

Alexia Rodriguez
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.

Alexia requires many good reasons, as well as the benefits involved, before agreeing to making changes. She is often seen as practical and objective. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. When the time is right, Alexia can stand up aggressively for what she believes. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. Once Alexia has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. Alexia can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. When challenged, she becomes more objective.

Alexia may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures. 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 can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She tends to make decisions based on past experiences. She prefers the "tried and true." Once she makes a decision, she can be organized in carrying it out. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

Alexia 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. 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! 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. She likes having others initiate the conversation. She can then assess the situation and respond accordingly. Alexia tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Patient and empathetic.
- Big thinker.
- Dedicated to her own ideas.
- Service-oriented.
- Dependable team player.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Hold a grudge if her personal beliefs are attacked.
- Not take action against those who challenge or break the rules or guidelines.
- Underestimate her abilities.
- Not let others know where she stands on an issue.
- Take criticism of her work as a personal affront.
- Be defensive when risk is involved--move towards maintaining status quo.
- Need help in prioritizing new assignments.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.

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

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

- Define the problem in writing.
- Provide solutions--not opinions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide a friendly environment.
- Provide "yes" or "no" answers--not maybe.
- Be precise about the use of her time.
- Clarify any parameters in writing.
- Move casually, informally.

STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Muffle or overcontrol.
- Rush headlong into business or the agenda.
- Patronize or demean her by using subtlety or incentive.
- Be abrupt and rapid.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Be vague; don't offer opinions and probabilities.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Offer assurance and guarantees you can't fulfill.
- Feel you have changed her opinion without supporting facts.
- Ramble.
- Be domineering or demanding; don't threaten with position power.

STYLE: YOUR STRENGTHS

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

- Able to be a strong listener, who can become a lifelong friend.
- Willing to be the support system behind the cause.
- Will take a firm stance when her position or status is questioned.
- Wants to control her destiny, but does so in a soft way.
- Sees championing a worthy cause as a challenge.
- Generous and effective with their time, talent, and resources.
- Bottom-line focused when leading others.
- A strong influencer.

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 always stand up for oneself or others.
- May always place blame on herself.
- Can come across as stubborn and unwilling to change.
- Has strong opinions but may not always share them.
- May try to help too many people.
- Method of helping others is not negotiable.
- Can set personal standards too high.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- Little conflict between people.
- A results-driven environment where people are respected and appreciated.
- Work on a team that has common interests and desires.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- Recognition and rewards for consistency, steadiness and being methodical.

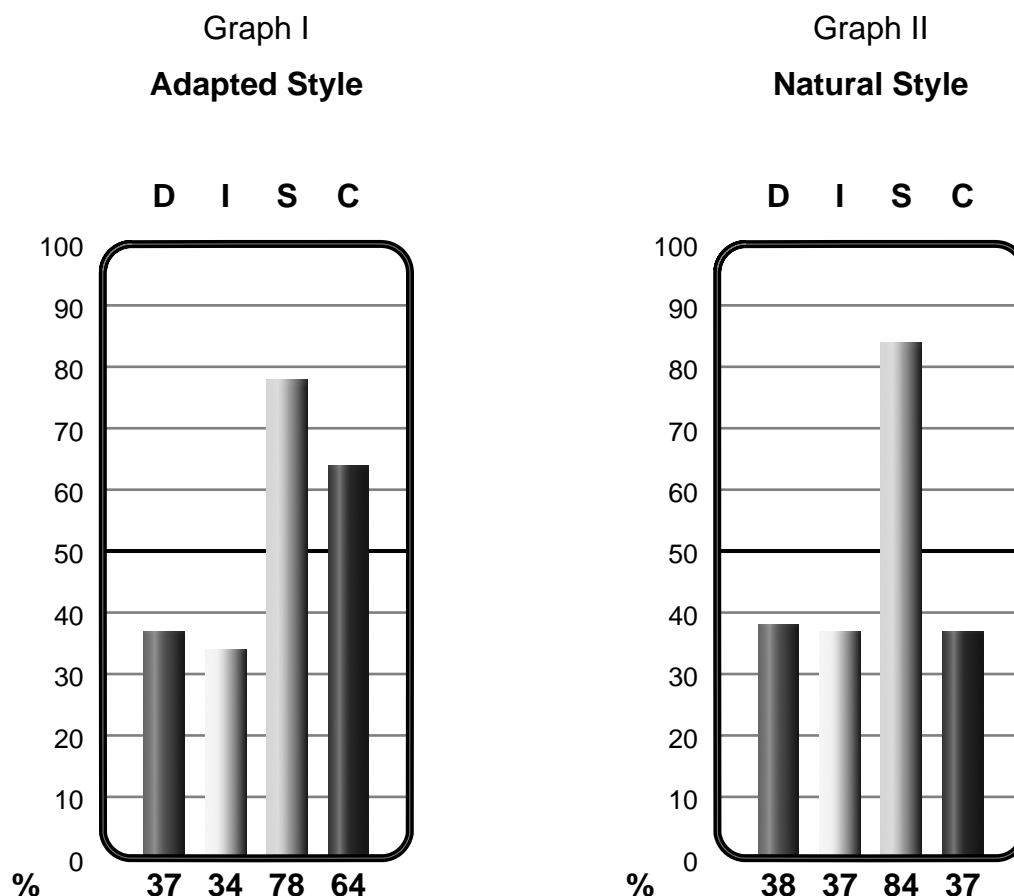
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Power and authority to take the risks to achieve results.
- No sudden changes in procedure.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- The power to protect those she trusts or is loyal to.
- A manager that appreciates her ability to be steadfast in her approach to the way of doing business.

