

Camille Rodriguez
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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.

Camille is extremely results-oriented, with a sense of urgency to complete projects quickly. She is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team. She prefers an environment with variety and change. She is at her best when many projects are underway at once. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. Camille is goal-oriented and driven by results. She is the team member who will try to keep the others on task. She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. Many people see her as a self-starter dedicated to achieving results. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. Camille wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary.

Camille finds it easy to share her opinions on solving work-related problems. She will work long hours until a tough problem is solved. After it is solved, Camille may become bored with any routine work that follows. She likes to make decisions quickly. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. Camille has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She should realize that at times she needs to think a project through, beginning to end, before starting the project. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process.

Camille may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She may sometimes mask her feelings in friendly terms. If pressured, Camille's true feelings may emerge. She should exhibit more patience and ask questions to make sure that others have understood what she has said. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! Camille tends to be intolerant of people who seem ambiguous or think too slowly. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She may lack the patience to listen and communicate with slower acting people. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Good mixer.
- Forward-looking and future-oriented.
- Usually makes decisions with the bottom line in mind.
- Thinks big.
- Few dull moments.
- Self-starter.
- Ability to handle many activities.

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.

- Have trouble delegating--can't wait, so does it herself.
- Be so concerned with big picture; she forgets to see the little pieces.
- Have no concept of the problems that slower-moving people may have with her style.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Overstep authority and prerogatives--will override others.
- Be a one-way communicator--doesn't listen to the total story before introducing her opinion.

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.

- Provide facts and figures about probability of success, or effectiveness of options.
- Provide systems to follow.
- Be isolated from interruptions.
- Motivate and persuade by referring to objectives and results.
- Be specific and leave nothing to chance.
- Ask specific (preferably "what?") questions.
- Use her jargon.
- Understand her sporadic listening skills.
- Support the results, not the person, if you agree.
- Be open, honest and informal.
- Stick to business--let her decide if she wants to talk socially.
- Present the facts logically; plan your presentation efficiently.

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.

- Let her change the topic until you are finished.
- Assume she heard what you said.
- Ramble on, or waste her time.
- Use paternalistic approach.
- Let disagreement reflect on her personally.
- Ask rhetorical questions, or useless ones.
- Reinforce agreement with "I'm with you."
- Try to build personal relationships.
- Dictate to her.
- Be put off by her "cockiness."
- Forget to follow-up.
- Direct or order.
- Come with a ready-made decision, or make it for her.

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.

- Initiates action to get questions answered.
- Will be decisive and make fact-based decisions.
- Forward-looking to improve herself or a situation.
- Seeks the challenge and opportunity to win.
- Will bring high energy and enthusiasm to the researching process.
- Volunteers her knowledge on many subjects.
- Positively promotes the image of the organization.
- Being an optimistic leader.

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.

- Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- May always want to display her superiority through problems or challenges.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Ability to learn is diminished due to her lack of focus on one thing.
- May present facts and figures with too much emotion.
- May only interact with those she feels complement her goals.
- May be viewed as someone who over promises and under delivers.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom of movement.
- Evaluation based on results, not the process.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- A forum to be curious about the discovery of new information.
- Continual opportunity to challenge and win.
- An environment where competition and winning is viewed as the ideal.

