

Melanie Becerra
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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.

Melanie seeks popularity and social recognition. She likes to deal with people in a favorable social environment. 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." Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She can be sensitive to criticism of her work and take it as a personal affront. She may equate work criticism as someone's personal displeasure with her. Melanie may tend to agree to avoid confrontation. She can combine and balance enthusiasm and patience. She is approachable, affectionate and understanding. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Melanie influences most people with her warmth. She believes in getting results through other people. She prefers the "team approach."

Melanie is good at solving problems that deal with people. Decisions are made after gathering facts and supportive data. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. 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 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 likes to participate in decision making. She likes working for managers who make quick decisions.

Melanie often makes suggestions to others, but rarely attempts to force her ideas on them. She judges others by their verbal skills and warmth. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Melanie will attempt to put them at ease. Melanie is always concerned with other people's feelings and thoughts. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Concerned about quality.
- Flexible.
- Builds confidence in others.
- Team player.
- Positive sense of humor.
- Optimistic and enthusiastic.
- People-oriented.
- Turns confrontation into positives.
- 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.

- Be unrealistic in appraising people--especially if the person is a "friend."
- Make decisions based on surface analysis.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Overuse praise in motivating others.
- Overestimate her ability to motivate people or change others' behavior.
- Be so enthusiastic that she can be seen as superficial.

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.
- Take time to be sure that she is in agreement and understands what you said.
- Provide ideas for implementing action.
- Be prepared.
- Provide solid, tangible, practical evidence.
- Provide testimonials from people she sees as important.
- Keep conversation at discussion level.
- Read the body language for approval or disapproval.
- Take your time and be persistent.
- Support your communications with correct facts and data.
- Be sincere and use a tone of voice that shows sincerity.

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 curt, cold or tight-lipped.
- Use testimonies from unreliable sources.
- Be haphazard.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Leave decisions hanging in the air.
- Rush her in the decision-making process.
- Make promises you cannot deliver.
- Talk down to her.
- Give your presentation in random order.
- Talk to her when you're extremely angry.

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.

- Sees the positive in all resources and will want to use resources accordingly.
- Promotes efficiency and results.
- Motivates others to express themselves.
- Always willing to share her ideas on how to enhance the surroundings.
- When stability is established, she can become entrepreneurial.
- Supports a leader and a cause.
- Highly in tune to the environment and synergy within it.
- Patient with and willing to listen to the feelings of 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 overlook details when weighing results.
- Struggles balancing financial advice with actual results.
- Overly optimistic in her ability to bring balance to any situation.
- Over emphasizes the experience compared to the results.
- May have difficulty breaking unwanted work-related habits for fear of wasting time.
- Could miss out on opportunities by not acting swiftly.
- Keeps to herself resulting in unexpressed viewpoints.
- Wants to enhance surroundings, but struggles with the need to change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which she may deal with people on a personal, intimate basis.
- Needs personal attention from her manager and compliments for each assignment well done.
- The experience is seen as a part of the desired return on investment.
- People-oriented returns are rewarded higher than task-oriented returns.
- Working conditions that allow for creativity and people-interaction.
- Time for personal reflection and an appreciation for staying balanced.

