

**Priscilla Barrios**  
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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.*

Priscilla can be seen as a person of good will. She is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She can combine and balance enthusiasm and patience. Priscilla tends to trust people and may be taken advantage of because of her high trust level. She projects a self-assured and self-confident image. She prefers working for a participative manager. She does her best work in this kind of environment. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. Priscilla influences most people with her warmth. She can be obliging and accommodating; that is, she likes to work with people and help them.

Priscilla likes working for managers who make quick decisions. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She likes to participate in decision making. Priscilla is good at solving problems that deal with people. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship.

Priscilla is people-oriented and verbally fluent. It is important for Priscilla to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She may use her time imprecisely because she likes to talk to people. She is both a good talker and a good listener. Priscilla judges others by their verbal skills and warmth. She usually uses many gestures when talking. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Verbalizes her feelings.
- Team player.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Optimistic and enthusiastic.
- Negotiates conflicts.
- Builds confidence in others.
- Accomplishes goals through people.

## 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.*

- Overestimate her ability to motivate people or change others' behavior.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Act impulsively--heart over mind, especially if her security is not perceived to be threatened.
- Make decisions based on surface analysis.
- Be so enthusiastic that she can be seen as superficial.
- Overuse praise in motivating others.
- Take information at face value without validation or substantial investigation.

## 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.*

- Leave time for relating, socializing.
- Provide a warm and friendly environment.
- Use a motivating approach, when appropriate.
- Clarify any parameters in writing.
- Provide ideas for implementing action.
- Look for her oversights.
- Define the problem in writing.
- Provide "yes" or "no" answers--not maybe.
- Talk about her, her goals and the opinions she finds stimulating.
- Appeal to the benefits she will receive.
- Provide solutions--not opinions.
- Offer special, immediate and continuing incentives for her willingness to take risks.

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

- Demonstrates a will and desire to help others in the organization.
- Always willing to offer her time and perspective.
- Motivates others to continue education.
- Willing to share knowledge to benefit the team or organization.
- Strong supporter, therefore, always willing to help.
- Will be persistent about moving toward the greater cause.
- Delivers her knowledge and wisdom objectively.
- Desire for continuous learning is one of her greatest strengths.

## 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.*

- Does not always listen to those she is helping.
- High trust and a desire to help could lead to being taken advantage of.
- A desire to share information can impede her ability to listen and learn.
- May be too trusting of people as resources.
- Can take a long time in addressing sensitive issues that could help others.
- Struggles with putting her foot down, as she doesn't want to hurt others.
- Resents change without logical facts and reasoning behind the change.
- May have difficulty sharing subjective information.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- A stable and predictable environment.
- Information and time to make decisions.
- Time necessary to gather enough information in order to move forward.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Ability to give of time, talent and resources in order to help the organization.

