

jacqueline gallegos
10-13-2016



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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.

jacqueline is often seen as practical and objective. She likes to develop a routine in both her personal and professional life and will function best when this routine is maintained. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. When challenged, she becomes more objective. Relationships with others are warm, personal and lasting. jacqueline's flexibility will allow her to fit into almost any environment. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She may not project a sense of urgency like some people with different behavioral styles. While she is usually considered as people-oriented, she does have a technical side. She can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone.

jacqueline may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. She finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She may tend to fight for her beliefs or those things she feels passionate about. jacqueline can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She is persistent and persevering in her approach to achieving goals.

jacqueline is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She likes a friendly, open style of communication. jacqueline will be open with those she trusts; however, reaching the required trust level may take time. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dependable team player.
- Service-oriented.
- Flexible.
- Concerned about quality.
- Patient and empathetic.
- Will gather data for decision making.
- Works for a leader and a cause.
- Builds good relationships.

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.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Dislike change if she feels the change is unwarranted.
- Hold a grudge if her personal beliefs are attacked.
- Underestimate her abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not take action against those who challenge or break the rules or guidelines.

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.

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Keep conversation at discussion level.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Be sincere and use a tone of voice that shows sincerity.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Take time to be sure that she is in agreement and understands what you said.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Use scheduled timetable when implementing new action.
- Provide solid, tangible, practical evidence.

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.

- Manipulate or push her into agreeing because she probably won't fight back.
- Patronize or demean her by using subtlety or incentive.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.
- Talk in a loud voice or use confrontation.
- Talk to her when you're extremely angry.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Rush her in the decision-making process.
- Give your presentation in random order.
- Be haphazard.
- Push too hard, or be unrealistic with deadlines.
- Make promises you cannot deliver.

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.

- Accommodating and pleasing others is one of her natural talents.
- Willing to be the support system behind the cause.
- The "glue" that ties multiple visions together.
- Patient with and willing to listen to the feelings of others.
- Will care for others while holding people accountable.
- Brings organization for those striving for the same cause.
- Brings a good mixture of procedure orientation and creativity.
- Builds something of form and beauty that structurally will last forever.

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 have difficulty correcting others as she wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Not willing to share opinions until comfortable about how others will receive it.
- Wants to enhance surroundings, but struggles with the need to change.
- Sets unwanted rules for others, but does so for their own good.
- May micromanage friends or family and in turn, unintentionally alienate others.
- Takes criticism personally and may need time to bounce back.
- Her process may not always translate to beauty or creativity.

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.
- Needs personal attention from her manager and compliments for each assignment well done.
- Ability to complete projects and tasks through a stable and harmonious team.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
- The opportunity to be objective and diligent in her quest to help others.
- Ability to help others within the organizational framework.

