

Amber De Leon
10-13-2016



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.

Amber 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 influences most people with her warmth. She places her focus on people. To her, strangers are just friends she hasn't met! 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." Amber is approachable, affectionate and understanding. She likes feedback from her manager on how she is doing. She wants to be seen as her own person, but usually projects it in friendly terms. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Amber is gregarious and sociable. She will be seen as a good mixer both on or off the job. She believes in getting results through other people. She prefers the "team approach."

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

Amber may use her time imprecisely because she likes to talk to people. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is both a good talker and a good listener. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! Amber is good at negotiating conflict between others. Amber feels that "if everyone would just talk it out, everything would be okay!" She is people-oriented and verbally fluent. 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 comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Amber will attempt to put them at ease.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Creative problem solving.
- Big thinker.
- People-oriented.
- Positive sense of humor.
- Negotiates conflicts.
- Dedicated to her own ideas.
- Optimistic and enthusiastic.
- Self-reliant.

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.

- Make decisions based on surface analysis.
- Take information at face value without validation or substantial investigation.
- Overuse praise in motivating others.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Overestimate her ability to motivate people or change others' behavior.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be too verbal in expressing criticism.

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.

- Read the body language for approval or disapproval.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide solutions--not opinions.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide ideas for implementing action.
- Provide a warm and friendly environment.
- Leave time for relating, socializing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Define the problem in writing.
- Provide testimonials from people she sees as important.
- Use a motivating approach, when appropriate.
- Look for her oversights.

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.

- Drive on to facts, figures, alternatives or abstractions.
- Legislate or muffle--don't overcontrol the conversation.
- Be curt, cold or tight-lipped.
- Ramble.
- Let her overpower you with verbiage.
- "Dream" with her or you'll lose time.
- Talk down to her.
- Be dictatorial.
- Leave decisions hanging in the air.

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.

- Always willing to offer her time and perspective.
- Good at promoting causes that improve society.
- Volunteers her knowledge on many subjects.
- Motivates others to continue education.
- Strong supporter, therefore, always willing to help.
- Will be persistent about moving toward the greater cause.
- Good listener when being presented with accurate facts and figures.
- Great at retrieving information for decision makers she trusts.

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.

- High trust and a desire to help could lead to being taken advantage of.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- May present facts and figures with too much emotion.
- A desire to share information can impede her ability to listen and learn.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May always place blame on herself.
- May withhold sharing of knowledge to meet her security needs.
- Struggles in adapting to new situations without preparation.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Assignments with a high degree of people contacts.
- A forum to be curious about the discovery of new information.
- Information and time to make decisions.
- Ability to achieve results through the interaction with and helping of others.
- An environment where interacting with others in an effort to help each person is rewarded.

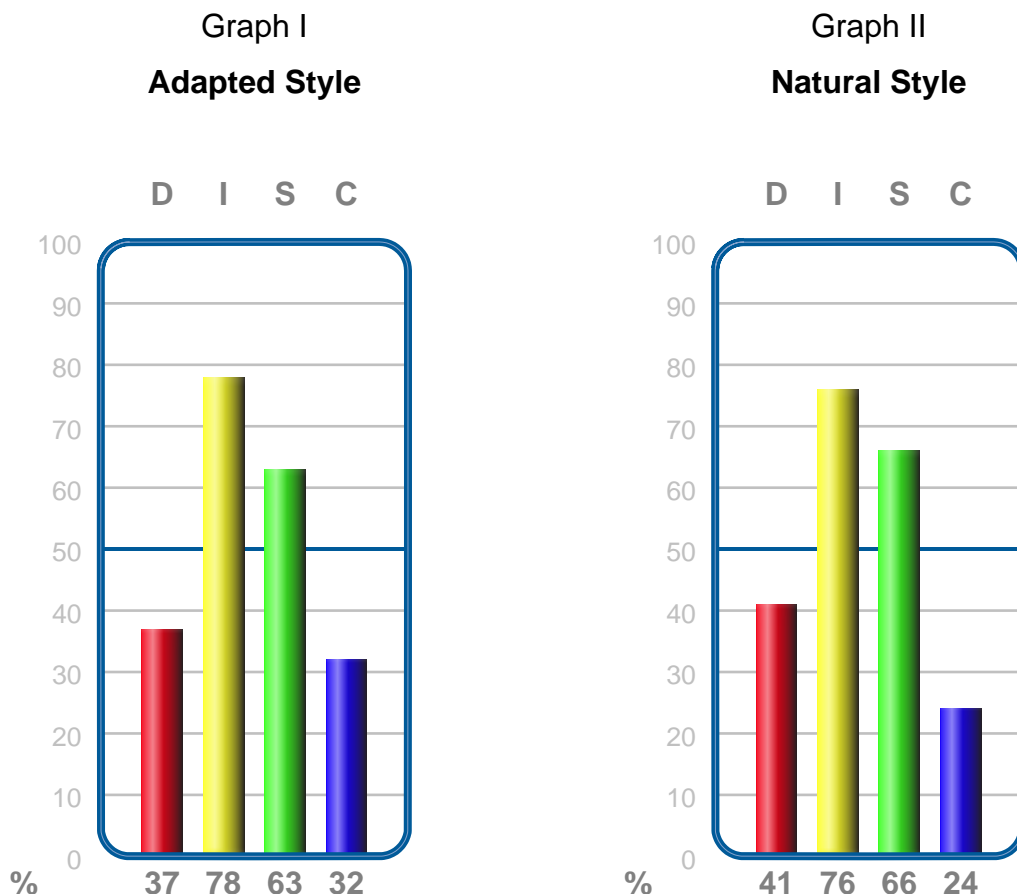
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Freedom to talk and participate on the team.
- To be able to seek out new information that will be valuable to share with others.
- To support others through the gathering and delivery of information.
- An opportunity to express how she can improve society.
- 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:

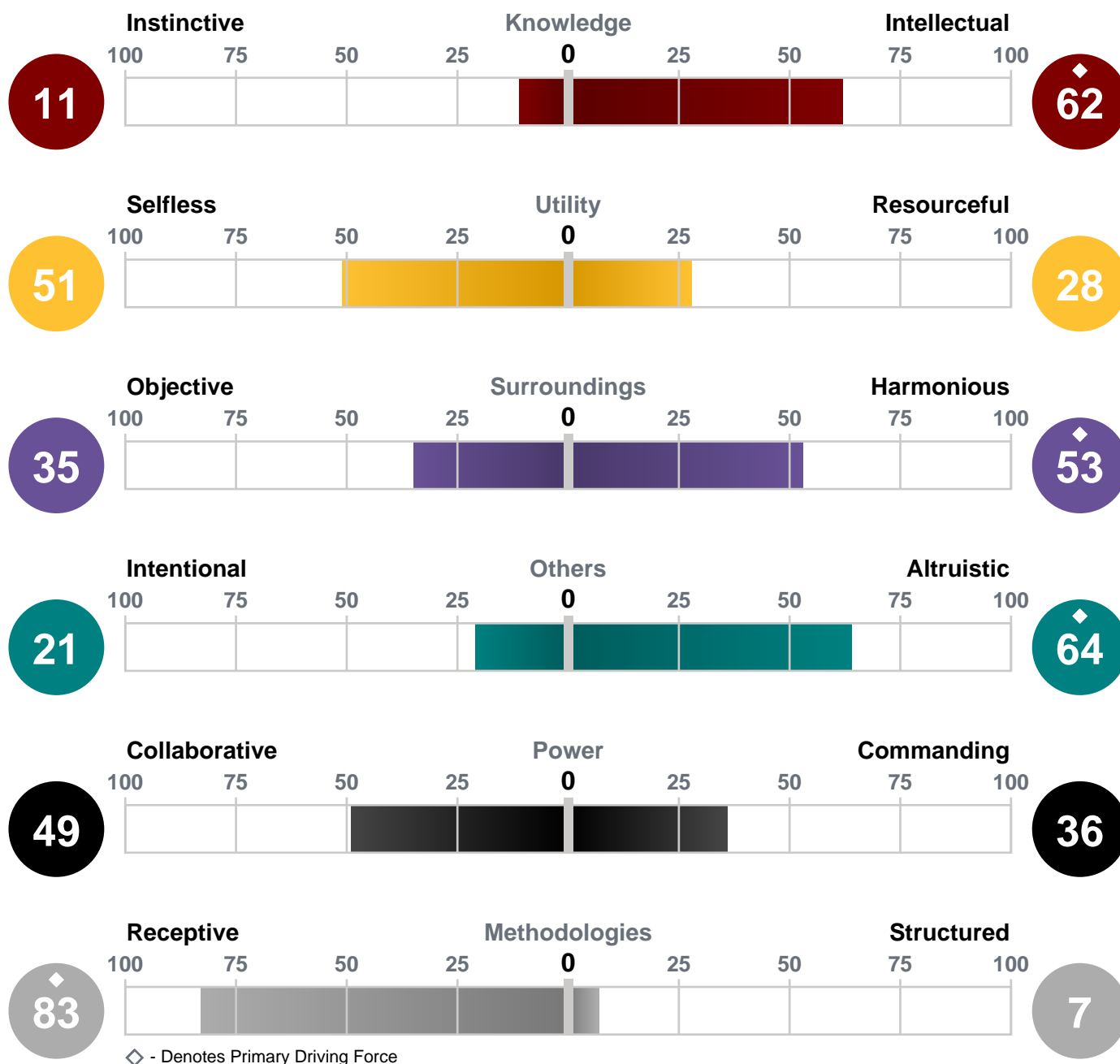
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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

MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- At times Amber can be very competitive.
- Amber can be assertive in meeting her needs.

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.

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

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.

