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10-13-2016



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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.

Piruza can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She wins through hard work and persistence. She likes to stay with one task until it is completed. When the time is right, Piruza can stand up aggressively for what she believes. Piruza wants challenging assignments that can be followed through to completion. She prefers work of a technical nature. She likes to start and finish activities. Others who work with her know they can depend on her. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Piruza likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She is a team player but can also exhibit a desire for independence.

Piruza can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Once she makes a decision, she can be organized in carrying it out. 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. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She uses logic to assist her in decision making. This tendency is helpful to others in her group. 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."

Piruza remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time. She can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. She may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. She is more motivated by logic than emotion. To her, logic represents tangible research. Piruza 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. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. Sometimes she will withdraw from a verbal battle. If she feels strongly about an issue, she may retreat to gather her resources and then return to take a stand!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good listener.
- Service-oriented.
- Bottom line-oriented.
- Dedicated to her own ideas.
- Creative approach to problem solving.
- Builds good relationships.
- Can support or oppose strongly.

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.

- Underestimate her abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not take action against those who challenge or break the rules or guidelines.
- Take criticism of her work as a personal affront.
- Not let others know where she stands on an issue.
- Need help in prioritizing new assignments.

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.

- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Clarify any parameters in writing.
- Start, however briefly, with a personal comment. Break the ice.
- Understand her defiant nature.
- Stress logic.
- Provide solutions--not opinions.
- Define the problem in writing.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be precise about the use of her time.
- Provide a friendly environment.
- Expect her to return to fight another day when she has received a "no" answer.

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 vague; don't offer opinions and probabilities.
- Ramble.
- Give her your opinion unless asked.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Patronize or demean her by using subtlety or incentive.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Feel you have changed her opinion without supporting facts.
- Be paternalistic.
- Offer assurance and guarantees you can't fulfill.
- Muffle or overcontrol.
- Rush headlong into business or the agenda.
- Be abrupt and rapid.

STYLE: YOUR STRENGTHS

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

- Will keep sensitive information under lock and key.
- Methodical and reliable researcher.
- Will be persistent about moving toward the greater cause.
- Willing to be the support system behind the cause.
- Uses knowledge to support her position.
- Will be decisive and make fact-based decisions.
- Tough but fair when others are involved.
- Looks for a better approach to help others.

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 not pursue knowledge if it jeopardizes her security.
- Will have difficulty in establishing priorities in learning new matters.
- Struggles with putting her foot down, as she doesn't want to hurt others.
- May always place blame on herself.
- When confronted with a major decision, she will want the facts before deciding but may make the decision anyway.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- May set standards too high that causes others to fall short.
- Can sometimes lack diplomacy in offering assistance.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Forum to express ideas and viewpoints.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Information to support the reasons for change.
- The opportunity to drive others to reach their potential.
- A results-driven environment where people are respected and appreciated.