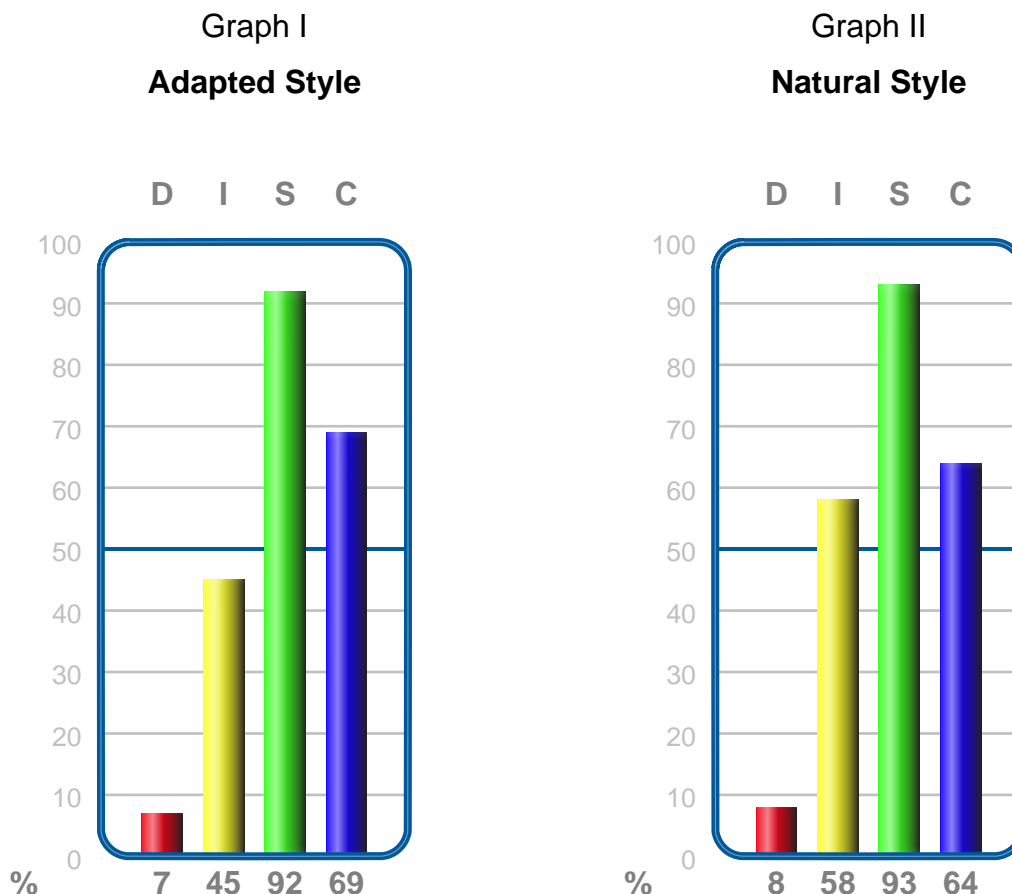
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A predictable work environment.
- Constant appreciation, and a feeling of security on the team.
- To support company morale and harmonious causes.
- The ability to base company morale initiatives on facts and data.
- To be assured that the organization is willing to help others and will maintain the rules and procedures for making sure the assistance is given.
- Processes and procedures for maintaining compliance while giving back to society.

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:

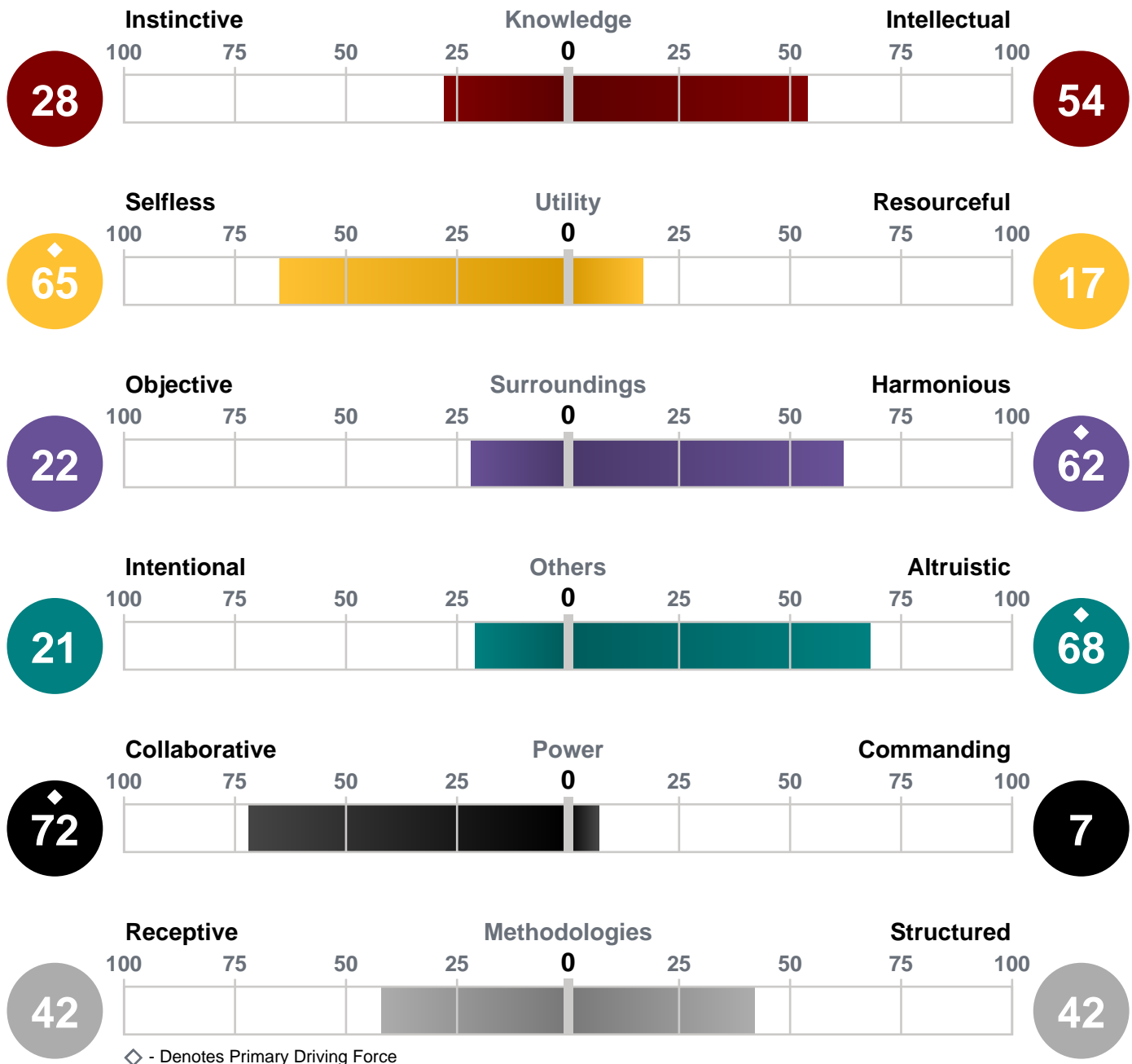
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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.
- Saying "no" is difficult when others need her time or talent.
- Helping the homeless may be one of her concerns.
- jacqueline is patient and sensitive to others.
- She believes charities should be supported.
- jacqueline will be generous with time, research and information on social problems.