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:

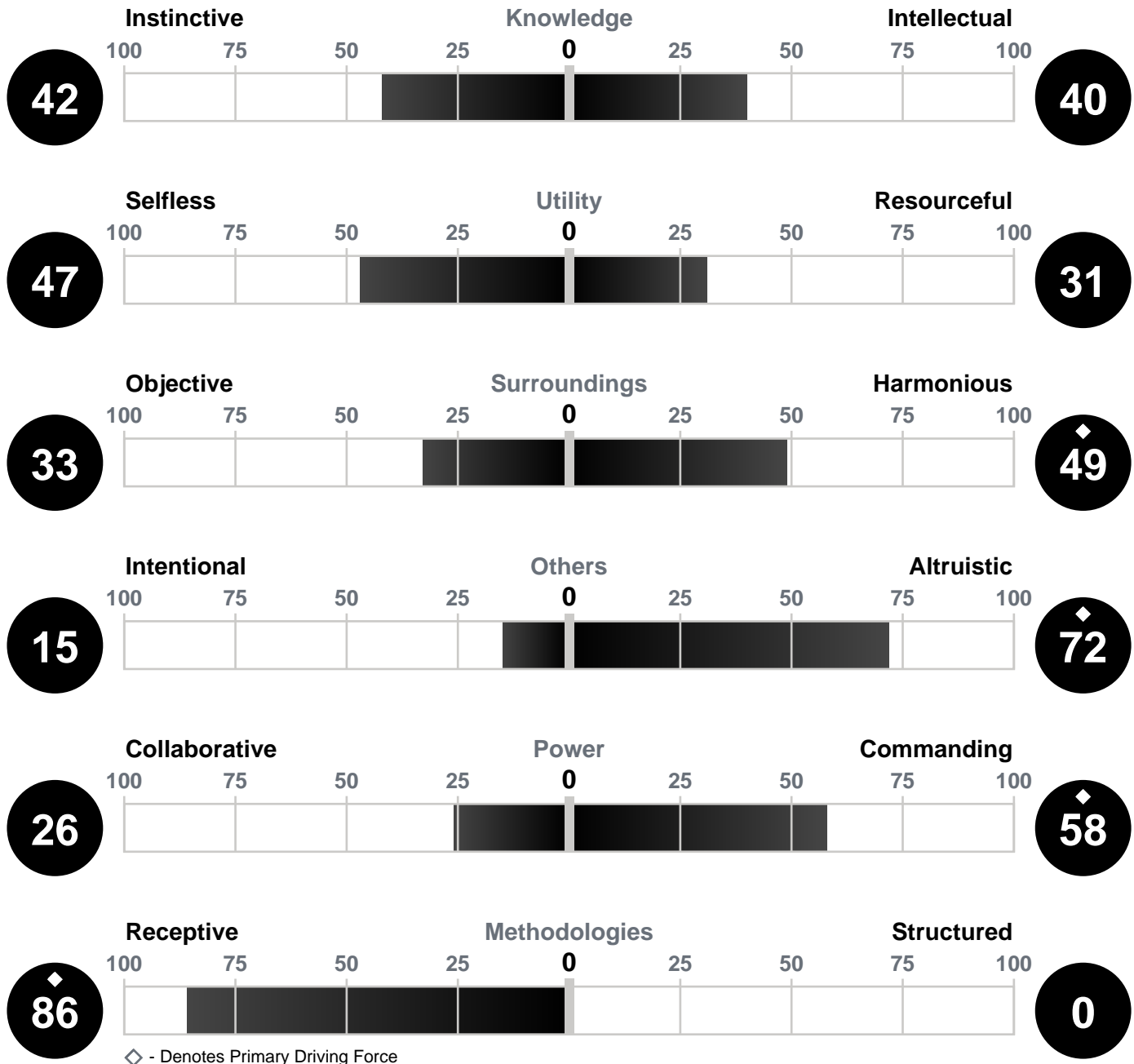
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 is generous with her time, talent and resources for those in need.
- Saying "no" is difficult when others need her time or talent.
- Alexia will be generous with time, research and information on social problems.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- Alexia is patient and sensitive to others.

