

nadia santoyo
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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.

nadia wins through hard work and persistence. She likes to stay with one task until it is completed. nadia's flexibility will allow her to fit into almost any environment. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. She needs time for some study and analysis, particularly when doing new or challenging assignments. This allows her to adjust to the changing environment. When people are involved, she may not always be precise about the use of her time. She can be motivated through teamwork. She likes to know she is a valued team member. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She prefers to help and support others rather than compete against them. nadia likes to develop a routine in both her personal and professional life and will function best when this routine is maintained. Once nadia has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made.

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

nadia will be open with those she trusts; however, reaching the required trust level may take time. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She likes a friendly, open style of communication. 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. nadia likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Will gather data for decision making.
- Flexible.
- Service-oriented.
- People-oriented.
- Patient and empathetic.
- Concerned about quality.
- Builds good relationships.
- Good at reconciling factions--is calming and adds stability.

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 dependent on others for decisions, even if she knows she is right.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Hold a grudge if her personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Be too conservative--bides time and avoids much that is new.
- Not take action against those who challenge or break the rules or guidelines.
- Not project a sense of urgency--others may not feel the pressure to help immediately.

STYLE: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.

- Keep conversation at discussion level.
- Give her time to ask questions.
- Provide solid, tangible, practical evidence.
- Provide a friendly environment.
- Use scheduled timetable when implementing new action.
- Take time to be sure that she is in agreement and understands what you said.
- Take your time and be persistent.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Look for hurt feelings or personal reasons if you disagree.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

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.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Use testimonies from unreliable sources.
- Debate about facts and figures.
- Talk to her when you're extremely angry.
- Talk in a loud voice or use confrontation.
- Be domineering or demanding; don't threaten with position power.
- Be abrupt and rapid.
- Make promises you cannot deliver.
- Patronize or demean her by using subtlety or incentive.
- Offer assurance and guarantees you can't fulfill.

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.

- Will be persistent about moving toward the greater cause.
- Wants to methodically solve people-related problems that benefit the greater good.
- Good listener when being presented with accurate facts and figures.
- Methodical and reliable researcher.
- Helps others achieve great results through a detailed process.
- Could be a judge with a heart.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Asks many questions to find the correct answers.

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 always place blame on herself.
- Sees change for change's sake as negative for herself and others.
- May withhold sharing of knowledge to meet her security needs.
- Will have difficulty in establishing priorities in learning new matters.
- Wants to help others but also has a desire to police the happenings of the organization.
- Wants to help others but sometimes gets upset when others don't follow rules.
- May appear overly data- or theory-focused.
- Can be defensive when hard facts are questioned.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- An environment where she can use her intuitive thinking skills.
- A credible manager that provides enough information.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment where understanding and appreciating others is rewarded.
- Work on a team that has common interests and desires.