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.

- Decorating her surroundings so they are visually pleasing is enjoyable for jacqueline.
- Form and harmony provide her with an experience to remember.
- Dressing for success comes naturally to jacqueline. She enjoys the latest designer clothes when she has the funds to purchase them.
- jacqueline looks for and appreciates the beauty in things.
- jacqueline uses her aesthetic talent to impress others.

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.

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

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.

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

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.

- jacqueline will be less concerned about her ego than others may be.
- jacqueline feels that struggles should be the burden of the team, not just the individuals.
- She will not attempt to overpower others' points of view or change their thinking.
- Being in total control of a situation is not a primary motivating factor.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- As long as jacqueline's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- jacqueline's passion in life will be found in one or two of the other dimensions discussed in this report.

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

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

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

NEXT STEPS: CHOOSE A PATH

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

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

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



COMING SOON...

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

Stay tuned to our progress at www.IndigotheAssessment.com .

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Arts and Sciences

Anthropology
Archaeology
Architecture
Art History
Botany
Chemistry
Education Counselor
English
Geography
Geology, Earth Sciences
History
Interior Design
Language Study
Library Science
Linguistics
Microbiology
Neuroscience
Paleontology
Philosophy, Religious Studies
Theology

Business

Human Resources, Organizational Development

Career and Technical

Drafting
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology

Engineering

Civil Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Environment, Conservation and Sustainability
Health Technology
Medical Ethics
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology

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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
21-1029	4+	Social Worker
19-3092	4+	Geographer
19-3031.02	4+	Psychologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-1025	4	Interior Designer
27-1024	4	Graphic Designer
25-2031	4	Teacher, Secondary
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
43-1011	2-4	Office and Administrative Support
17-3024	2-4	Electro-mechanical Technician
49-2097	2	Home Entertainment Installer & Repairer
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer

NEXT STEPS: POSSIBLE CAREER IDEAS

39-9032	2	Recreational Worker
39-9031	2	Fitness Trainer
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
31-9092	2	Medical Assistant
31-9011	2	Massage Therapist
31-2022	2	Physical Therapist Aide
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
25-9041	HS-2	Teacher Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Accommodating and pleasing others is one of her natural talents.

