

**sarah epinoza**  
10-11-2016



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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.*

sarah 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. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She likes to develop a routine in both her personal and professional life and will function best when this routine is maintained. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. While she is usually considered as people-oriented, she does have a technical side. She can be discreet and sociable as called for by the situation. 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. Once sarah 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. At times, sarah would like to slow the world down and cut out some of the activities people want her involved in.

sarah may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. 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." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Making plans and following those plans is important to her. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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.

sarah 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 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. 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 is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. sarah does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She will be open with those she trusts; however, reaching the required trust level may take time. She likes a friendly, open style of communication.

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Service-oriented.
- Will gather data for decision making.
- Builds good relationships.
- Adaptable.
- Respect for authority and organizational structure.
- Good at reconciling factions--is calming and adds stability.
- Concerned about quality.
- 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.*

- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Not let others know where she stands on an issue.
- Be too conservative--bides time and avoids much that is new.
- Dislike change if she feels the change is unwarranted.
- Need help in prioritizing new assignments.
- Underestimate her abilities.
- Avoid accountability by overstating the complexity of the situation.
- Be dependent on others for decisions, even if she knows she is right.
- Not project a sense of urgency--others may not feel the pressure to help immediately.

## 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.*

- Keep conversation at discussion level.
- Use scheduled timetable when implementing new action.
- Be prepared.
- Look for hurt feelings or personal reasons if you disagree.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Take time to be sure that she is in agreement and understands what you said.
- Take your time and be persistent.
- Provide solid, tangible, practical evidence.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Give her time to ask questions.
- Define clearly (preferably in writing) individual contributions.

## 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.*

- Rush her in the decision-making process.
- Manipulate or push her into agreeing because she probably won't fight back.
- Talk to her when you're extremely angry.
- Push too hard, or be unrealistic with deadlines.
- Use testimonies from unreliable sources.
- Offer assurance and guarantees you can't fulfill.
- Be haphazard.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Be domineering or demanding; don't threaten with position power.
- Make promises you cannot deliver.
- 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.

## 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.*

- Leads by example and in a quiet and methodical way.
- Methodically follows a strategy to achieve.
- Accommodating and pleasing others is one of her natural talents.
- Willing to be the support system behind the cause.
- Capable of addressing conflict for a win-win scenario.
- Positively promotes the image of the organization.
- Demonstrates a will and desire to help others in the organization.
- Sings the praises of peers and the contributions others make.

## 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.*

- Forgives but has a hard time forgetting.
- A fear of change prevents her from advancing.
- May have difficulty correcting others as she wants to help but not offend.
- May always place blame on herself.
- Can disclose their agenda to the wrong people.
- May only interact with those she feels complement her goals.
- Does not always listen to those she is helping.
- May overestimate the impact she can have on others.

## STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- An environment that allows time to change.
- Groups and committees are present in order to assist charities and social causes.
- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Forum to challenge change for the sake of change.
- Recognition and rewards for consistency, steadiness and being methodical.

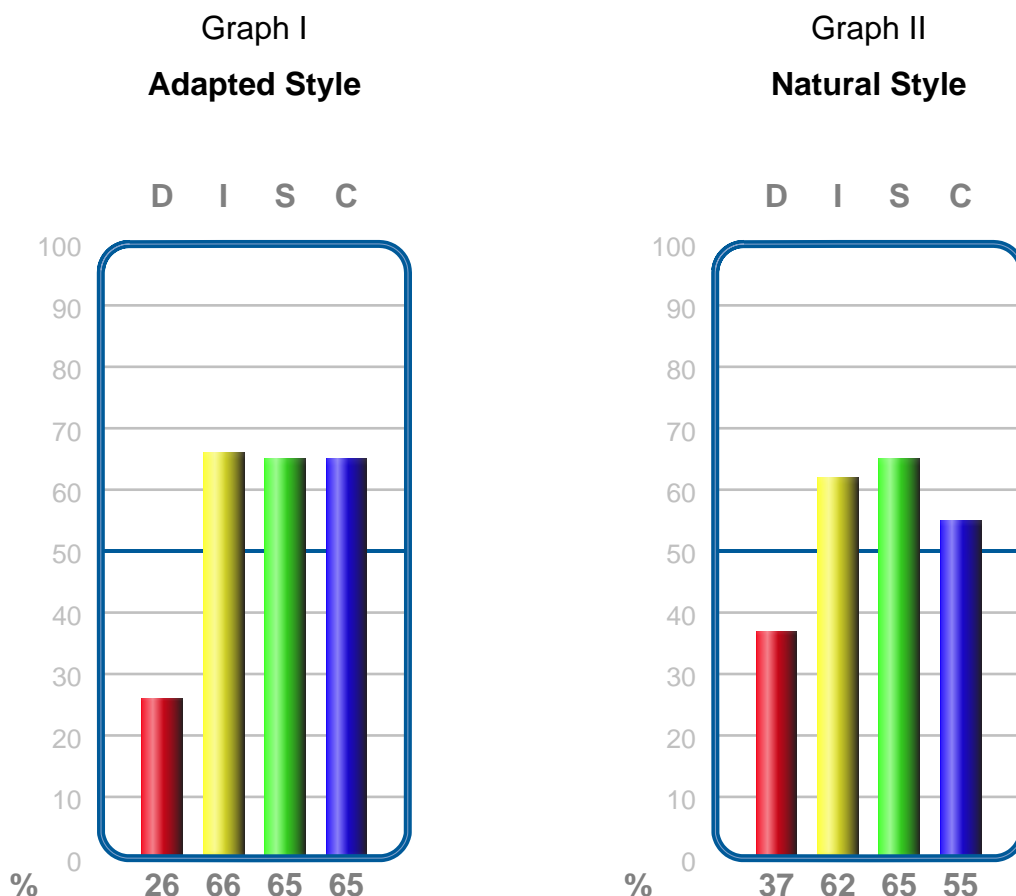
## STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Identification with fellow workers.
- To be the promoter for programs that assist others, both on and off the job.
- Consistency in ways she can contribute to people, the organization and causes.
- Private recognition for loyalty and service.
- 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:

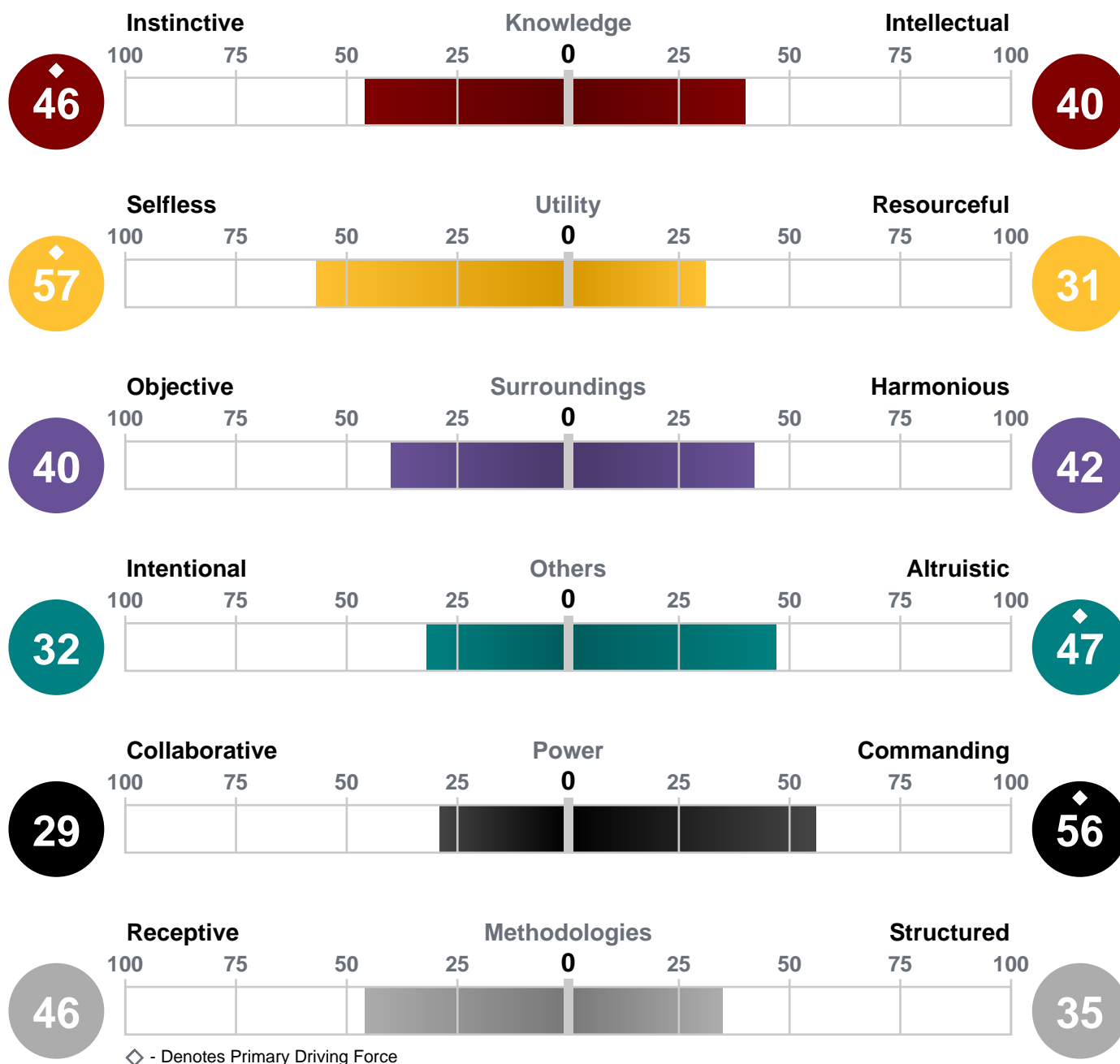
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

## DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



## MOTIVATORS: HOW THE 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.*

- sarah believes "when the going gets tough, the tough get going."
- sarah has the desire to assert herself and to be recognized for her accomplishments.
- People who are determined and competitive are liked by sarah.
- sarah 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.
- sarah takes responsibility for her actions.
- She wants to control her own destiny and display her independence.
- Maintaining individuality is strived for in relationships.
- If necessary, sarah will be assertive in meeting her own needs.
- She believes "if at first you don't succeed try, try again."

## 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.
- She will have a keen interest in improving society.
- sarah is patient and sensitive to others.
- Helping the homeless may be one of her concerns.
- She believes charities should be supported.

## 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.*

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

## 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.*

- sarah needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- 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.
- sarah at times will evaluate others based on her rules for living.
- sarah lets her conscience be her guide.

## 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.*

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

## MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

*High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.*

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

## NEXT STEPS: CHOOSE A PATH

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

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

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



### COMING SOON...

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

Stay tuned to our progress at [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com) .

## NEXT STEPS: POSSIBLE DEGREE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Architecture  
Information Technology  
Interior Design  
Library Science  
Music Composition  
Photography and Studio Art  
Web Design, Web Administration

### Business

Human Resources, Organizational Development  
Marketing

### Career and Technical

Biomedical Equipment Technician  
Carpentry  
Chef, Food Preparation  
Speech and Language Pathology

### Engineering

Civil Engineering

### Environmental, Agriculture and Food

Animal Sciences  
Culinary Science  
Landscape Architecture

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community Planning and Development  
Community and Public Health Administration  
Computer Graphics, Animation  
Computer Programming  
Desktop Publishing  
Environment, Conservation and Sustainability

## NEXT STEPS: POSSIBLE DEGREE MATCHES

Graphic Design  
Medical Ethics  
Nonprofit Management  
Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Peace and Conflict Resolution Studies  
Renewable Energy  
Urban and City Planning  
Videography

### Health Sciences

Counseling  
Exercise Science  
Hospital and Health Administration  
Kinesiology  
Nursing

### Other Career Paths

Apparel Fashion



## 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
29-1121	4+	Audiologist
29-1081	4+	Podiatrist
29-1071.00	4+	Physician Assistant
29-1069	4+	Physician & Surgeon
29-1041	4+	Optometrist
21-1029	4+	Social Worker
19-3094	4+	Political Scientist
19-3092	4+	Geographer
19-3051	4+	Urban & Regional Planner
19-3031.02	4+	Psychologist
11-9141	4+	Property, Real Estate & Community Association Manager
11-3011	4+	Administrative Services Manager
11-2022	4+	Sales Manager
51-9081	4	Dental Lab Technician
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1124	4	Radiation Therapist
29-1111	4	Registered Nurse
29-1031	4	Dietician & Nutritionist
27-3031	4	Public Relations Specialist
27-2011	4	Actor & Actress
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
49-3011	2-4	Aircraft Mechanic

## NEXT STEPS: POSSIBLE CAREER IDEAS

43-1011	2-4	Office and Administrative Support
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3024	2-4	Electro-mechanical Technician
11-9051	2-4	Food Service Manager
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-9022	2	Real Estate Sales Agent
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
31-2011	2	Occupational Therapist Assistant
29-2061	2	LPN (Licensed Practical Nurse)
25-9031	2	Instructional Coordinator
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-5031	HS	Dispatcher
43-4171	HS	Receptionist and Information Clerk
43-4081	HS	Hotel, Motel and Resort Clerk
43-4041	HS	Credit Authorizer
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-6012	HS	Concierge
39-1011	HS	Gaming Supervisor
29-2041	HS	Emergency Medical Technician & Paramedic
27-1023	HS	Floral Designer

## STUDY TIPS

- Plan a block of time for studying - take 10-minute breaks every hour.
- Identify the time of day you feel best and try to fit studying into these hours.
- Study in groups of two or more.
- Set goals which challenge your abilities.
- Study and review notes just before class starts.
- Quiz yourself and others about ideas you are learning.
- Don't let others intrude upon your study time.
- Try new ways of learning.
- Ask questions about things for which you are unsure.
- Study or review notes before each class starts.
- Meditate and think positive thoughts before taking an exam.

