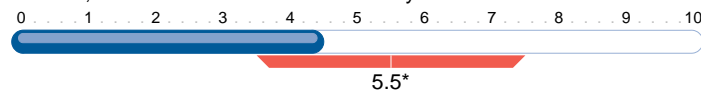
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



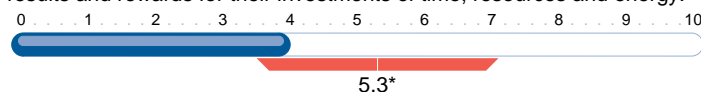
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4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



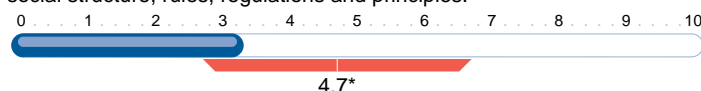
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

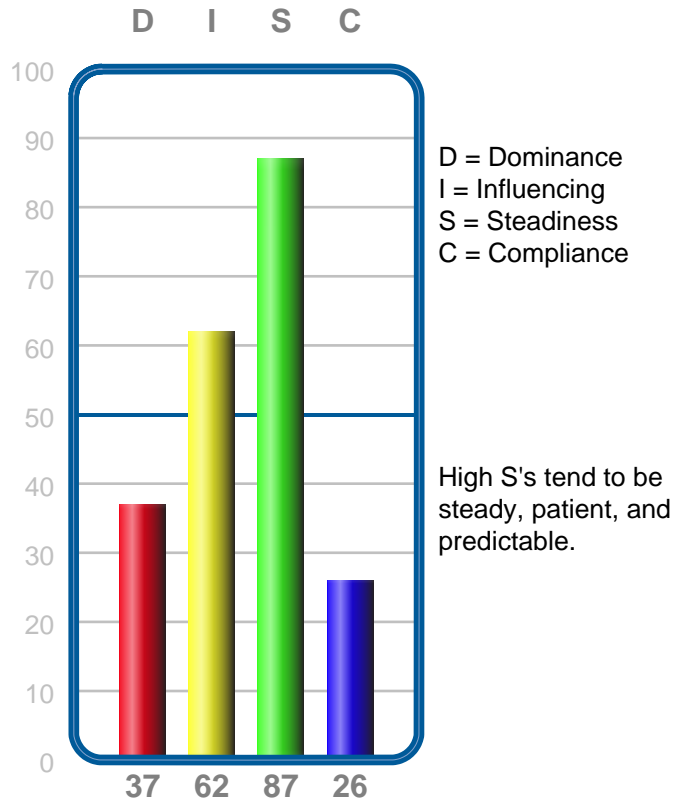


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.3



Value to a Team

Works for a leader and a cause.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Self-reliant.

Creative approach to problem solving.

Builds good relationships.

Dependable team player.