Willing to be the support system behind the cause.

The "glue" that ties multiple visions together.

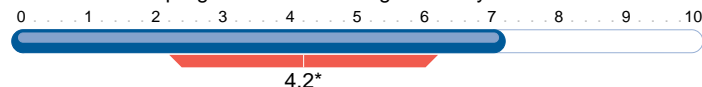
Patient with and willing to listen to the feelings of others.

Will care for others while holding people accountable.

Brings a good mixture of procedure orientation and creativity.

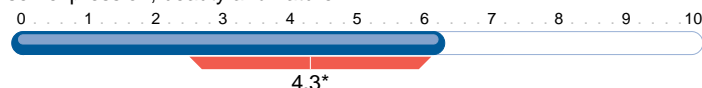
Motivators

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



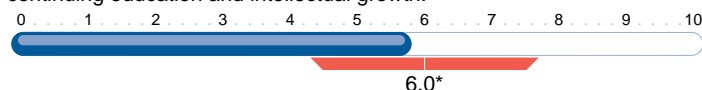
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



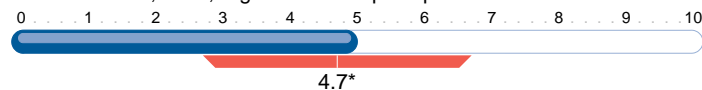
6.3

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



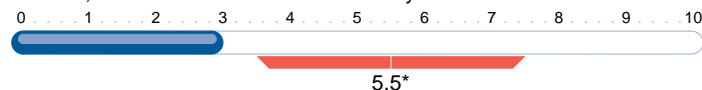
5.8

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



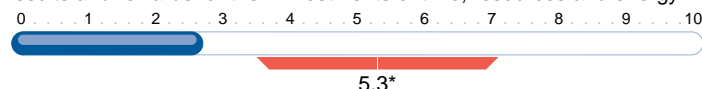
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5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

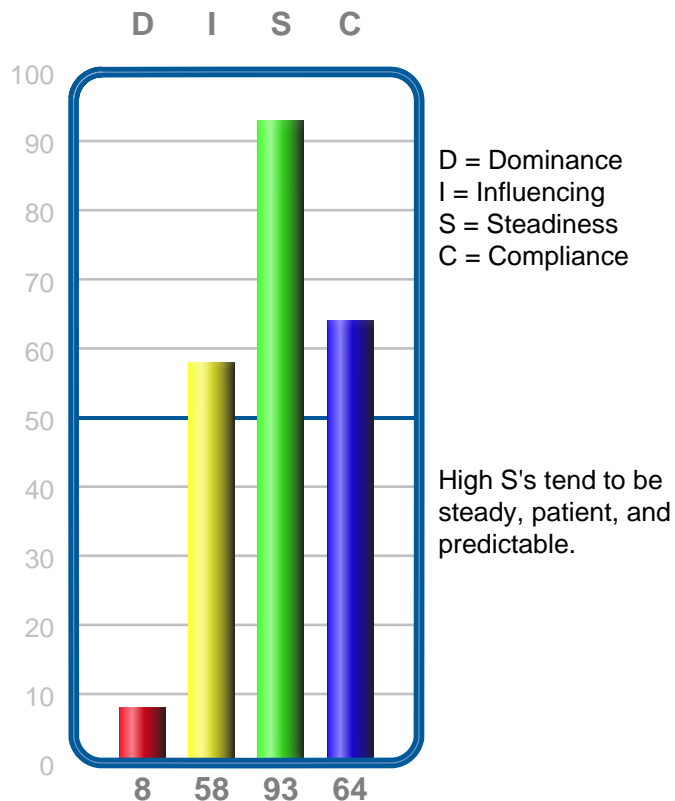


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6. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



2.7



Value to a Team

Works for a leader and a cause.

Patient and empathetic.

Adaptable.

Turns confrontation into positives.

Service-oriented.

Builds good relationships.