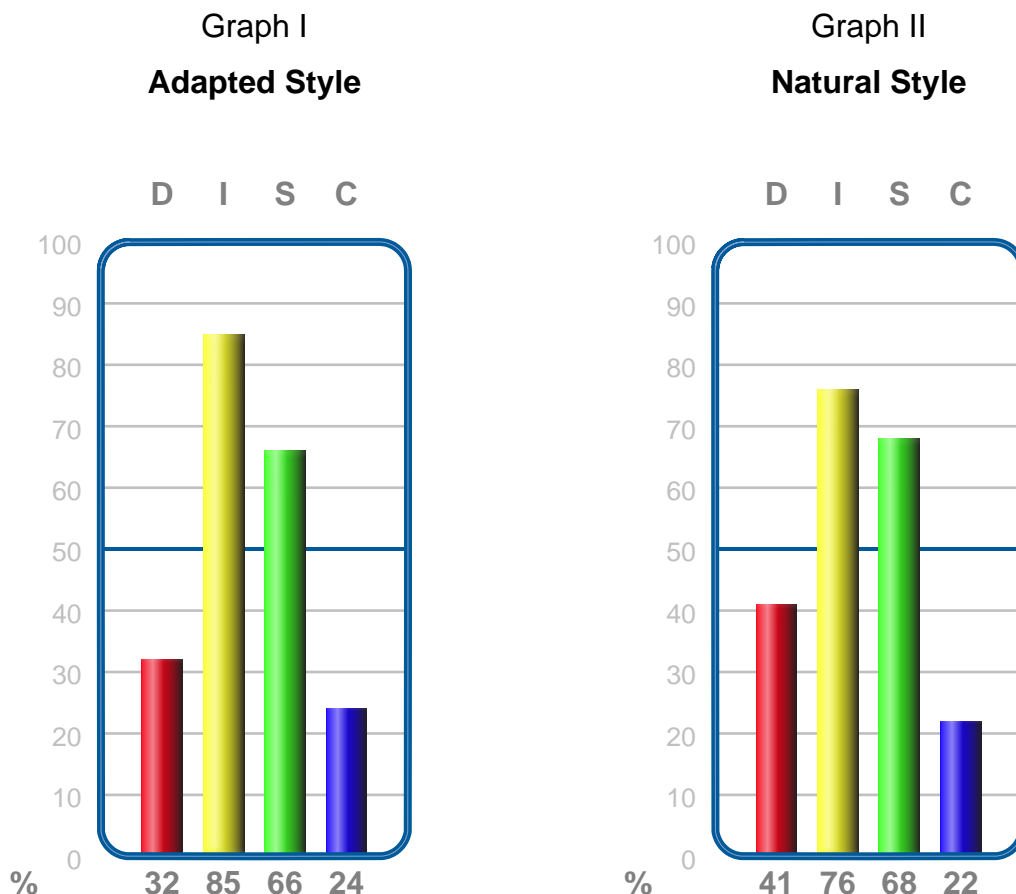
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Identification with fellow workers.
- To support others through the gathering and delivery of information.
- The time to research and layout information in a methodical way.
- To be seen as an internal resource for people to express problems and challenges.
- Time to give back both internally and externally in order to quietly change things for the better.

## 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:

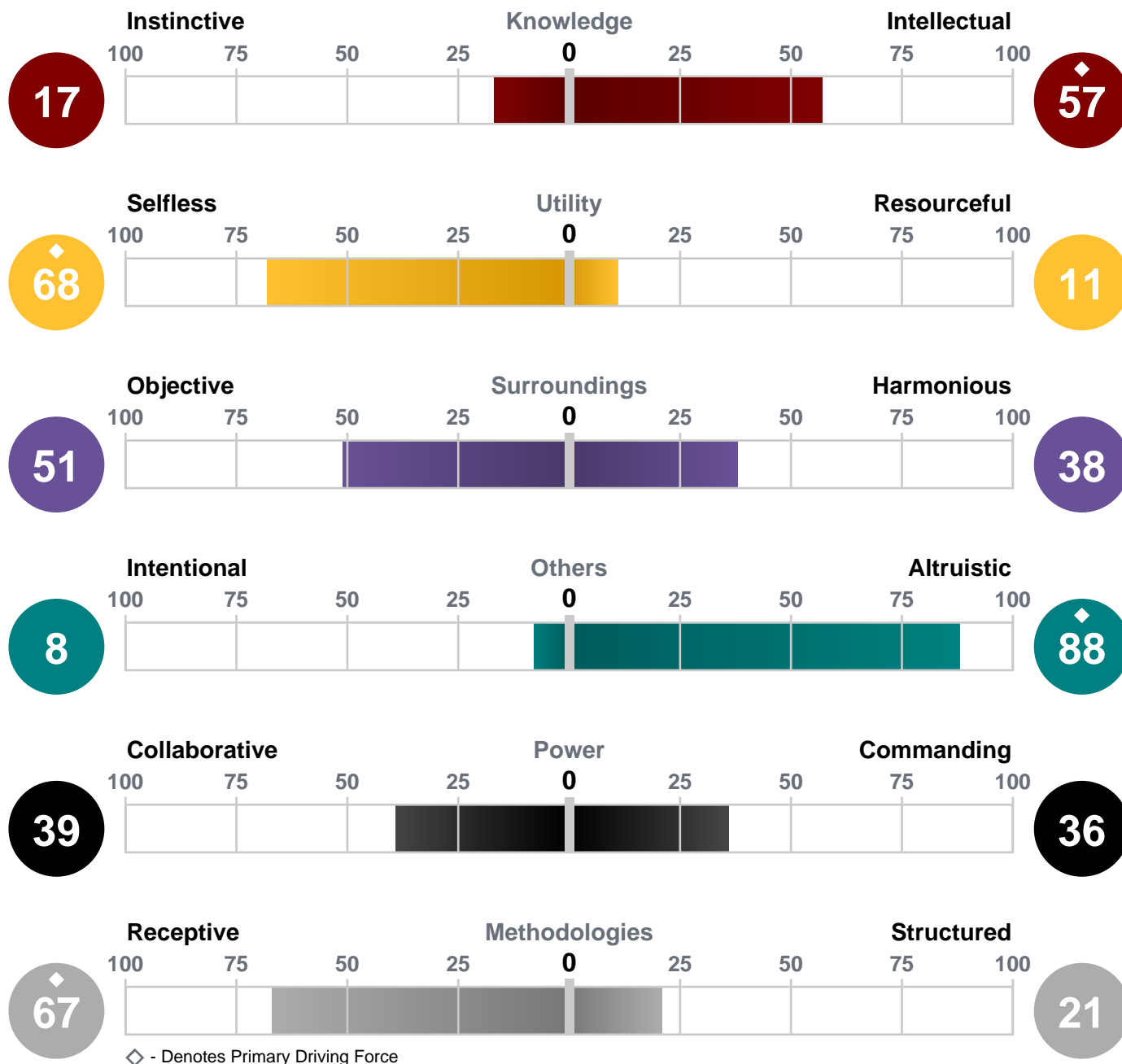
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Eliminating hate and conflict in the world is one of Priscilla's passions.
- Looking for the positive in a situation energizes her to solve problems that people are experiencing.
- Priscilla has the ability to be empathetic toward those who are hurting.
- In business, she wants everyone to receive the most value money can buy.
- She wants to promote a doctrine of fairness with regard to rules that regulate people.
- Priscilla 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.
- If she thinks it will harm the relationship, Priscilla will avoid confrontation.
- She has the ability to instinctively notice and respond to people in need.
- Priscilla will blame the system more than the individual and will work diligently to change the system.