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.

- If necessary, Alexia will be assertive in meeting her own needs.
- People who are determined and competitive are liked by Alexia.
- She wants to control her own destiny and display her independence.
- Maintaining individuality is strived for in relationships.
- Alexia likes to be in situations that allow her the freedom to control her destiny and the destiny of others. Her team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- Alexia believes "when the going gets tough, the tough get going."
- Alexia has the desire to assert herself and to be recognized for her accomplishments.
- She believes "if at first you don't succeed try, try again."
- Alexia takes responsibility for her actions.

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.

- 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.
- At times Alexia will look for the beauty in all things.
- Alexia may desire fine things for her spouse or family members.

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.

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

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.

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

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.

- She will work within a broadly defined set of beliefs.
- In many cases, Alexia 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 Alexia because she has not defined a philosophy or system that can provide immediate answers to every situation.
- Traditions will not place limits or boundaries on Alexia.
- Alexia's passion in life will be found in one or two of the other dimensions discussed in this report.
- Alexia 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.

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

Library Science
Web Design, Web Administration

Career and Technical

Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

Computer Graphics, Animation
Computer Programming
Desktop Publishing
Environment, Conservation and Sustainability
Graphic Design
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Renewable Energy
Videography

Health Sciences

Chiropractic Assistance
Human Development and Family Services
Nursing
Pre-Dental
Pre-Ophthalmology
Psychology

Other Career Paths

NEXT STEPS: POSSIBLE DEGREE MATCHES

Child Care, Family Services
Personal Care Technician
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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
29-1131	4+	Veterinarian
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1123	4+	Physical Therapist
29-1122	4+	Occupational Therapist
29-1071.01	4+	Anesthesiologist Assistant
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
29-1011	4+	Chiropractor
25-3011	4+	Adult Educator
25-2042	4+	Teacher, Special Education
21-2011	4+	Clergy
21-1091	4+	Health Educator
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-4011	4+	Agriculture & Food Science Technician
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-1042	4+	Medical Scientist, except Epidemiologist
17-2121	4+	Marine Engineer & Naval Architect
17-2111	4+	Health & Safety Engineer
17-2061	4+	Computer Hardware Engineer
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

29-9091	4	Athletic Trainer
29-2034	4	Radiologic Technician
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
21-1092	4	Probation Officer & Correctional Treatment Specialist
15-1041	4	Computer Support Specialist
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
31-1012	2-4	Nurse, Aide, Orderly & Attendant
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9061	2-4	Funeral Director
11-9051	2-4	Food Service Manager
11-9012	2-4	Farmer & Rancher
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
33-2011	2	Fire Fighter
31-9092	2	Medical Assistant
31-9091	2	Dental Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2081	2	Optician-Dispensing
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
23-2011	2	Paralegal & Legal Assistant
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
53-3041	HS	Taxi Driver and Chauffeur
53-3021	HS	Bus Driver
49-9042	HS	Maintenance and Repair Worker, General
43-9061	HS	Office Clerk
43-5061	HS	Production and Planning Clerk

NEXT STEPS: POSSIBLE CAREER IDEAS

43-5051	HS	Postal Service Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-4011	HS	Brokerage Clerk
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-1011	HS	Gaming Supervisor
37-2011	HS	Janitor & Cleaner
35-3031	HS	Waitress & Waiter
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Able to be a strong listener, who can become a lifelong friend.

