

Mirian Venancio
10-11-2016



TABLE OF CONTENTS

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.

Mirian likes to set her own pace. When others try to rush her, she feels threatened and may balk. She is usually steady, easygoing and relaxed. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. Relationships with others are warm, personal and lasting. Mirian is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. 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. She tends to build a close relationship with a relatively small group of associates. Mirian's flexibility will allow her to fit into almost any environment. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work.

Mirian often thinks over major decisions before acting. She is persistent and persevering in her approach to achieving goals. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." 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 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.

Mirian 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 a friendly, open style of communication. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She 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. Mirian will be open with those she trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dependable team player.
- Self-reliant.
- Works for a leader and a cause.
- Patient and empathetic.
- Big thinker.
- Service-oriented.
- Creative approach to problem solving.
- Dedicated to her own ideas.

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.

- Not let others know where she stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be defensive when risk is involved--move towards maintaining status quo.
- Need help in prioritizing new assignments.
- Be dependent on others for decisions, even if she knows she is right.
- Take criticism of her work as a personal affront.
- Not project a sense of urgency--others may not feel the pressure to help immediately.
- Dislike change if she feels the change is unwarranted.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.

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

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

- Appeal to the benefits she will receive.
- Provide solutions--not opinions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Provide a friendly environment.
- Define the problem in writing.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide "yes" or "no" answers--not maybe.
- Use a motivating approach, when appropriate.
- Ask "how?" questions to draw her opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Move casually, informally.
- Use a balanced, objective and emotional approach.

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.

- Offer assurance and guarantees you can't fulfill.
- Be domineering or demanding; don't threaten with position power.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Patronize or demean her by using subtlety or incentive.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Let her overpower you with verbiage.
- Ramble.
- Be abrupt and rapid.
- Muffle or overcontrol.

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.

- Strong supporter, therefore, always willing to help.
- Willing to be the support system behind the cause.
- Delivers her knowledge and wisdom objectively.
- Methodical and reliable researcher.
- Sings the praises of peers and the contributions others make.
- Wants to be seen as a leader in humanitarian issues.
- Willing to share knowledge to benefit the team or organization.
- Volunteers her knowledge on many subjects.

STYLE: SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- Struggles with delivering a tough message, even if it's to the person's benefit.
- May always place blame on herself.
- Resents change without logical facts and reasoning behind the change.
- Will have difficulty in establishing priorities in learning new matters.
- May overestimate the impact she can have on others.
- When helping others, may talk too much about herself.
- May be too trusting of people as resources.
- May present facts and figures with too much emotion.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- An environment in which she may deal with people on a personal, intimate basis.
- A leadership team that is optimistic toward learning new concepts or theories.
- Time necessary to gather enough information in order to move forward.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- An environment where interacting with others in an effort to help each person is rewarded.

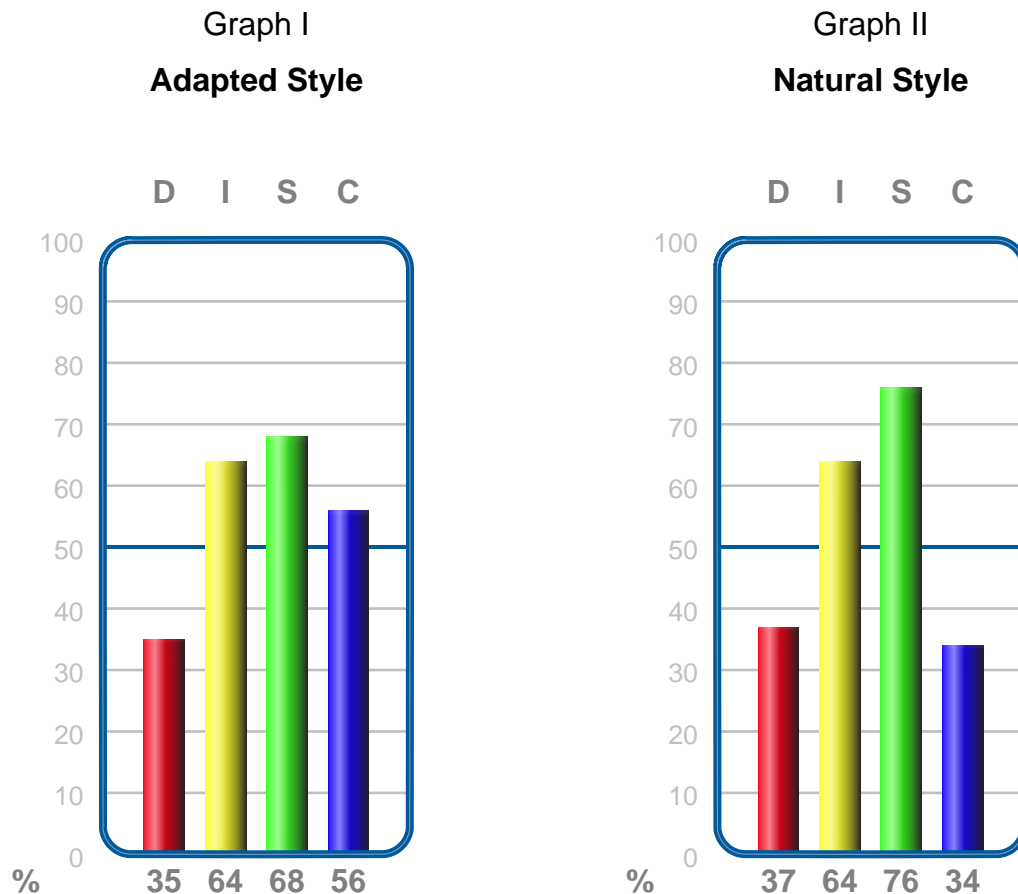
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Participation in meetings on future planning.
- Flattery, praise, popularity and strokes.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- The time to research and layout information in a methodical way.
- Consistency in ways she can contribute to people, the organization and causes.
- To be a part of the team that contributes to causes and helping others.