## Strengths

Leads by example and in a quiet and methodical way.

Methodically follows a strategy to achieve.

Accommodating and pleasing others is one of her natural talents.

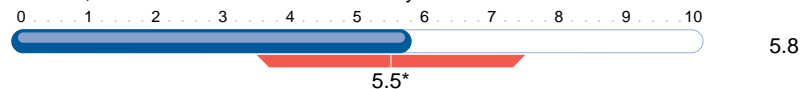
Willing to be the support system behind the cause.

Capable of addressing conflict for a win-win scenario.

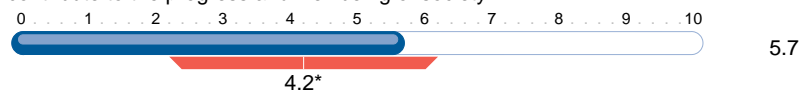
Demonstrates a will and desire to help others in the organization.

## Motivators

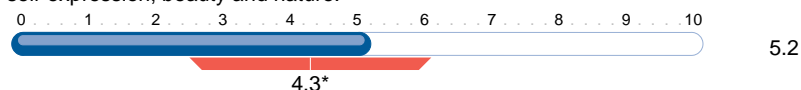
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



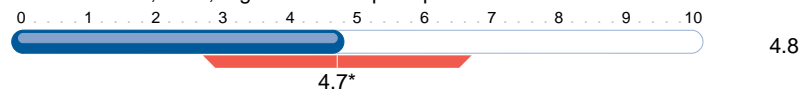
**2. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



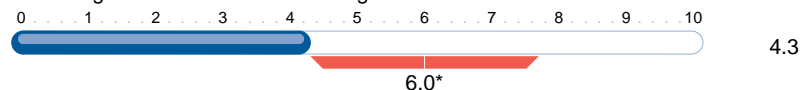
**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



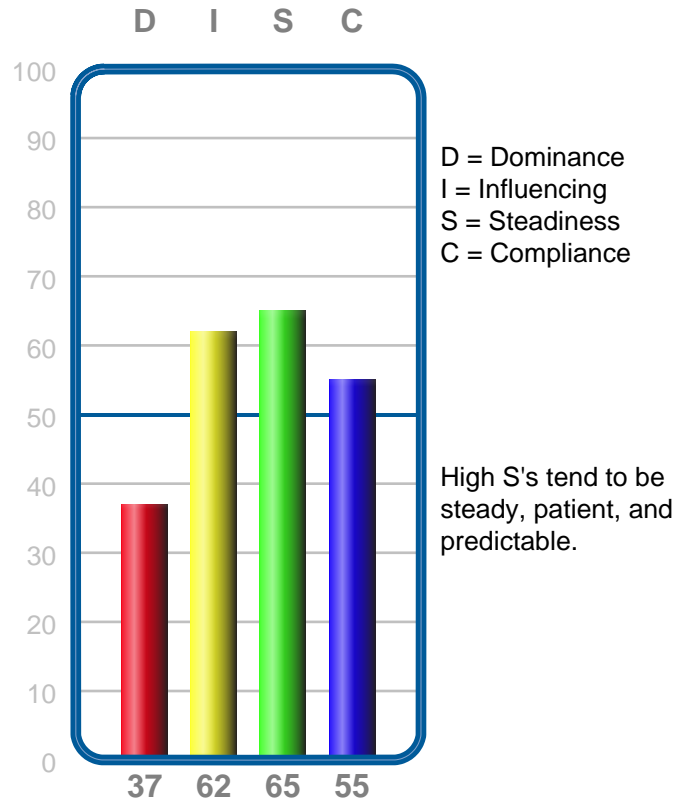
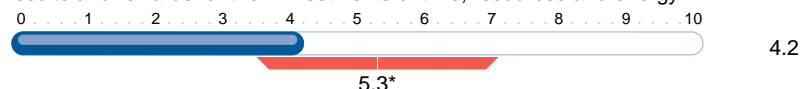
**4. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



## Value to a Team

Service-oriented.

Turns confrontation into positives.

Respect for authority and organizational structure.

Patient and empathetic.

Good at reconciling factions--is calming and adds stability.

Dependable team player.