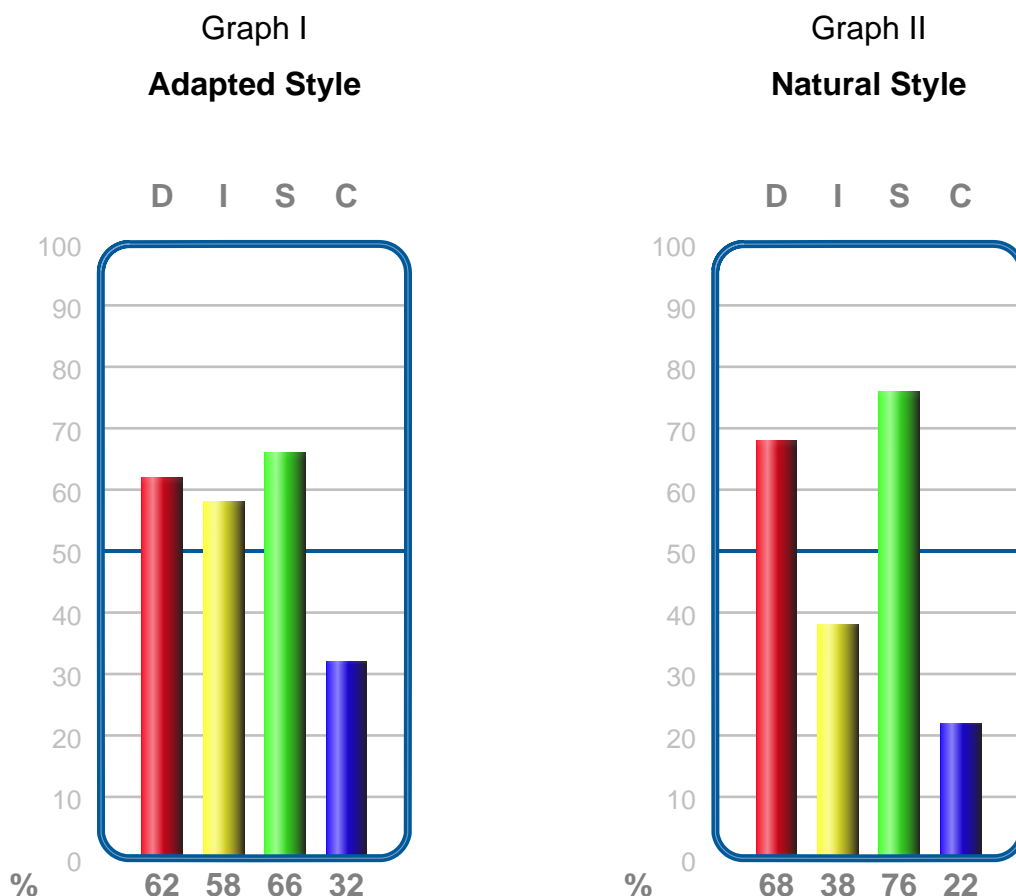
STYLE: THINGS YOU MAY WANT FROM OTHERS

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.
- Logical reasons for change.
- To have the right information to support others so she can feel secure with how the job is being done.
- The time to research and layout information in a methodical way.
- To be in charge of corporate social responsibility programs.
- Recognition for helping others and being the catalyst for changing the world 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:

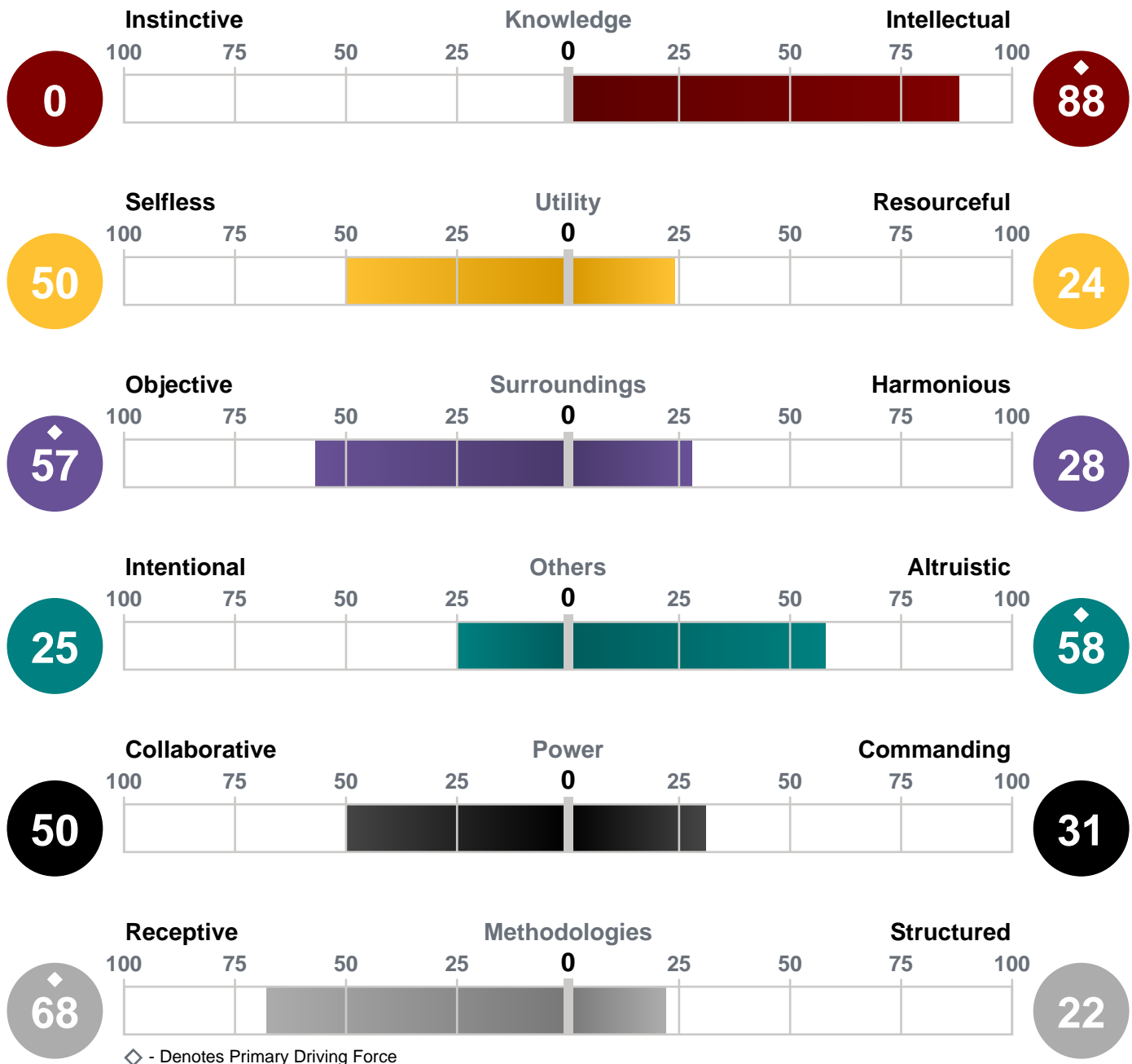
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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 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.