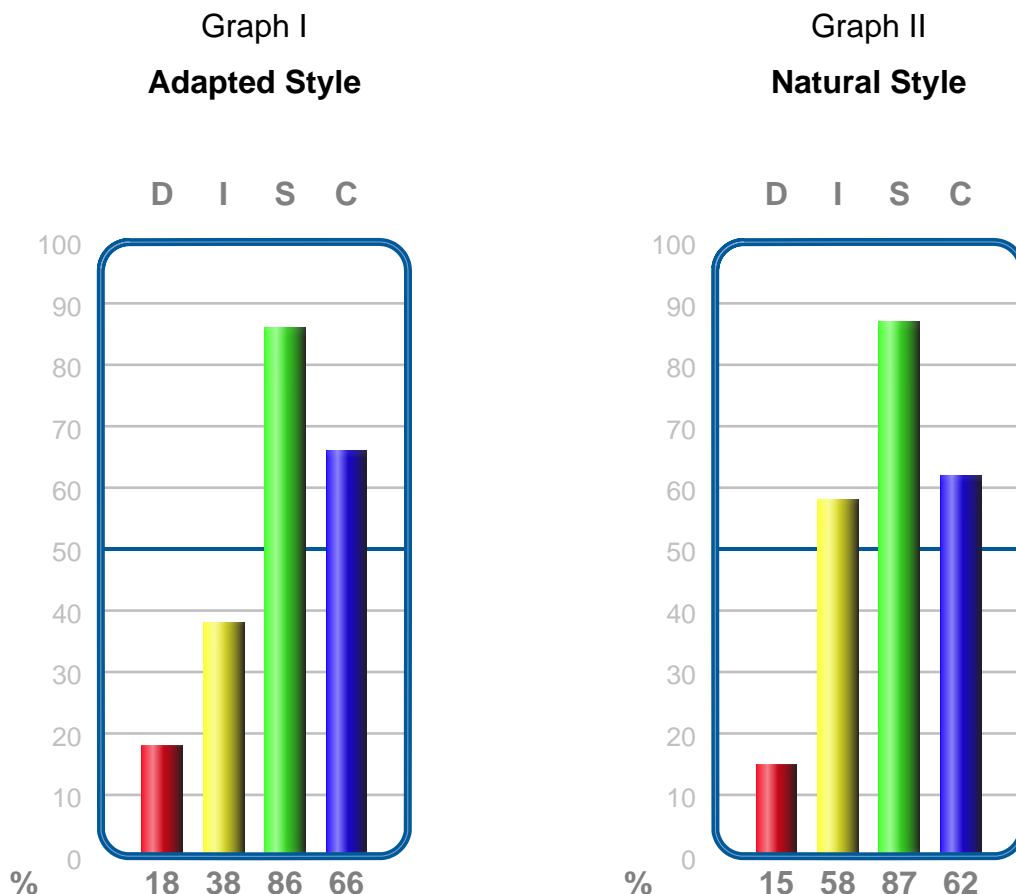
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be recognized for her continuance of quality work.
- Limited exposure to new procedures.
- To be seen as the keeper of information.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Support others in the organization's quest to make a difference.
- To be the "doer" of helping the cause and the organization, not the spokesperson.

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:

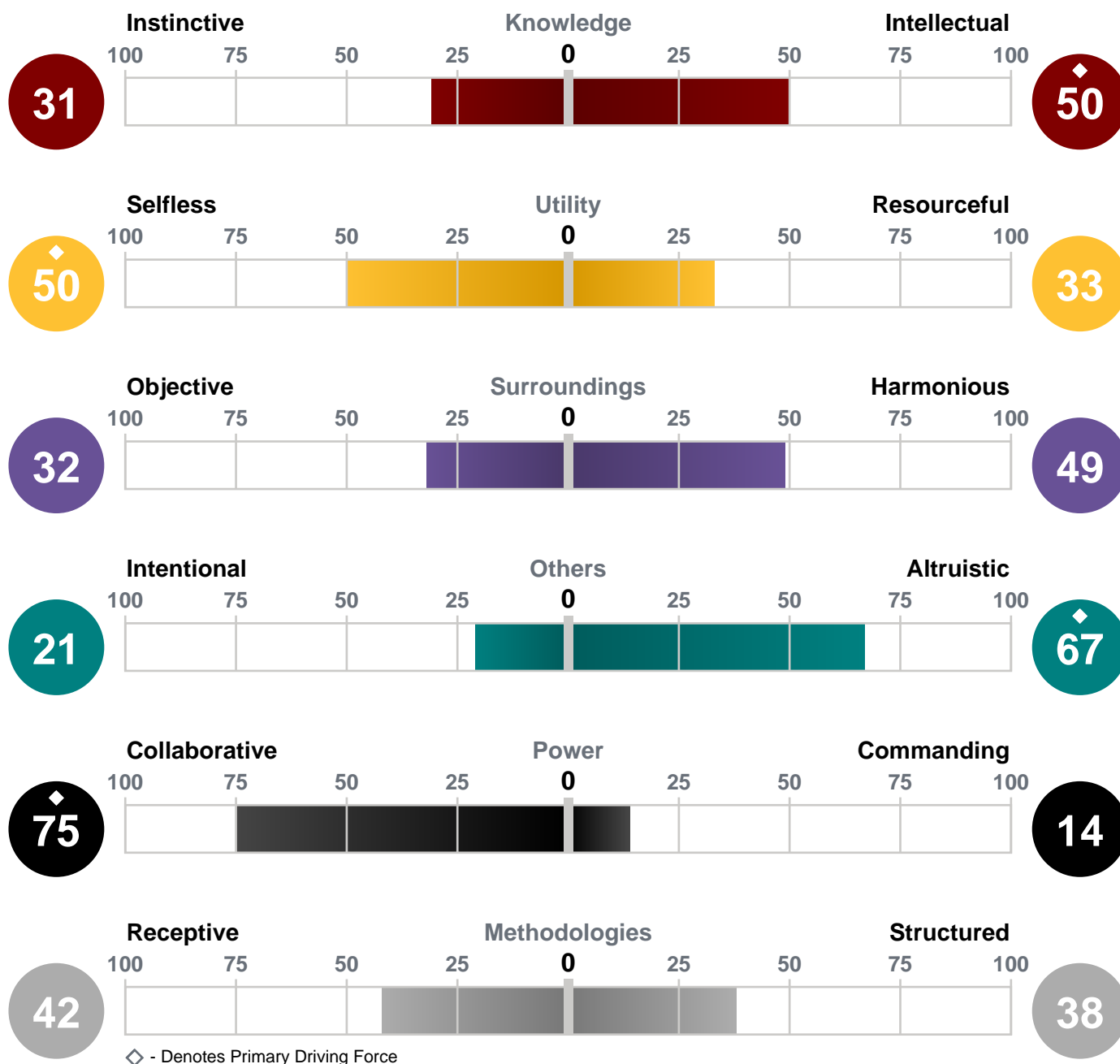
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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.