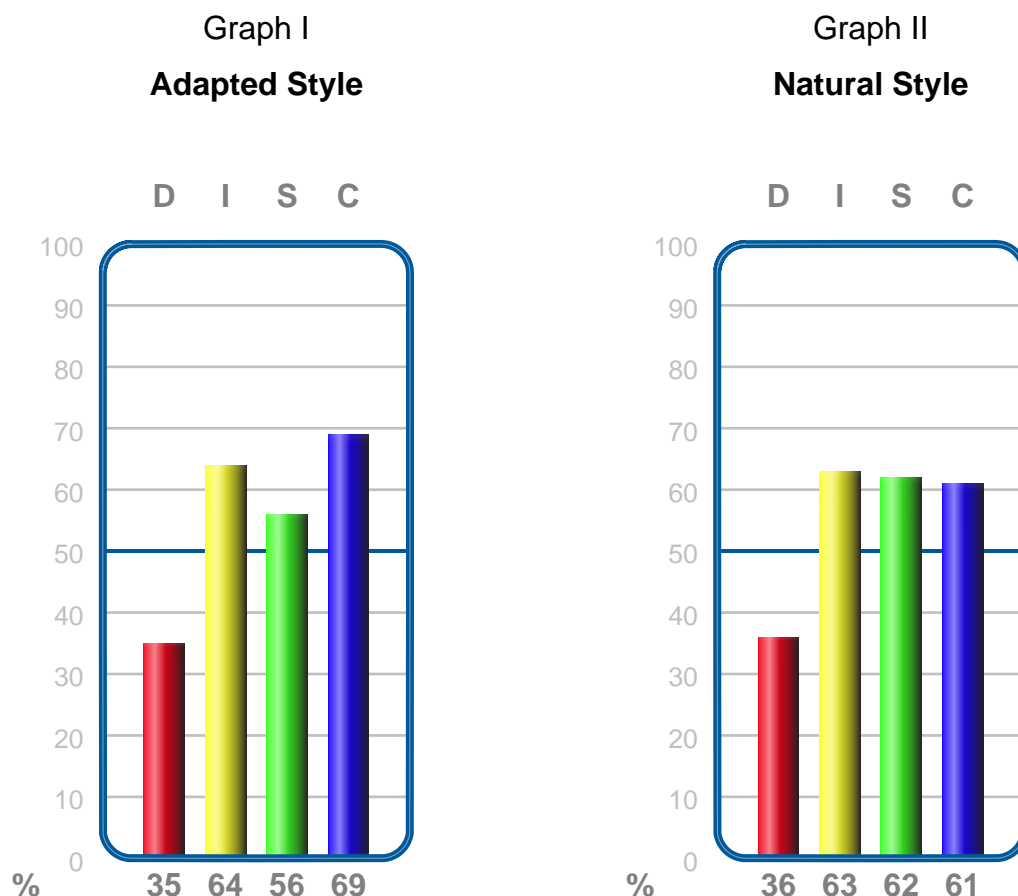
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- A friendly work environment.
- Public recognition of financial rewards for returns and efficiency.
- Freedom to include others in the celebration of achievements.
- The ability to express enthusiasm and creativity necessary for successful projects.
- Time for the beautification of the workplace and areas around her.

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:

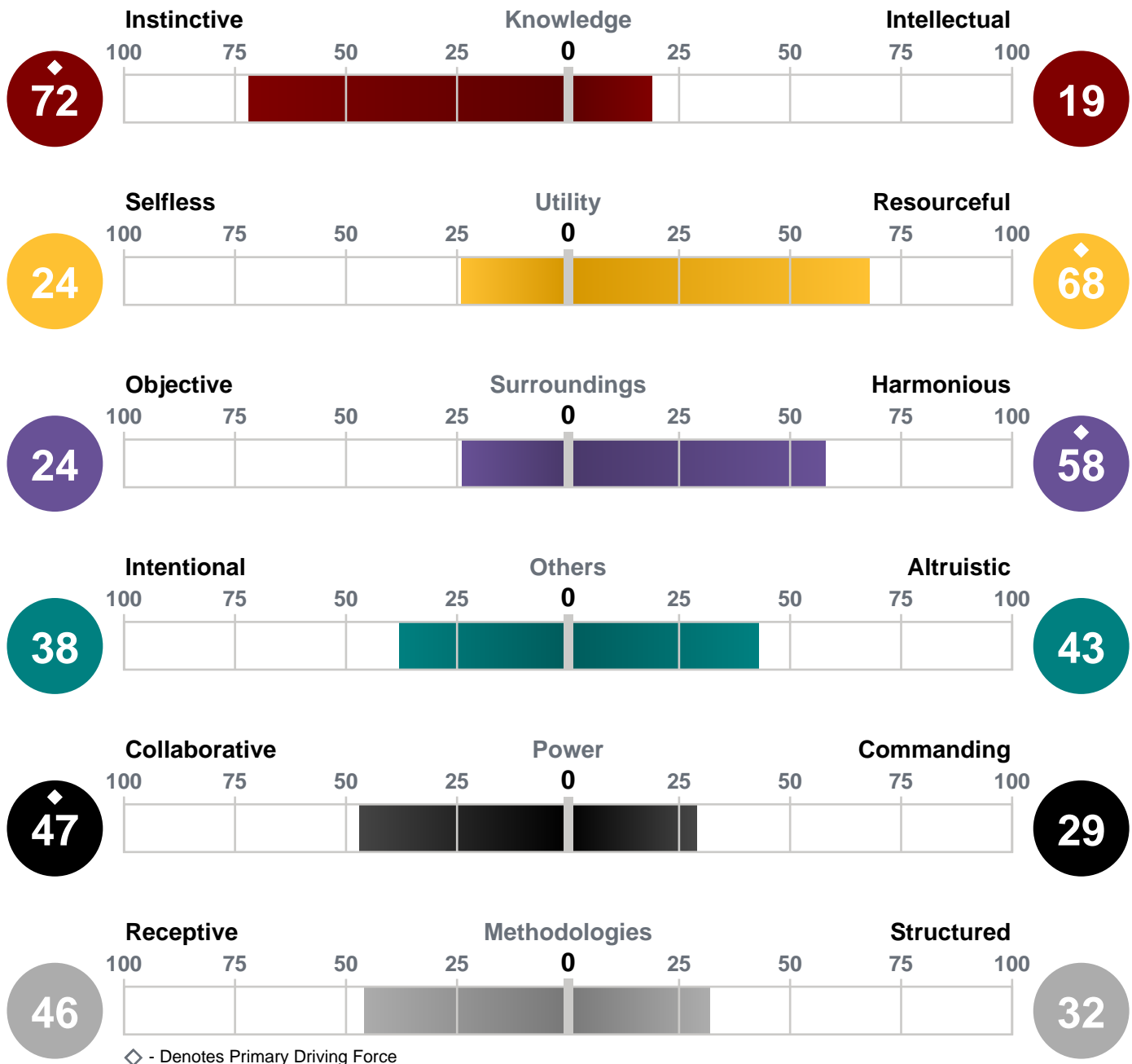
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Melanie is good at achieving goals.
- Melanie tends to give freely of time and resources, but will want and expect a return on her investment.
- She may use wealth as a yardstick to measure her work effort.
- She evaluates things for their utility and economic return.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.