- Piruza will seek the "truth," yet "truth" is relative and will be defined by her own standards.
- Many may see her as an intellectual.
- The process is not as important to her as the results.
- People who talk on a subject without adequate knowledge will frustrate her and cause her to lose interest in the conversation.
- She may have difficulty putting down a good book.
- She sees the value in having good libraries and bookstores in every community.
- Understanding social problems and their ramifications is one of her strengths.
- Piruza may use her specialized knowledge of a topic to control the situation.
- Adding to the body of knowledge may be more important than the application of the knowledge.
- Piruza will use her knowledge to ensure economic security.
- Piruza is good at integrating the past, present and future.

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.

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

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 itself is not as important as what it will buy.
- Piruz will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Piruz 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.
- She will use wealth as a yardstick to measure her work effort with certain activities.
- Piruz can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.

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 Piruz can be very competitive.
- Piruz can be assertive in meeting her needs.

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.

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

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.

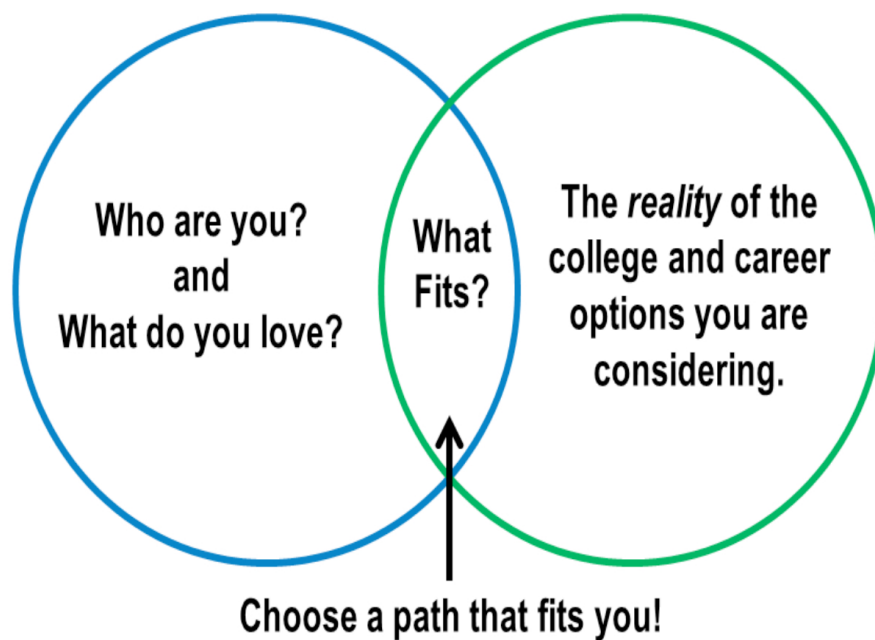
- Piruza can be creative in interpreting other systems or traditions and selective in applying those traditions.
- In many cases, Piruza will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will work within a broadly defined set of beliefs.
- She will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

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
Chemistry
Computer Science
Criminology, Forensics
Economics
Film and Television Production
Geology, Earth Sciences
Neuroscience
Paleontology
Web Design, Web Administration

Business

Human Resources, Organizational Development

Engineering

Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering

Environmental, Agriculture and Food

Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Genetics, Reproductive Technology and Research
Health Technology

NEXT STEPS: POSSIBLE DEGREE MATCHES

Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Online Marketing, Social Media
Renewable Energy
Social Work

Health Sciences

Chiropractic Assistance
Clinical Research
Human Development and Family Services
Kinesiology
Nursing
Optometry
Pre-Dental
Pre-Medicine
Pre-Ophthalmology
Pre-Veterinary Medicine
Psychology

