

karina simmers

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.

karina likes freedom from many controls. She wants to be seen as her own person, but usually projects it in friendly terms. She likes quality social relationships. She often will become friends with her customers or clients. She believes in getting results through other people. She prefers the "team approach." karina likes to develop people and build organizations. She places her focus on people. To her, strangers are just friends she hasn't met! She is optimistic and usually has a positive sense of humor. She wants to be seen not only as a team player, but also as a leader of the team. karina is good at creating enthusiasm in others. She projects a self-assured and self-confident image.

karina likes working for managers who make quick decisions. Sometimes she will seek the quick and simple decision. Her aversion to detailed work motivates her desire for simplicity. She likes to be involved in the decision-making process. She tends to make snap judgments or impulsive decisions. karina believes rules exist to serve rather than to be followed by her. 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. She may be inconsistent in disciplining others. She tends to break the rules and then attempts to sell you on the fact it was the proper thing to do.

karina 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 will optimistically interact with people in an assured, diplomatic and poised manner. She can be intense and may not always fit the intensity to the situation. She will know many people. She has a tendency to be a name dropper. She may do this without thinking, trying to establish rapport with people she may not know well. karina tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, karina will attempt to put them at ease. Some see her as too talkative and emotional.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Can support or oppose strongly.
- Positive sense of humor.
- Self-reliant.
- Has the confidence to do the difficult assignments.
- Optimistic and enthusiastic.
- People-oriented.
- Team player.
- Pioneering.

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.

- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be so enthusiastic that she can be seen as superficial.
- Take information at face value without validation or substantial investigation.
- Be too verbal in expressing criticism.
- Trust people indiscriminately if positively reinforced by those people.
- Overuse praise in motivating others.

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.

- Expect her to return to fight another day when she has received a "no" answer.
- Provide solutions--not opinions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Read the body language for approval or disapproval.
- Confront when in disagreement.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Use a balanced, objective and emotional approach.
- Understand her defiant nature.
- Define the problem in writing.

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.

- Hesitate when confronted.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with her or you'll lose time.
- Be curt, cold or tight-lipped.
- Talk down to her.
- Legislate or muffle--don't overcontrol the conversation.
- Ramble.
- Let her overpower you with verbiage.
- Be paternalistic.
- Leave decisions hanging in the air.
- Be dictatorial.
- Give her your opinion unless asked.

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.

- Positively promotes the image of the organization.
- Utilizes people to win and accomplish goals.
- Always willing to offer her time and perspective.
- Demonstrates a will and desire to help others in the organization.
- A strong influencer.
- Innovative with strategies for success.
- Initiates the activity of developing others.
- Goal focused when helping others.

STYLE: SOME POTENTIAL CHALLENGES

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

- May only interact with those she feels complement her goals.
- As a leader may over focus on self and her own needs.
- High trust and a desire to help could lead to being taken advantage of.
- Does not always listen to those she is helping.
- Takes on too much, too soon, too fast to maintain control.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Needs immediate results when helping others.
- May have difficulty deciding between results or helping others.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Work tasks that change from time to time.
- Nonroutine work with challenge and opportunity.
- Ability to showcase altruistic achievements in order to get others involved.
- Rewards based on group "wins", not just individual contributions.
- A "can-do" environment filled with optimistic people.
- A forum to celebrate successes as an individual.