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.



Norm 2015 R4

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:

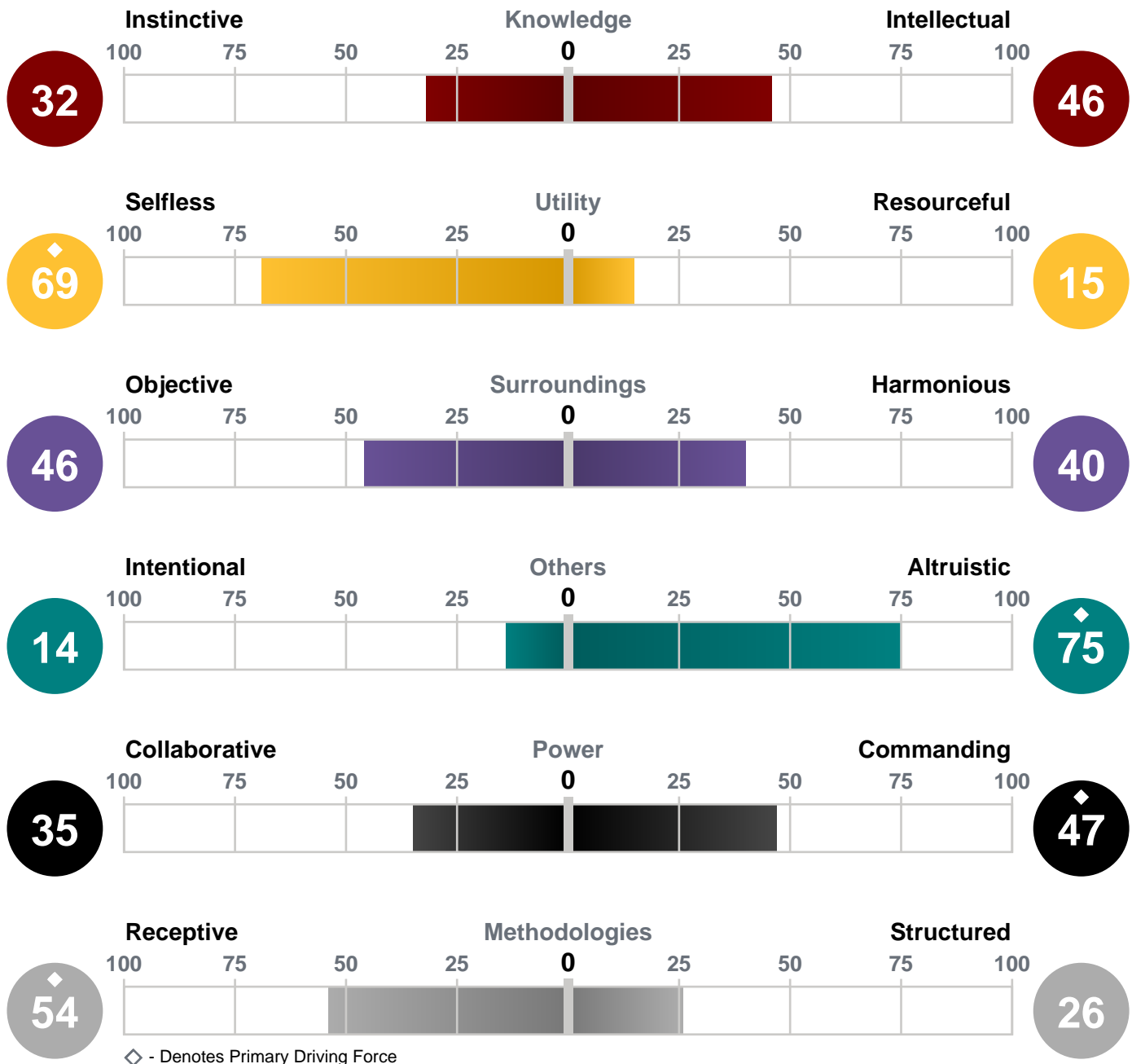
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- 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.
- Mirian can be assertive in meeting her needs.
- At times Mirian can be very competitive.

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

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

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.