Willing to be the support system behind the cause.

Will take a firm stance when her position or status is questioned.

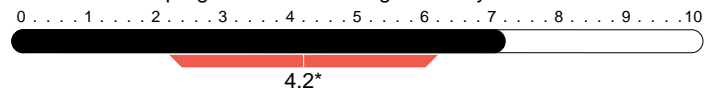
Wants to control her destiny, but does so in a soft way.

Sees championing a worthy cause as a challenge.

Bottom-line focused when leading others.

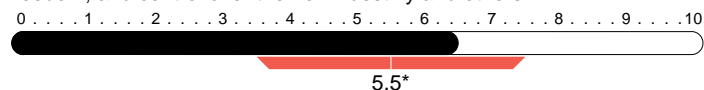
Motivators

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



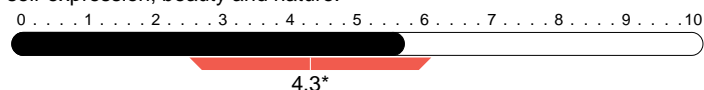
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



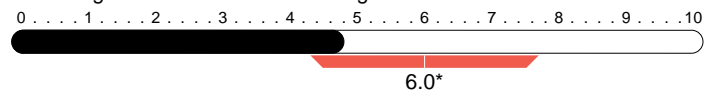
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3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



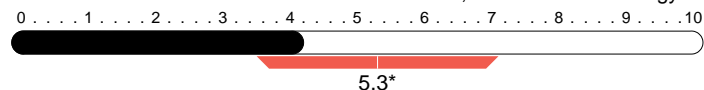
5.7

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



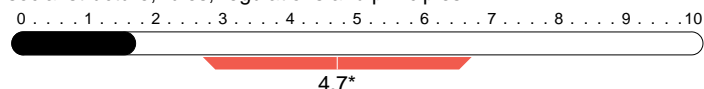
4.8

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

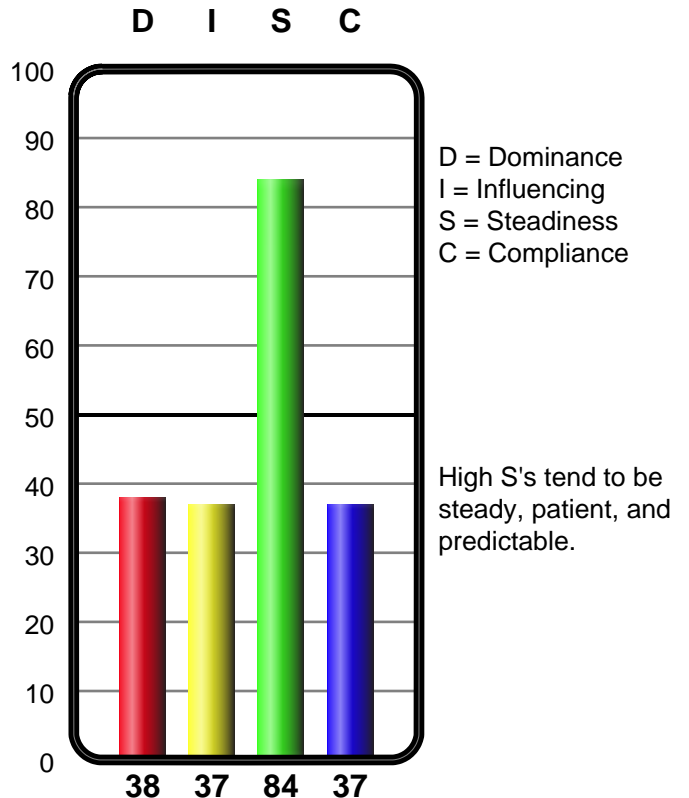


4.2

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



1.7



Value to a Team

Dependable team player.

Service-oriented.

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

Patient and empathetic.

Dedicated to her own ideas.

Self-reliant.