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.

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

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.

- Melanie's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Melanie will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within 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 "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.

- Melanie at times will evaluate others based on her rules for living.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.
- Melanie lets her conscience be her guide.
- Melanie needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.

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 not attempt to overpower others' points of view or change their thinking.
- Melanie feels that struggles should be the burden of the team, not just the individuals.
- Being in total control of a situation is not a primary motivating factor.
- Melanie will be less concerned about her ego than others may be.
- As long as Melanie's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- Melanie's passion in life will be found in one or two of the other dimensions discussed in this report.
- Stability is a primary concern. Patience and fortitude will win in the long run.

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.

- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Melanie will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- Melanie will not seek knowledge based on curiosity or just for the sake of knowledge.
- Melanie will use an instinctual approach to problem solving.
- For Melanie, personal experiences are a key factor in decision making.
- She will attempt to take the practical approach and not over-analyze the process.
- Melanie will only read books that relate to her chosen field or special interests.
- When required, Melanie will seek knowledge to better understand a particular situation.
- Melanie can be turned off by people who talk about things in detail if she has no interest in the subject.

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

Composition, Writing
Dance
Film and Television Production
Information Technology
International Studies and Relations
Library Science
Performing Arts, Theatre
Photography and Studio Art
Web Design, Web Administration

Business

Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Biomedical Equipment Technician
Building Inspector
Carpentry
Chef, Food Preparation
Construction
Dental Assistance
Drafting
Electrician
Electronics, Appliance Installation and Repair
Massage Therapy
Welding

Engineering

Civil Engineering

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Ecommerce
Graphic Design
Multimedia, Digital Communications
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Social Work
Urban and City Planning
Videography
Web Development
Yoga Therapy and Training

Health Sciences

Exercise Science
Health and Fitness, Personal Training
Occupational Therapy

Other Career Paths

Apparel Fashion
Camp Operations
Event Planning
Military Service
Personal Care Technician

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
51-4111	4+	Tool and Dye Maker
29-1127	4+	Speech-Language Pathologist
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1069	4+	Physician & Surgeon
29-1021	4+	Dentist
25-4012	4+	Curator
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2041	4+	Environmental Scientist & Specialist including Health
19-2012	4+	Physicist
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2081	4+	Environmental Engineer
17-1011	4+	Architect, Except Landscape & Naval
11-9141	4+	Property, Real Estate & Community Association Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
51-9071	4	Jeweler, Precious Stone & Metal Worker
29-2021	4	Dental Hygienist
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter

NEXT STEPS: POSSIBLE CAREER IDEAS

17-2199.10	4	Wind Energy Engineer
47-2031	3-4	Carpenter
15-1099.00	2-4+	Computer Specialist, all other
15-1081	2-4+	Network Systems & Data Communications Analyst
15-1061	2-4+	Database Administrator
41-1012	2-4	Manager, Supervisor, non retail
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9051	2-4	Food Service Manager
27-1014	2+	Artist & Animator, multi-media
51-5023	2	Printing Machine Operator
49-3023	2	Automotive Service Technician
49-2097	2	Home Entertainment Installer & Repairer
41-9022	2	Real Estate Sales Agent
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
51-3011	HS	Baker
47-2121	HS	Glazier
47-2051	HS	Cement Mason, Concrete Finisher
47-2021	HS	Brick and Stone Mason
43-4151	HS	Order Clerk
43-4041	HS	Credit Authorizer
43-3011	HS	Bill and Accounts Collector
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

- Don't let others intrude upon your study time.
- Ask questions about things for which you are unsure.
- Take meaningful notes.
- Listen for ideas and facts to support the main idea.
- Study or review notes before each class starts.
- Use short sentences when taking notes - leave out unnecessary words.
- Don't doodle.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.
- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Set goals which challenge your abilities.