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

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

Anthropology
Archaeology
Art History
Botany
Criminology, Forensics
Economics
Education Counselor
Ethnic, Cultural and Gender Studies
Film and Television Production
Geology, Earth Sciences
Humanities
Journalism
Library Science
Literature Studies, Classics
Paleontology
Philosophy, Religious Studies
Sociology
Teaching, Education
Theology
Urban Studies
Web Design, Web Administration

Business

Marketing

Career and Technical

Emergency Medical Technician
Health Aide, Medical Assistance
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Engineering

Bio Engineering
Electrical Engineering
Materials Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Health Technology
Life Coaching
Medical Ethics
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Urban and City Planning
Yoga Therapy and Training

Health Sciences

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

Other Career Paths

Child Care, Family Services

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
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-4012	4+	Curator
21-2011	4+	Clergy
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3093	4+	Historian
19-3092	4+	Geographer
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
11-3011	4+	Administrative Services Manager
41-3041	4	Travel Agent
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-3043	4	Writer & Author
27-3031	4	Public Relations Specialist
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary

NEXT STEPS: POSSIBLE CAREER IDEAS

25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
41-1012	2-4	Manager, Supervisor, non retail
17-3024	2-4	Electro-mechanical Technician
11-9061	2-4	Funeral Director
27-1014	2+	Artist & Animator, multi-media
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
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher 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
39-9011	HS	Child Care Worker
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Strong supporter, therefore, always willing to help.

Willing to be the support system behind the cause.

Delivers her knowledge and wisdom objectively.

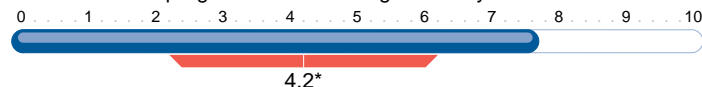
Methodical and reliable researcher.

Sings the praises of peers and the contributions others make.

Willing to share knowledge to benefit the team or organization.

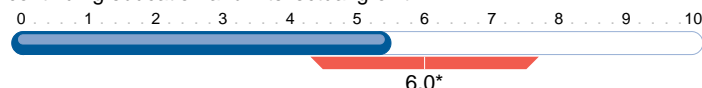
Motivators

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



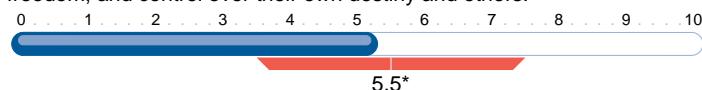
7.7

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



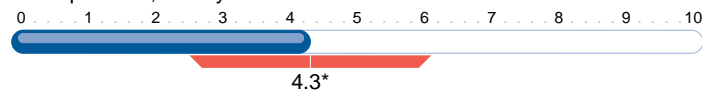
5.5

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



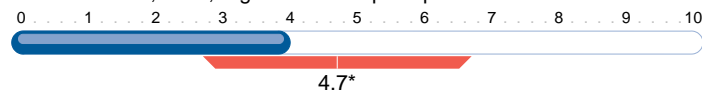
5.3

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



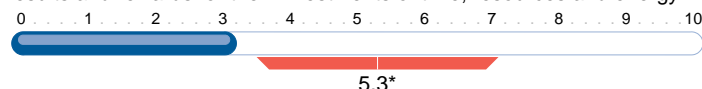
4.3

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

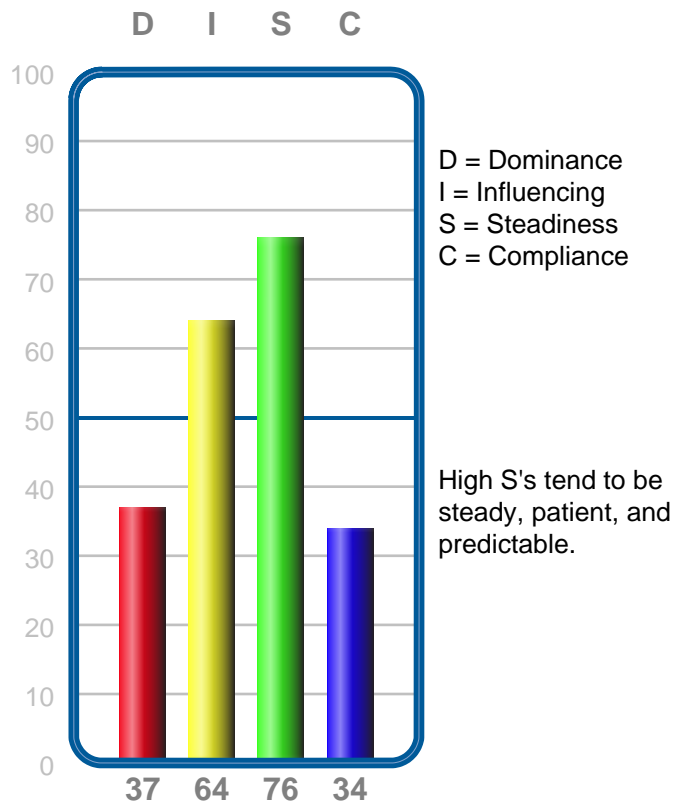


4.0

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



3.2



Value to a Team

People-oriented.

Dependable team player.

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

Service-oriented.

Patient and empathetic.

Big thinker.