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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.

lauren is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She seeks her own solutions to problems. In this way, her independent nature comes into play. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team. Some may view her as being stubborn and opinionated. She views it as the price you must pay for success. She may try to "explain" her stubbornness in positive terms. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. lauren is an aggressive individual who wins through hard work and persistence; that is, she will come up with a good idea and follow through. She appreciates others who are team players and will reward those who are loyal.

lauren is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. Logic and people who have the facts and data to support this logic influence her. She admires the patience required to gather facts and data. Sometimes she becomes emotionally involved in the decision-making process. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. She prefers authority equal to her responsibility. When faced with a tough decision, she will try to sell you on her ideas. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.

lauren likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. She challenges people who volunteer their opinions. lauren likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She tends to influence people by being direct, friendly and results-oriented. She has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just her way of getting the appropriate facts. She may sometimes mask her feelings in friendly terms. If pressured, lauren's true feelings may emerge.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Challenge-oriented.
- Innovative.
- Can support or oppose strongly.
- Competitive.
- Forward-looking and future-oriented.
- Usually makes decisions with the bottom line in mind.
- Has the confidence to do the difficult assignments.
- Self-reliant.

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.

- Overstep authority and prerogatives--will override others.
- Make "off the cuff" remarks that are often seen as personal prods.

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.

- Appeal to the benefits she will receive.
- Use a motivating approach, when appropriate.
- Ask specific (preferably "what?") questions.
- Define the problem in writing.
- Provide questions, alternatives and choices for making her own decisions.
- Use a balanced, objective and emotional approach.
- Provide "yes" or "no" answers--not maybe.
- Clarify any parameters in writing.
- Present the facts logically; plan your presentation efficiently.
- Be clear, specific, brief and to the point.
- Understand her defiant nature.

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.

- Ask rhetorical questions, or useless ones.
- Muffle or overcontrol.
- Come with a ready-made decision, or make it for her.
- Let disagreement reflect on her personally.
- Ramble on, or waste her time.
- Direct or order.
- Be paternalistic.
- Try to build personal relationships.
- Take credit for her accomplishments.
- Try to convince by "personal" means.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Reinforce agreement with "I'm with you."
- Let her overpower you with verbiage.

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Generous and effective with their time, talent, and resources.
- Looks for a better approach to help others.
- Will be decisive and make fact-based decisions.
- Offers informed opinions on a variety of topics.
- Wants to be seen as a leader in humanitarian issues.
- Demonstrates a will and desire to help others in the organization.
- Willing to share knowledge to benefit the team or organization.
- Volunteers her knowledge on many subjects.

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.

- Method of helping others is not negotiable.
- Can sometimes lack diplomacy in offering assistance.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- When helping others, may talk too much about herself.
- Does not always listen to those she is helping.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- An innovative and futuristic-oriented environment.
- New and challenging questions or projects.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- An environment where interacting with others in an effort to help each person is rewarded.
- Rewards based on group "wins", not just individual contributions.