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

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

MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

- nadia 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.
- nadia at times will evaluate others based on her rules for living.
- nadia 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 and material possessions are not a high priority for nadia.
- nadia will use her money to satisfy her true motivation.
- There is not a tremendous need for nadia to have great sums of money.
- nadia will not use money as a scorecard to impress others.
- Financial security is not a necessity, but a long-term goal.
- nadia 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.
- nadia will seek a comfort level in her standard of living and try to maintain that level.
- nadia will accept her financial situation and not strive to change it.
- Overemphasizing the value of money will bore nadia and turn her off.

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.

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

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

Architecture
Botany
Chemistry
Composition, Writing
Geography
Geology, Earth Sciences
Interior Design
Library Science
Paleontology

Career and Technical

Biomedical Equipment Technician
Drafting
Electrician
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Welding

Engineering

Bio Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences

Evolving Opportunities

NEXT STEPS: POSSIBLE DEGREE MATCHES

Alternative Medicine, Holistic Health
Biotechnology
Computer Graphics, Animation
Desktop Publishing
Diagnostic, Scanning Technician
Environment, Conservation and Sustainability
Genetics, Reproductive Technology and Research
Graphic Design
Health Technology
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Pharmaceutical

NEXT STEPS: POSSIBLE CAREER IDEAS

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

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

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

| CODE | EDUCATION | OCCUPATION |
|------------|-----------|---|
| 29-2031 | 4+ | Cardiovascular Technician |
| 29-1127 | 4+ | Speech-Language Pathologist |
| 29-1126 | 4+ | Respiratory Therapist |
| 29-1122 | 4+ | Occupational Therapist |
| 29-1071.00 | 4+ | Physician Assistant |
| 29-1041 | 4+ | Optometrist |
| 25-3011 | 4+ | Adult Educator |
| 21-1091 | 4+ | Health Educator |
| 21-1029 | 4+ | Social Worker |
| 19-3093 | 4+ | Historian |
| 19-3092 | 4+ | Geographer |
| 19-3031.02 | 4+ | Psychologist |
| 19-2043 | 4+ | Hydrologist |
| 19-2041 | 4+ | Environmental Scientist & Specialist including Health |
| 19-1023 | 4+ | Zoologist & Wildlife Biologist |
| 17-2131 | 4+ | Materials Engineer |
| 29-9091 | 4 | Athletic Trainer |
| 29-2021 | 4 | Dental Hygienist |
| 29-2011 | 4 | Medical & Clinical Lab Technician |
| 29-1031 | 4 | Dietician & Nutritionist |
| 27-1024 | 4 | Graphic Designer |
| 25-2031 | 4 | Teacher, Secondary |
| 17-3012 | 4 | Electrical & Electronic Drafter |
| 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 |
| 49-2094 | 2 | Electrical and Electronic Repairer |
| 49-2011 | 2 | Computer Teller/Office Machine Repairer |
| 39-9032 | 2 | Recreational Worker |

NEXT STEPS: POSSIBLE CAREER IDEAS

| | | |
|---------|------|-----------------------------------|
| 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 |
| 43-4151 | HS | Order Clerk |
| 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

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

Strengths

Will be persistent about moving toward the greater cause.