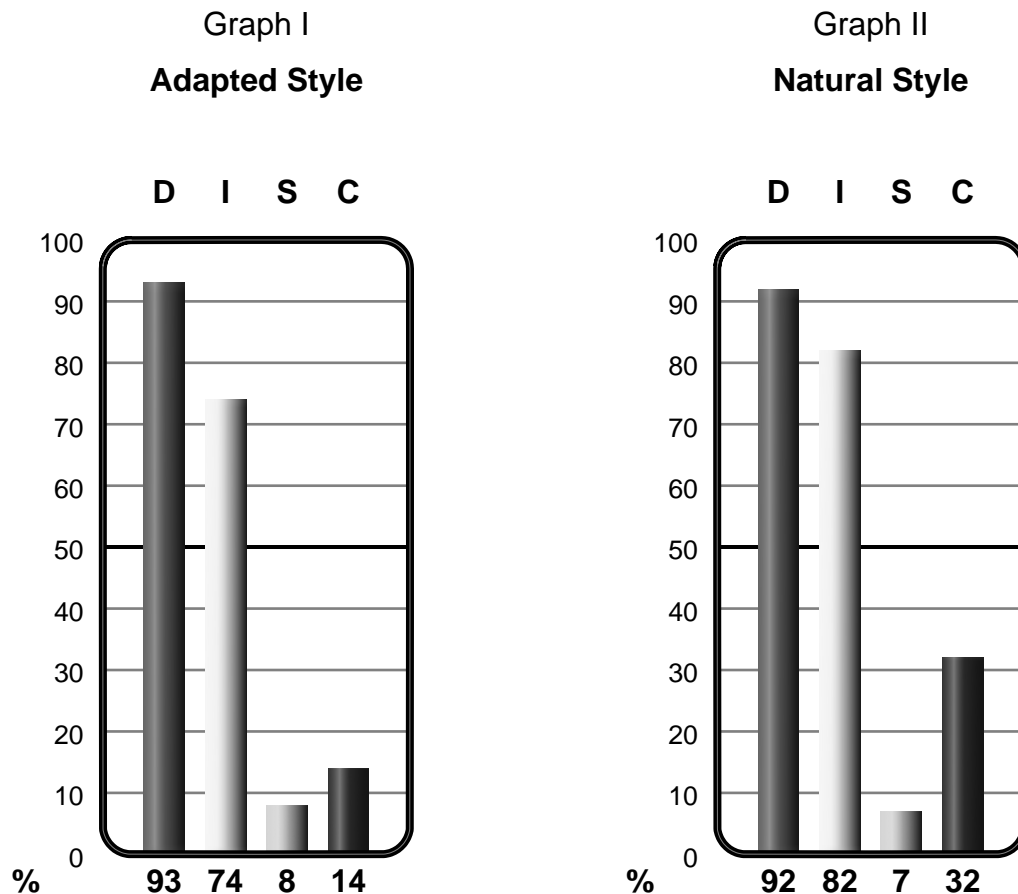
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Group activities outside the job.
- Opportunity for rapid advancement.
- To be able to seek out new information that will be valuable to share with others.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- New and difficult challenges that lead to prestige and status.
- Ability to create, share and control the vision.

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:

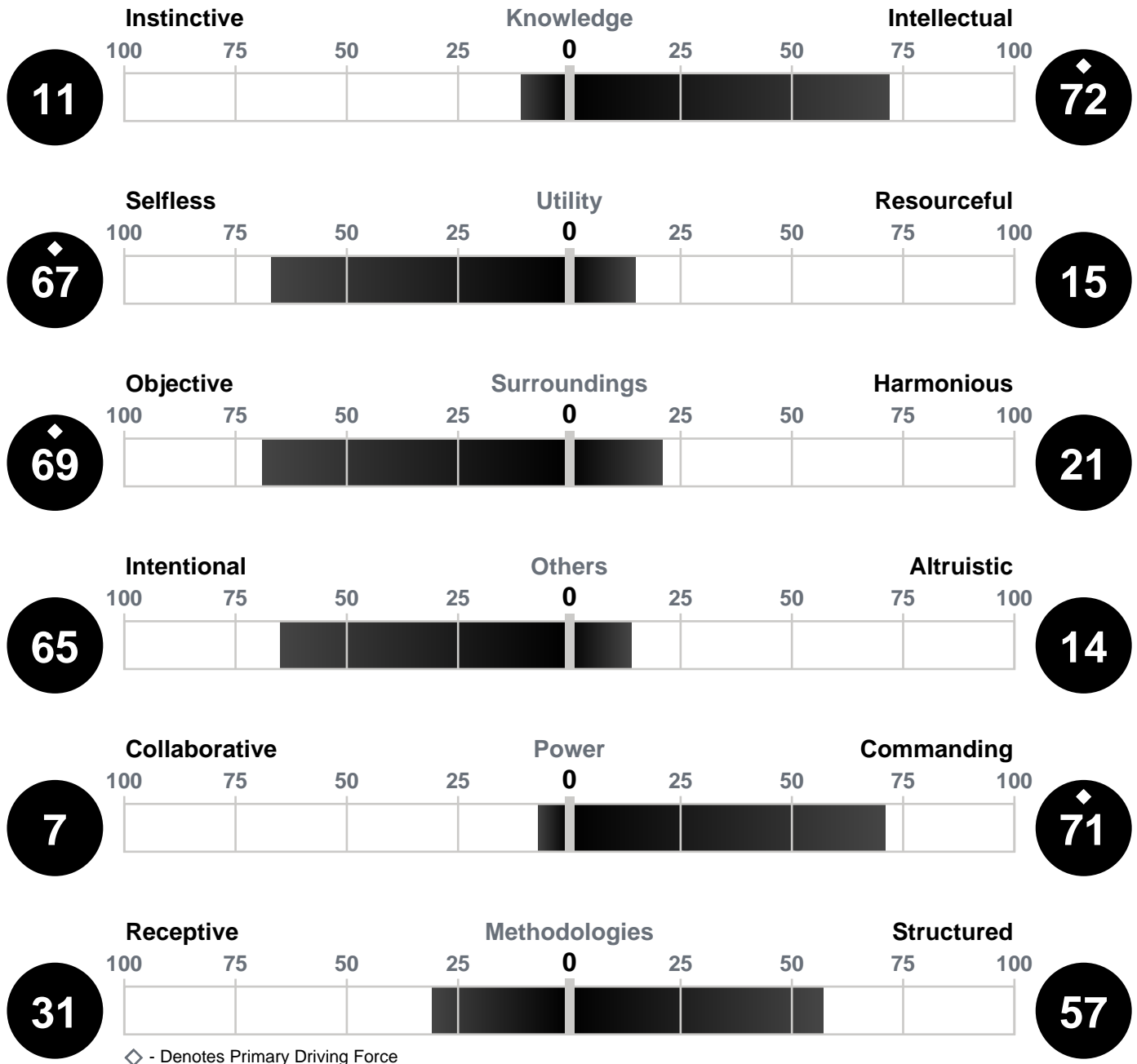
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