## 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.*

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

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

## 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.*

- At times Priscilla will look for the beauty in all things.
- Priscilla may desire fine things for her spouse or family members.
- There could be a specific area that is of great interest to her. For instance, she may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around her.

## MOTIVATORS: HOW THE 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 "traditionalists" 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.*

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

## 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.*

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

## NEXT STEPS: CHOOSE A PATH

Your Indigo Assessment provides you with information by which you can choose a career and college that is aligned with your natural strengths and preferences.

Sharing your profile with others will provide additional insight about yourself and how to use this information wisely.

Forging the life you want takes time, discipline, hard work, courage, and a lot of trial and error. The fastest way to success is by starting with who you are and finding a college and career option that fits you.



### COMING SOON...

Watershed is building an online matching system and job database that helps you discover careers and college programs that you will love.

**Stay tuned to our progress at [www.IndigotheAssessment.com](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

Anthropology  
Art History  
Botany  
Education Counselor  
Entertainment and Arts Management  
Ethnic, Cultural and Gender Studies  
Geology, Earth Sciences  
Humanities  
Journalism  
Library Science  
Literature Studies, Classics  
Paleontology  
Philosophy, Religious Studies  
Sociology  
Teaching, Education  
Theology  
Urban Studies

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Educational Administrator  
Environment, Conservation and Sustainability  
Life Coaching  
Medical Ethics  
Nonprofit Management  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Social Work  
Yoga Therapy and Training

### Health Sciences

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

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Nursing  
Occupational Therapy  
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
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
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
41-3041	4	Travel Agent
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
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
43-4151	HS	Order Clerk
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

## NEXT STEPS: POSSIBLE CAREER IDEAS

## STUDY TIPS

- Socialize after studying - not before.
- Take meaningful notes.
- Listen for ideas and facts to support the main idea.
- Don't put off studying until the last minute.
- Don't doodle.
- Review notes from previous lessons to prepare yourself for the next.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't let your ego keep you from studying.
- Use short sentences when taking notes - leave out unnecessary words.
- Think positively about subjects that give you difficulty.
- Use recitation to embed fact and ideas.
- Read an article on listening and note taking.