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

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

Botany
Composition, Writing
Entertainment and Arts Management
Library Science

Business

Business Communications, Public Relations
Marketing

Engineering

Bio Engineering
Environmental Engineering

Environmental, Agriculture and Food

Culinary Science
Landscape Architecture
Natural Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation
Desktop Publishing
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Life Coaching
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Fitness and Exercise Science

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
29-1126	4+	Respiratory Therapist
27-1011	4+	Art Director
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
41-9031	4	Sales Engineer
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
15-1081	2-4+	Network Systems & Data Communications Analyst
43-4051	2-4	Customer Service Representative
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
43-6011	HS	Secretary & Administrative Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

- Use short sentences when taking notes - leave out unnecessary words.
- Read an article on listening and note taking.
- Socialize after studying - not before.
- Review your notes after class.
- Review notes from previous lessons to prepare yourself for the next.
- Develop good study habits and follow them everyday.
- Don't doodle.
- Think positively about subjects that give you difficulty.
- Don't let your ego keep you from studying.
- Use recitation to embed fact and ideas.
- Don't put off studying until the last minute.

Strengths

Always willing to offer her time and perspective.

Good at promoting causes that improve society.

Volunteers her knowledge on many subjects.

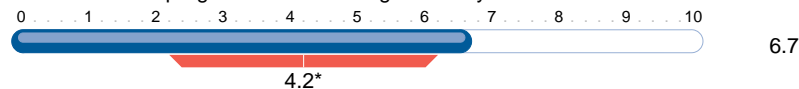
Motivates others to continue education.

Strong supporter, therefore, always willing to help.

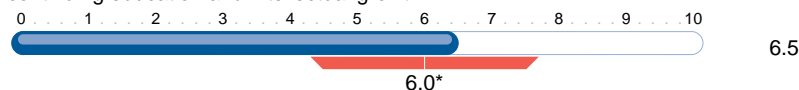
Good listener when being presented with accurate facts and figures.

Motivators

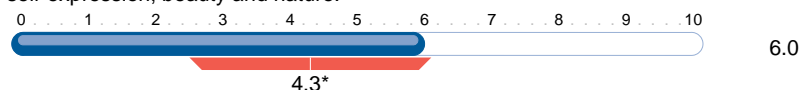
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



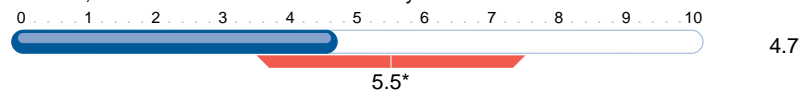
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



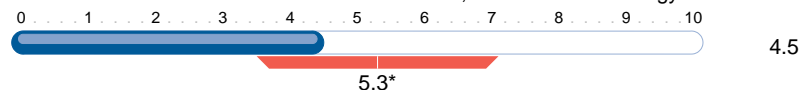
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



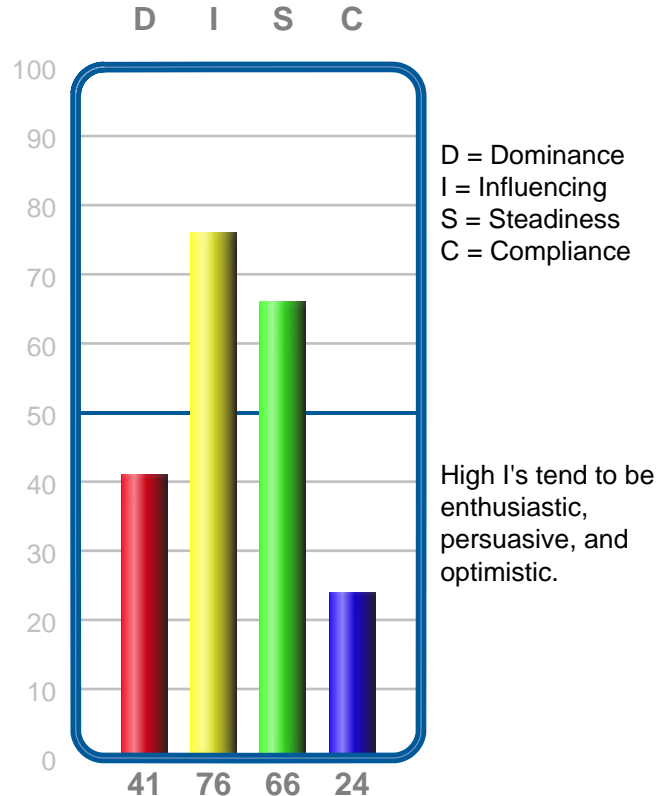
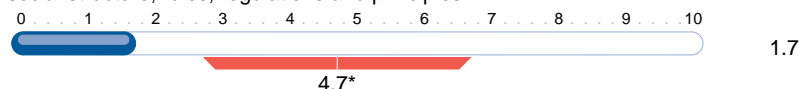
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



Value to a Team

Big thinker.

Team player.

Verbalizes her feelings.

Positive sense of humor.

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

Self-reliant.