Other Career Paths

Fitness and Exercise Science
Food Service
Publishing

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
29-1122	4+	Occupational Therapist
25-4012	4+	Curator
25-2042	4+	Teacher, Special Education
17-2151	4+	Mining & Geological Engineer
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
25-2022	4	Teacher, Middle School
15-1021	4	Computer Programmer
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
41-1012	2-4	Manager, Supervisor, non retail
17-3026	2-4	Industrial Engineering Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
29-2041	HS	Emergency Medical Technician & Paramedic

STUDY TIPS

- Meditate and think positive thoughts before taking an exam.
- 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.
- Use recitation to embed fact and ideas.
- Study and review notes just before class starts.
- Quiz yourself and others about ideas you are learning.
- Think positively about subjects that give you difficulty.
- Don't let your ego keep you from studying.
- Set realistic goals.
- Don't put off studying until the last minute.
- Study in groups of two or more.

Strengths

Will keep sensitive information under lock and key.

Methodical and reliable researcher.

Will be persistent about moving toward the greater cause.

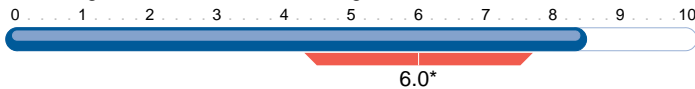
Willing to be the support system behind the cause.

Uses knowledge to support her position.

Tough but fair when others are involved.

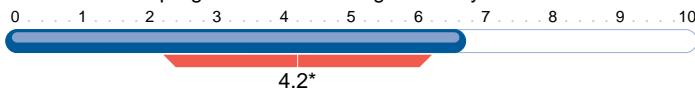
Motivators

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



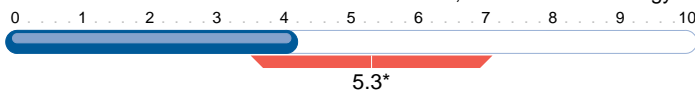
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2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



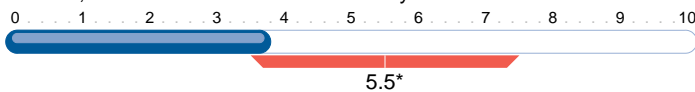
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



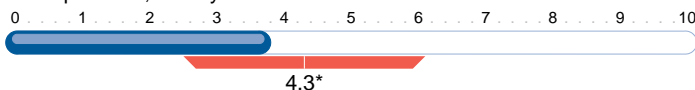
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4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



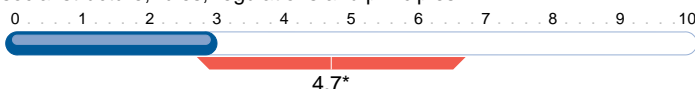
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

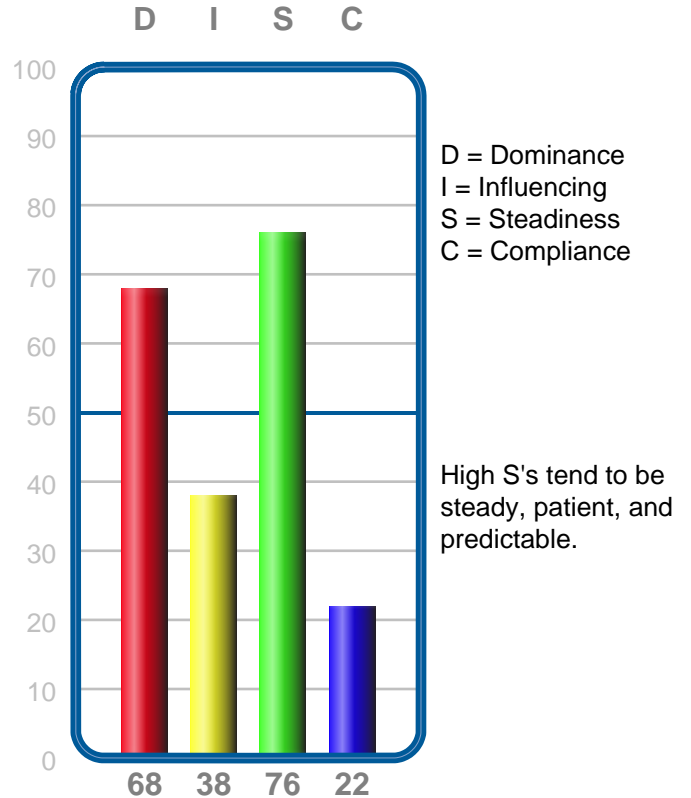


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



3.0



Value to a Team

Self-reliant.

Can support or oppose strongly.

Good listener.

Has the confidence to do the difficult assignments.

Dependable team player.

Service-oriented.