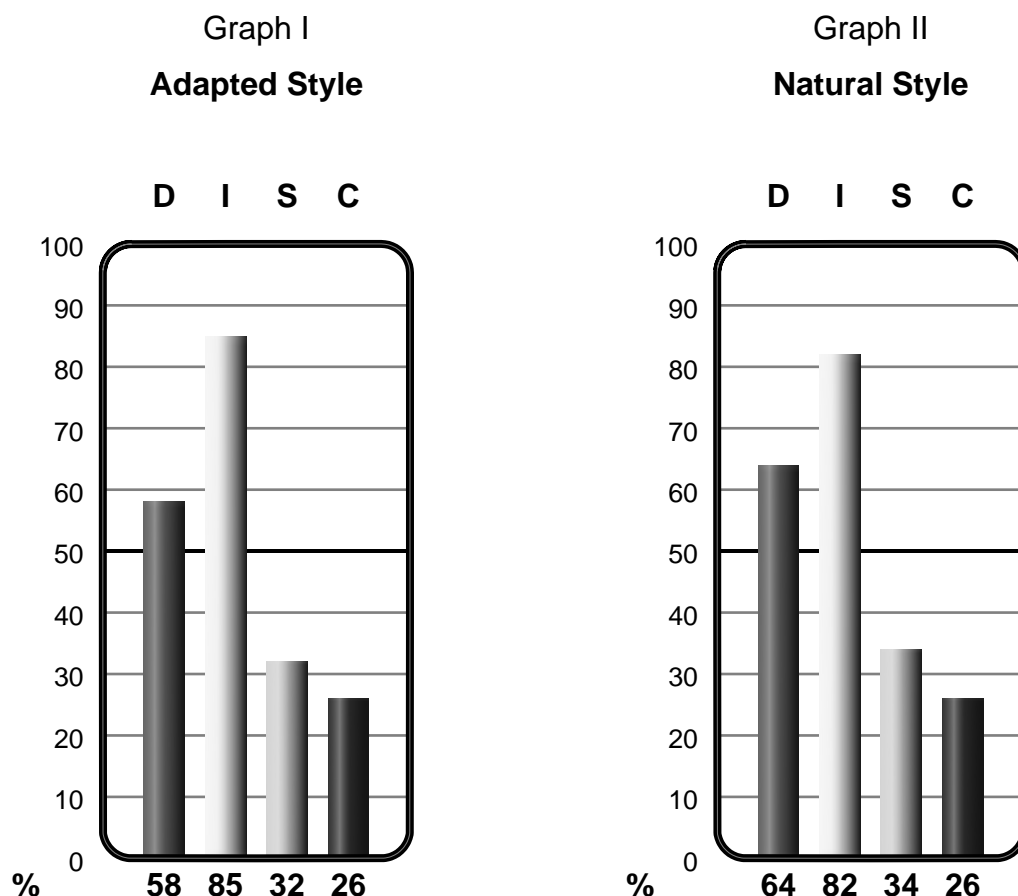
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Opportunity to verbalize her ideas and demonstrate her skills.
- The flexibility to be creative in the way she and the organization help others and causes.
- To be seen as a person who helps others, both on and off the job.
- To lead people toward her vision.
- Opportunities for advancement and new experiences.

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:

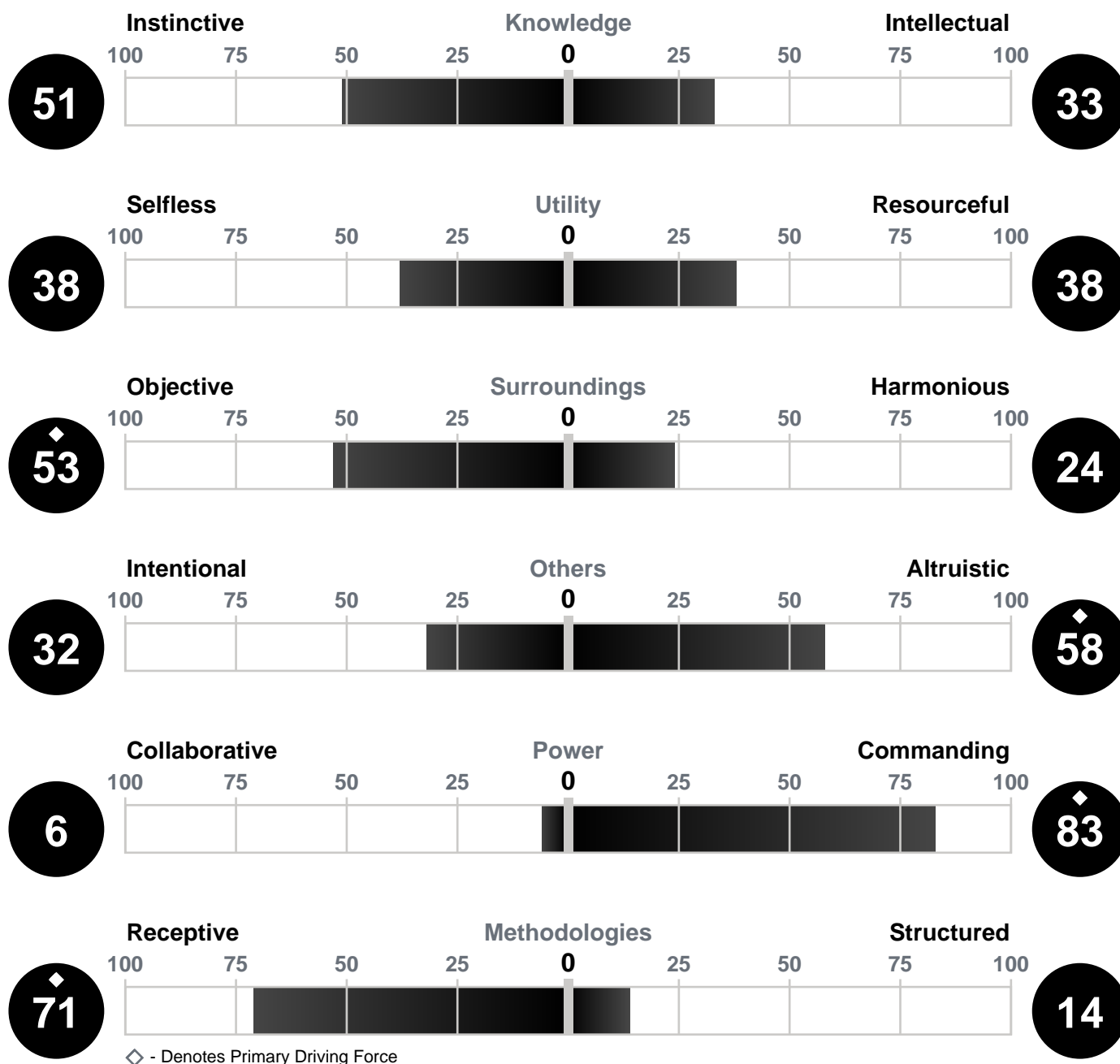
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 wants to not only control her own destiny, but the destiny of others.
- At times, she believes all is fair in love and war.
- Control of the situation is the primary concern for her. The limelight is not a requirement as long as credit is given where credit is due.
- karina believes she deserves the very best that life has to offer.
- She enjoys public recognition for her contributions made for the betterment of those in need.
- karina believes you have to do what works for you.
- When karina feels strongly about a situation, she may apply the "end justifies the means" concept.
- karina may go to extremes to win or control the situation.
- Controlling the situation is important to her, but she also wants to have the financial wherewithal to sustain that control.
- She will work long and hard to achieve positions that will allow her to interject her philosophies.

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.
- She is generous with her time, talent and resources for those in need.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- karina is patient and sensitive to others.
- karina will be generous with time, research and information on social problems.

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.

- She may use wealth as a yardstick to measure her work effort.
- She will work long and hard to satisfy her needs.
- She evaluates things for their utility and economic return.
- karina tends to give freely of time and resources, but will want and expect a return on her investment.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- karina is good at achieving goals.

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.

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

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.

- Intellectually, karina can see the need for beauty, but has difficulty buying the finer things in life.
- karina is not necessarily worried about form and beauty in her environment.
- karina's passion in life will be found in one or two of the other motivators discussed in this report.
- 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.

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.

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

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

Broadcasting
Entertainment and Arts Management
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Finance and Investments
General Business
General Management
Marketing

Career and Technical

Entrepreneurism

Engineering

Industrial Engineering
Operations Research

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Entrepreneurial Studies
Life Coaching
Nonprofit Management
Outside Sales
Peace and Conflict Resolution Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Social Entrepreneurism
Urban and City Planning

Health Sciences

Kinesiology
Physical Therapy, Sports Medicine
Psychology

Other Career Paths

Business Sales
Event Planning
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
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
27-3031	4	Public Relations Specialist
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
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
15-1099.05	2-4	Web Administrator

NEXT STEPS: POSSIBLE CAREER IDEAS

11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
43-6011	HS	Secretary & Administrative Assistant
43-5031	HS	Dispatcher
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