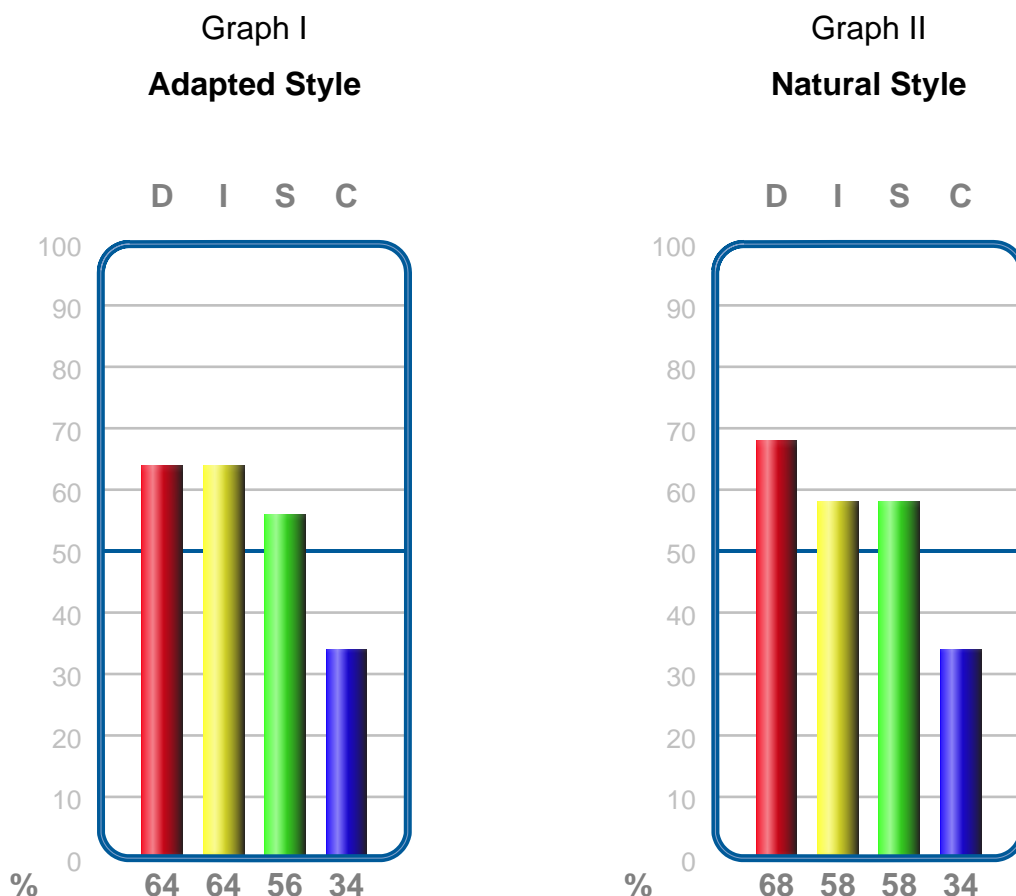
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Public recognition of her ideas and results.
- Complete information in bulleted format for her own investigation.
- Challenging problems where her knowledge and research capabilities can be maximized.
- To be a part of the team that contributes to causes and helping others.
- To be seen as a person who helps others, both on and off the job.

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:

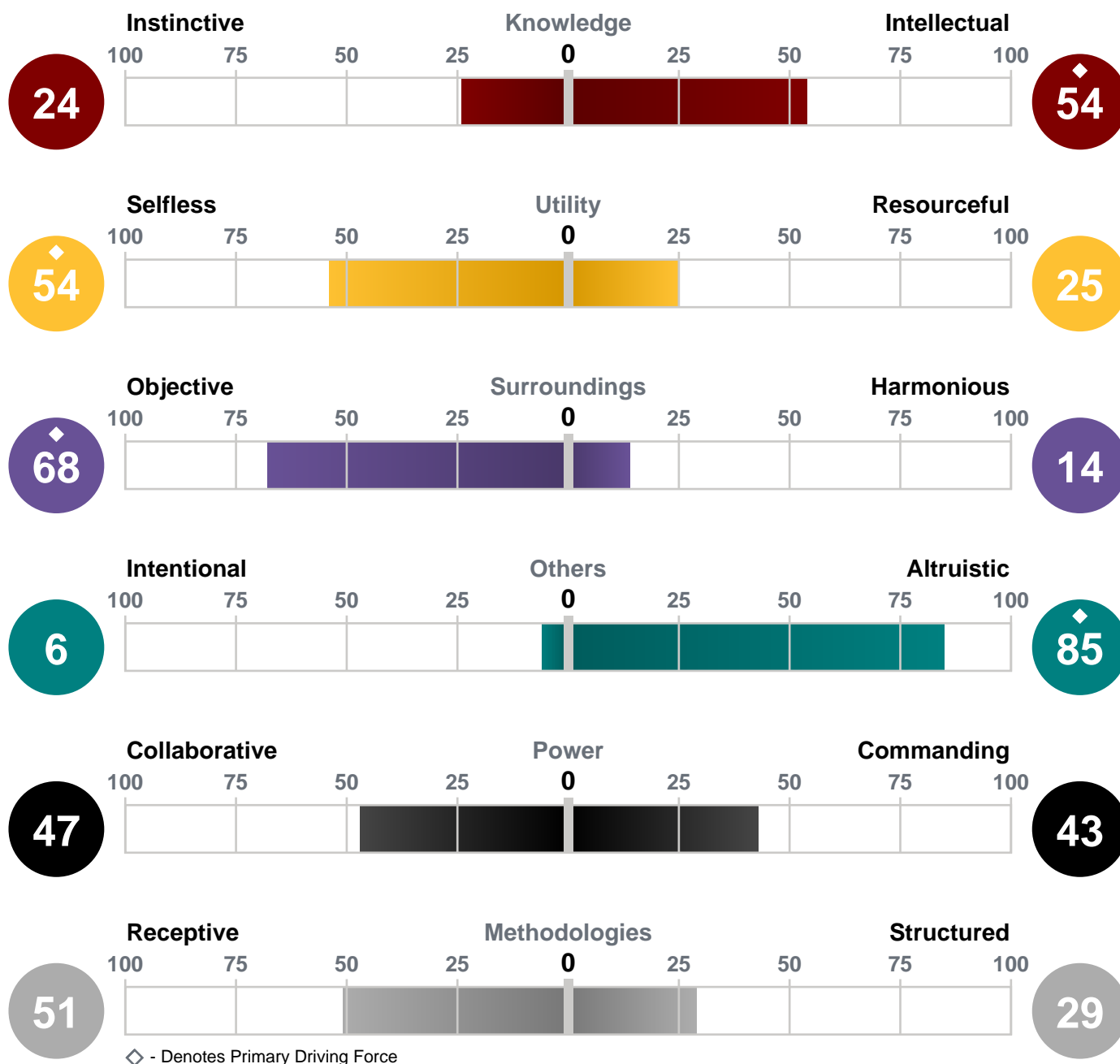
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She wants to promote a doctrine of fairness with regard to rules that regulate people.
- In business, she wants everyone to receive the most value money can buy.
- She may sacrifice bottom-line profit when the decision may be detrimental to the people involved.
- lauren will blame the system more than the individual and will work diligently to change the system.
- lauren has the ability to be empathetic toward those who are hurting.
- lauren will have causes that cannot be won, satisfying her inner need for peace. Even if the cause cannot be won, she will still be compelled to try.
- Eliminating hate and conflict in the world is one of lauren's passions.
- She has the ability to instinctively notice and respond to people in need.
- Looking for the positive in a situation energizes her to solve problems that people are experiencing.
- If she thinks it will harm the relationship, lauren will avoid confrontation.