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.

- Camille 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.
- Camille at times will evaluate others based on her rules for living.
- Camille lets her conscience be her guide.

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.

- Money itself is not as important as what it will buy.
- Camille will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- Camille will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- She will use wealth as a yardstick to measure her work effort with certain activities.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- Camille can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.

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.

- Camille will be torn if helping others proves to be detrimental to her.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- Camille's passion in life will be found in one or two of the other dimensions discussed in this report.
- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Camille is willing to help others if they are working as hard as possible to achieve their goals.

MOTIVATORS: HOW THE AESTHETIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High aesthetic scores indicate a desire to experience form, beauty and harmony in the world. Typically "aesthetics" need an attractive living and working environment. They may enjoy nature, various art forms and can be excellent long-range planners due to their desire to create harmonious outcomes. A high score does not necessarily mean that you have talents in creative artistry. If aesthetic is one of your top two motivators, you will not feel satisfied unless your physical environment is appealing to you and your aesthetic value is utilized in your working environment.

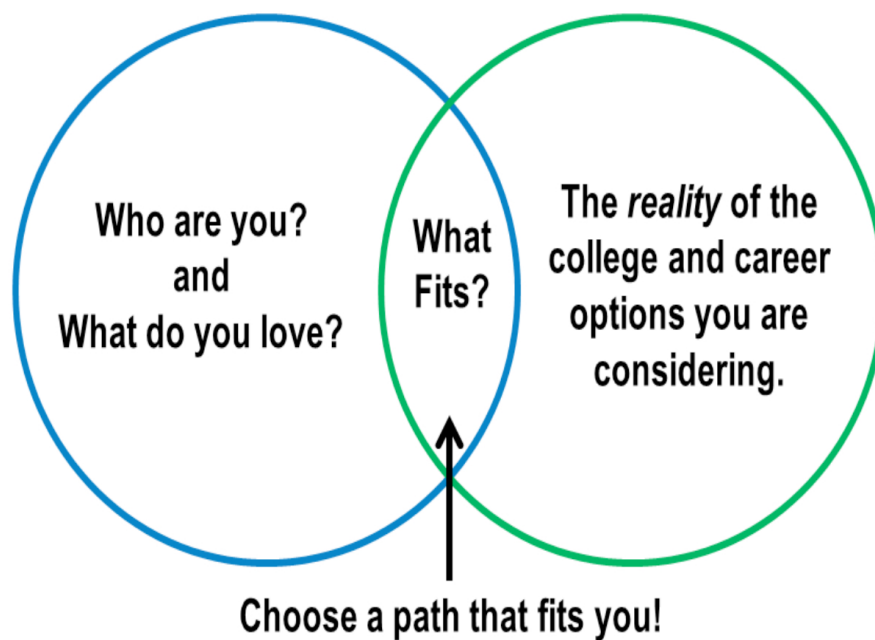
- Camille is not necessarily worried about form and beauty in her environment.
- Camille's passion in life will be found in one or two of the other motivators discussed in this report.
- Intellectually, Camille can see the need for beauty, but has difficulty buying the finer things in life.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.
- Unpleasant surroundings will not stifle her creativity.
- She wants to take a practical approach to events.
- The utility of "something" is more important than its beauty, form and harmony.