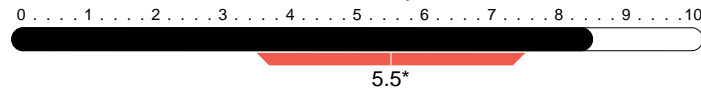
- Don't put off studying until the last minute.
- Review your notes after class.
- Use recitation to embed fact and ideas.
- Don't let your ego keep you from studying.
- Read an article on listening and note taking.
- Track your time and see how you are spending it and add more time for studying if needed.
- Listen for ideas and facts to support the main idea.
- Develop good study habits and follow them everyday.
- Don't doodle.
- Socialize after studying - not before.
- Review notes from previous lessons to prepare yourself for the next.
- Think positively about subjects that give you difficulty.

Strengths

- Positively promotes the image of the organization.
- Utilizes people to win and accomplish goals.
- Always willing to offer her time and perspective.
- Demonstrates a will and desire to help others in the organization.
- A strong influencer.
- Initiates the activity of developing others.

Motivators

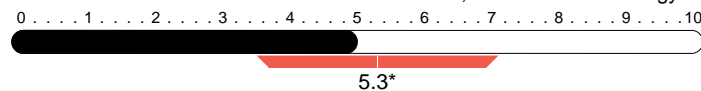
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



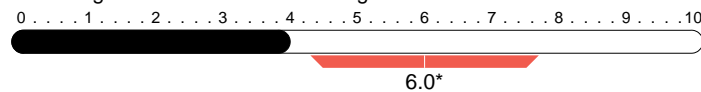
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



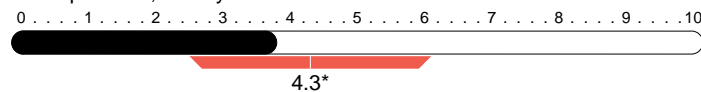
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



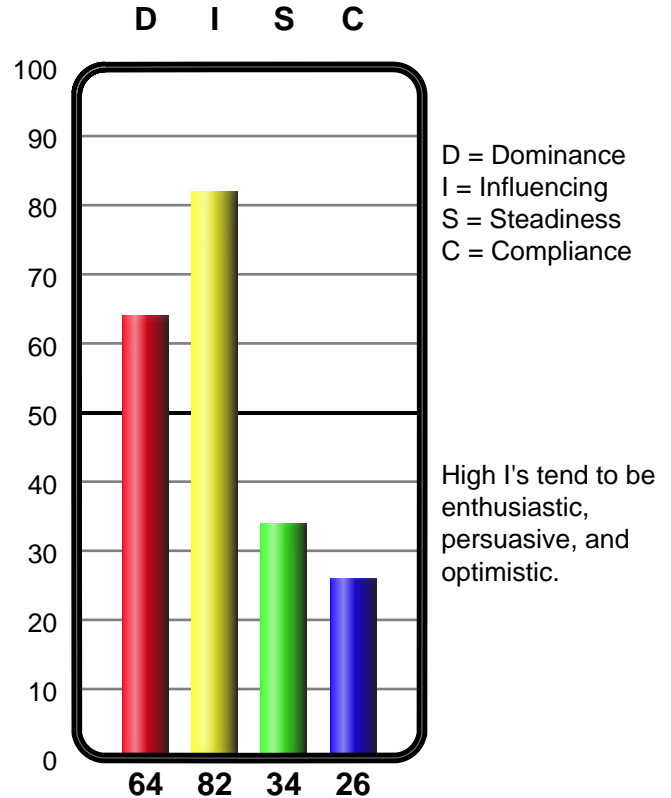
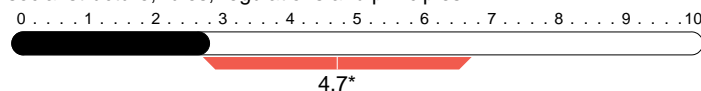
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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



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



Value to a Team

- Pioneering.
- Negotiates conflicts.
- People-oriented.
- Dedicated to her own ideas.
- Accomplishes goals through people.
- Builds confidence in others.