## Strengths

Demonstrates a will and desire to help others in the organization.

Always willing to offer her time and perspective.

Motivates others to continue education.

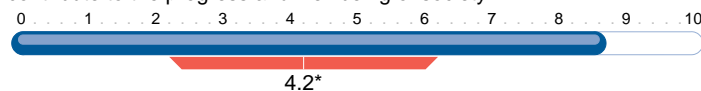
Willing to share knowledge to benefit the team or organization.

Strong supporter, therefore, always willing to help.

Delivers her knowledge and wisdom objectively.

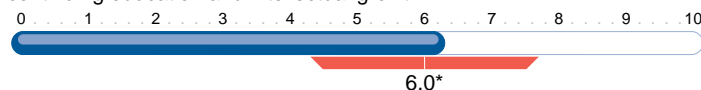
## Motivators

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



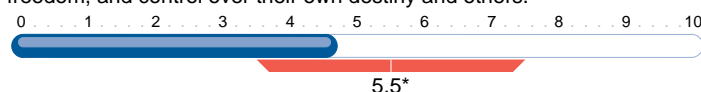
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



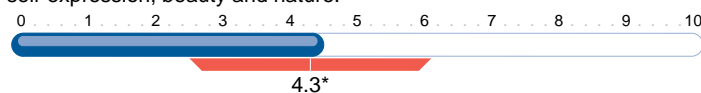
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



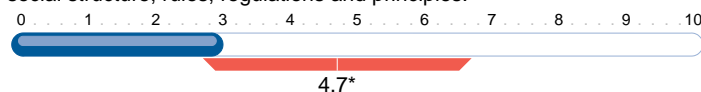
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**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



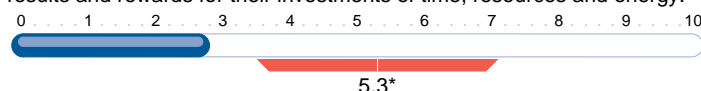
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**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

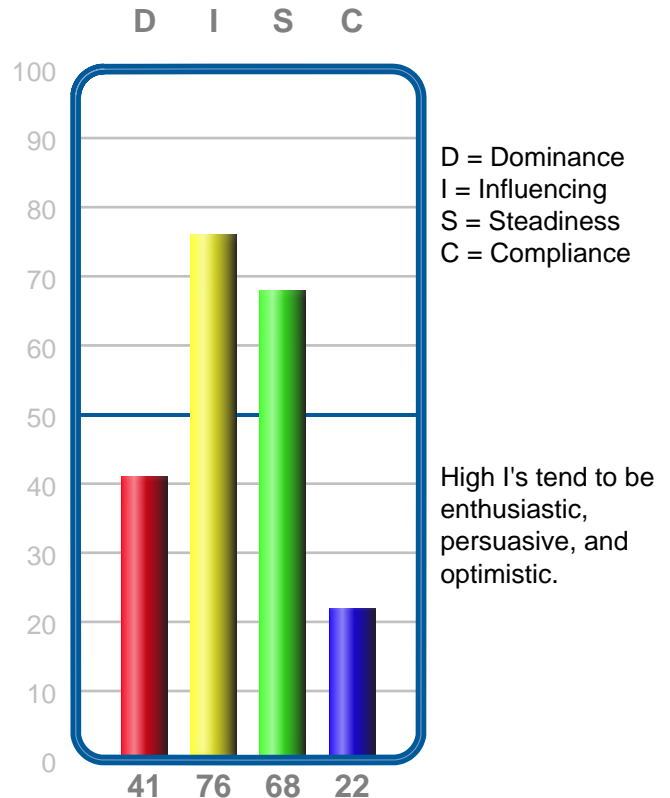


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**6. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.8



## Value to a Team

Builds confidence in others.

Big thinker.

Team player.

Bottom line-oriented.

Optimistic and enthusiastic.

Dedicated to her own ideas.