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

Art History
Astronomy
Broadcasting
Communications
Criminology, Forensics
Economics
Entertainment and Arts Management
Information Technology
International Studies and Relations
Literature Studies, Classics
Meteorology
Philosophy, Religious Studies
Political Science
Pre-Law
Radio and Broadcast Communications
Theology

Business

Business Communications, Public Relations
Business Management, Consulting
Finance and Investments
General Business
General Management
Hospitality, Hotel Management

Career and Technical

Chef, Food Preparation
Emergency Medical Technician
Entrepreneurism

Engineering

Bio Engineering
Computer Engineering
Industrial Engineering
Operations Research

NEXT STEPS: POSSIBLE DEGREE MATCHES

Evolving Opportunities

Community Planning and Development
Entrepreneurial Studies
Outside Sales
Social Entrepreneurism
Urban and City Planning

Health Sciences

Pre-Medicine
Psychology

Other Career Paths

Business Sales
Event Planning
Law Enforcement
Real Estate Development
Recreation and Tourism

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-1011	4+	Art Director
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
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2021	4+	Marketing Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager

NEXT STEPS: POSSIBLE CAREER IDEAS

11-1011	4	Chief Executive
15-1011	2-4+	Computer & Information Scientist, Research
27-1022	2-4	Fashion Designer
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

- Underline or highlight when you read; make study notes.
- Set up an area for studying only.
- Set aside time to plan.
- Plan ahead - don't put off completing assignments until the last minute.
- Write detailed instructions for each class assignment.
- Use a quiet place for studying when possible.
- Determine the grade you want in each class before the term begins and study accordingly.
- Think visually - convert words into pictures.
- Work on your listening skills.
- Chunk big assignments into smaller pieces.
- Do only one class assignment at a time.

Strengths

- Initiates action to get questions answered.
- Will be decisive and make fact-based decisions.
- Forward-looking to improve herself or a situation.
- Seeks the challenge and opportunity to win.
- Will bring high energy and enthusiasm to the researching process.
- Positively promotes the image of the organization.

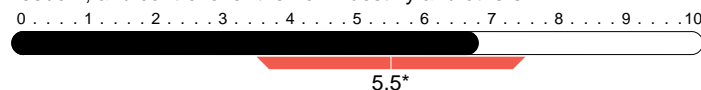
Motivators

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



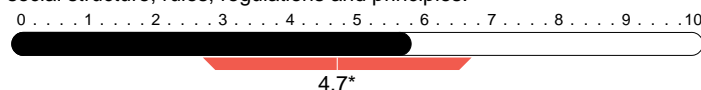
7.7

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



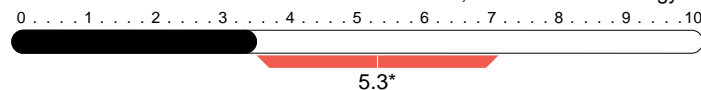
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3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



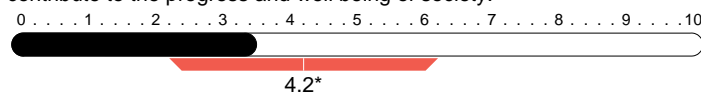
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



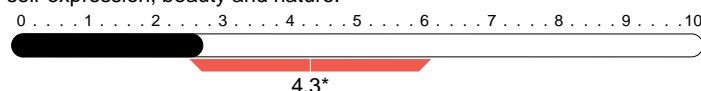
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5. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

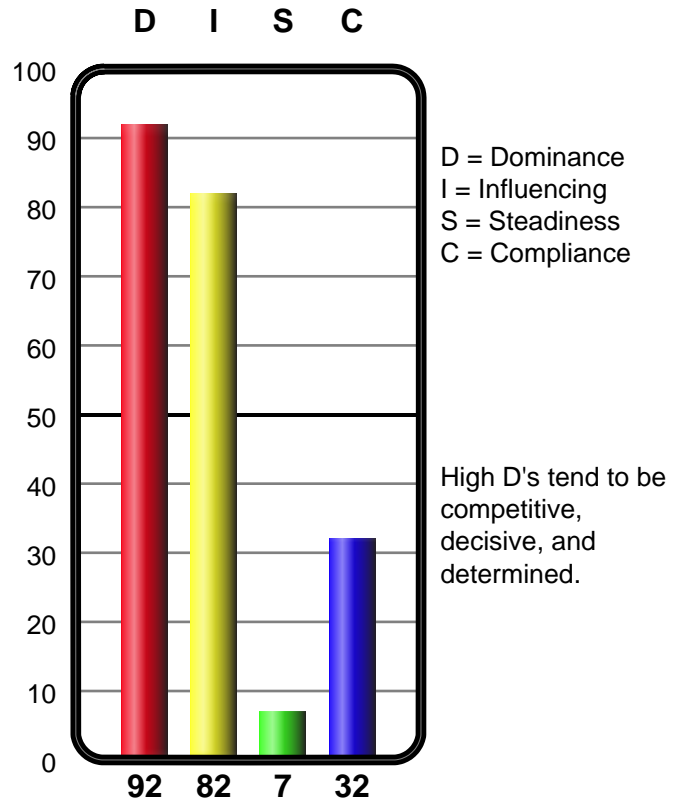


3.5

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



2.7



Value to a Team

Few dull moments.

Competitive.

Change agent--looks for faster and better ways.

Challenges the status quo.

Innovative.

Good mixer.