Wants to methodically solve people-related problems that benefit the greater good.

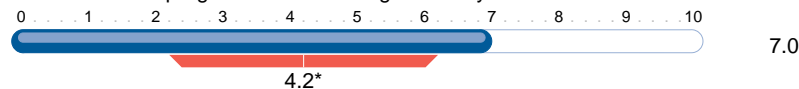
Good listener when being presented with accurate facts and figures.

Methodical and reliable researcher.

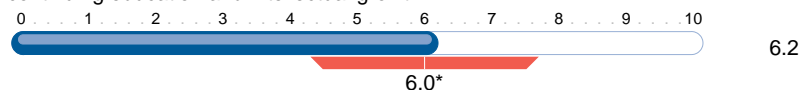
Helps others achieve great results through a detailed process.

Motivators

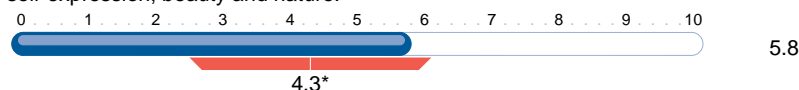
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



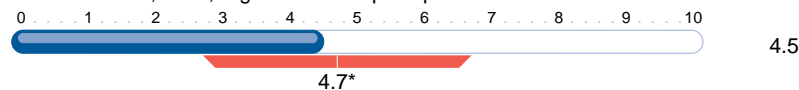
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



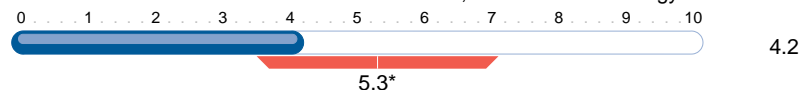
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



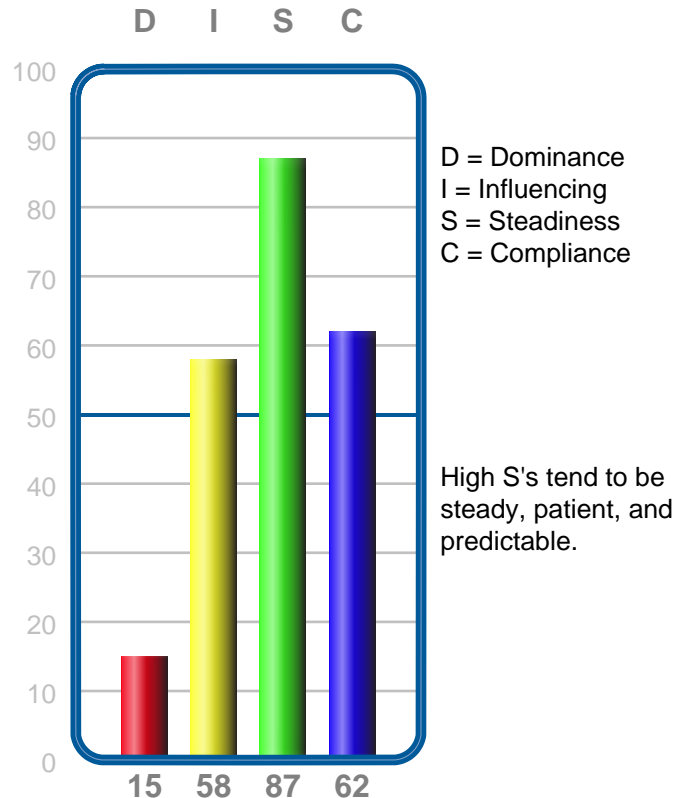
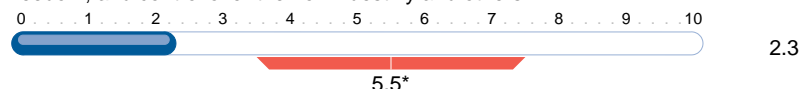
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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



Value to a Team

Concerned about quality.

Flexible.

Dependable team player.

Builds good relationships.

Respect for authority and organizational structure.

Works for a leader and a cause.