Strengths

Sees the positive in all resources and will want to use resources accordingly.

Promotes efficiency and results.

Motivates others to express themselves.

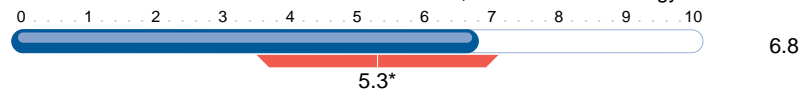
Always willing to share her ideas on how to enhance the surroundings.

When stability is established, she can become entrepreneurial.

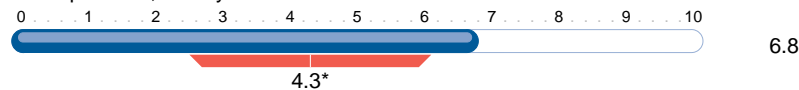
Highly in tune to the environment and synergy within it.

Motivators

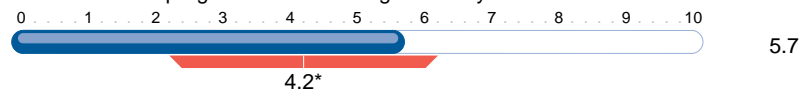
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



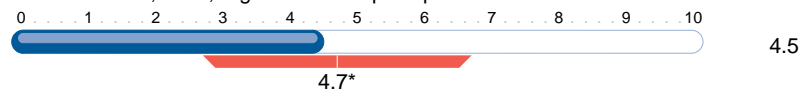
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



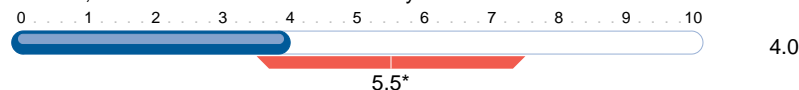
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



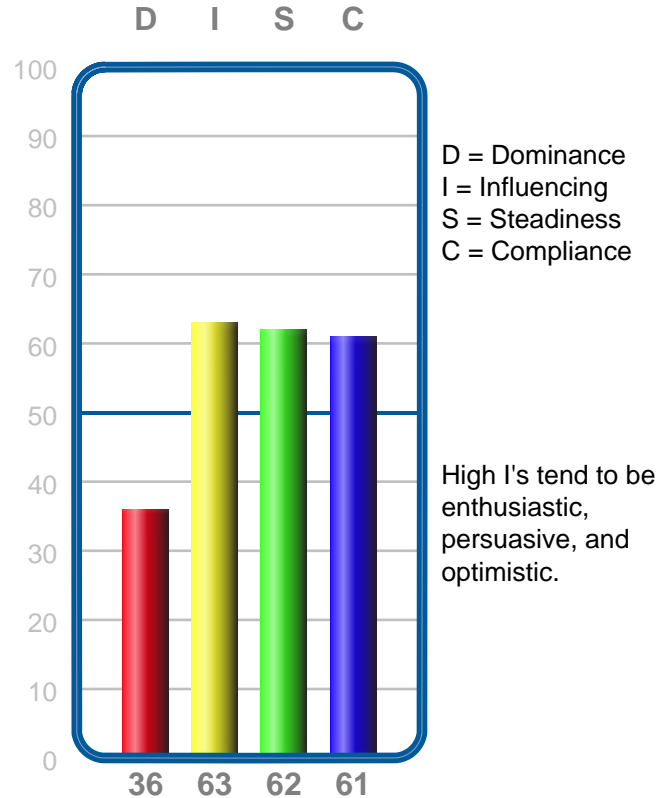
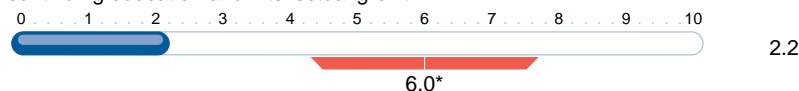
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Respect for authority and organizational structure.

Accomplishes goals through people.

Turns confrontation into positives.

Team player.

People-oriented.

Creative problem solving.