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.

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

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.

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

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.

- lauren will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- lauren will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- lauren can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- She will use wealth as a yardstick to measure her work effort with certain activities.

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.

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

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.

- lauren's passion in life will be found in one or two of the other motivators discussed in this report.
- lauren is not necessarily worried about form and beauty in her environment.
- Unpleasant surroundings will not stifle her creativity.
- She wants to take a practical approach to events.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- Intellectually, lauren can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.

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

Biochemistry, Biophysics
Biology
Broadcasting
Chemistry
Criminology, Forensics
Economics
Education Counselor
Entertainment and Arts Management
Ethnic, Cultural and Gender Studies
Humanities
Legal Assistance, Paralegal Studies
Meteorology
Pre-Law
Sociology
Urban Studies
Web Design, Web Administration

Business

Hospitality, Hotel Management
Marketing

Career and Technical

Emergency Medical Technician
Speech and Language Pathology

Engineering

Electrical Engineering
Materials Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Life Coaching
Medical Ethics
Nonprofit Management
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work
Urban and City Planning

Health Sciences

Chiropractic Assistance
Counseling
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Pre-Veterinary Medicine
Psychology

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
17-2081	4+	Environmental Engineer
17-2041	4+	Chemical Engineer
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
41-9031	4	Sales Engineer
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-1031	4	Dietician & Nutritionist
27-4099	4	Director of Social Media
27-3031	4	Public Relations Specialist
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
13-1023	4	Purchasing Agent
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
17-3027	2-4	Mechanical Engineering Technician
17-3026	2-4	Industrial Engineering Technician
15-1099.04	2-4	Web Developer
43-6011	HS	Secretary & Administrative Assistant

STUDY TIPS

- Think positively about subjects that give you difficulty.
- Work on your listening skills.
- Plan tomorrow today and put your plan in writing.
- Don't put off studying until the last minute.
- Set up an area for studying only.
- Plan ahead - don't put off completing assignments until the last minute.
- Develop good study habits and follow them everyday.
- Read an article on listening and note taking.
- Use recitation to embed fact and ideas.
- Chunk big assignments into smaller pieces.
- Don't let your ego keep you from studying.
- Organize your study area and keep it organized.

Strengths

Generous and effective with their time, talent, and resources.

Looks for a better approach to help others.

Will be decisive and make fact-based decisions.

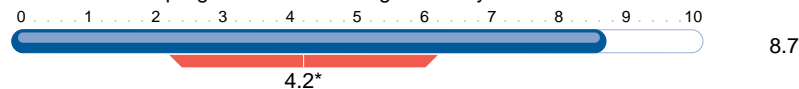
Offers informed opinions on a variety of topics.

Wants to be seen as a leader in humanitarian issues.

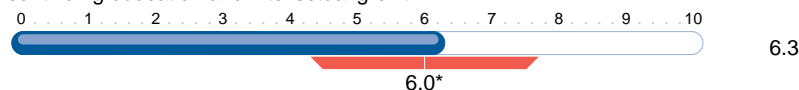
Willing to share knowledge to benefit the team or organization.

Motivators

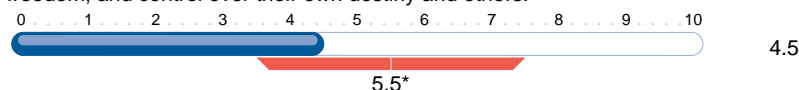
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



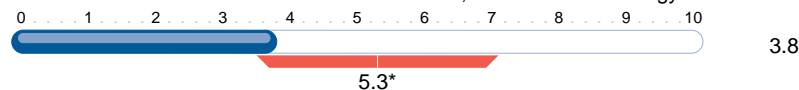
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



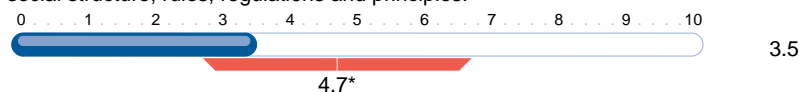
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



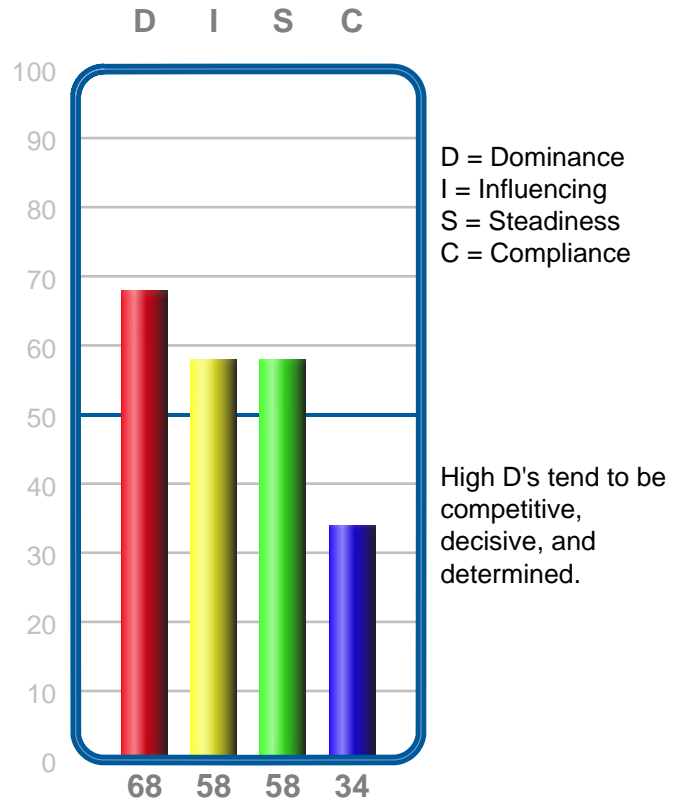
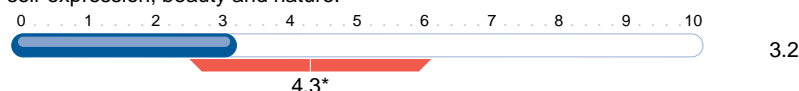
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Pioneering.

Tenacious.

Self-reliant.

Usually makes decisions with the bottom line in mind.

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

Forward-looking and future-oriented.