

Andrea Carrera
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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.

Andrea is optimistic about her ability to do any job. She likes freedom from many controls. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. She believes in getting results through other people. She prefers the "team approach." Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She places her focus on people. To her, strangers are just friends she hasn't met! She seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She likes feedback from her manager on how she is doing. Andrea, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She wants to be seen not only as a team player, but also as a leader of the team.

Andrea 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She usually makes decisions after gathering some facts and supporting data. She makes quick decisions. Andrea may leap to a favorable conclusion without considering all the facts. She likes to be involved in the decision-making process. She tends to make snap judgments or impulsive decisions. Sometimes she will seek the quick and simple decision. Her aversion to detailed work motivates her desire for simplicity.

Andrea will optimistically interact with people in an assured, diplomatic and poised manner. Sometimes she can get caught short on the facts and figures needed to support her ideas. Communication can extend from friendly to argumentative discourse. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! Andrea is good at negotiating conflict between others. Andrea feels that "if everyone would just talk it out, everything would be okay!" Some see her as too talkative and emotional. She usually uses many gestures when talking. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Has the confidence to do the difficult assignments.
- Pioneering.
- Team player.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Negotiates conflicts.
- Positive sense of humor.
- Bottom line-oriented.
- Optimistic and enthusiastic.

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 overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Make decisions based on surface analysis.
- Take information at face value without validation or substantial investigation.
- Be unrealistic in appraising people--especially if the person is a "friend."
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Have difficulty planning and controlling time expenditure.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be too verbal in expressing criticism.

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

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

- Provide solutions--not opinions.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Leave time for relating, socializing.
- Deal with details in writing, have her commit to modes of action.
- Understand her defiant nature.
- Plan interaction that supports her dreams and intentions.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Be brief--be bright--be gone.
- Appeal to the benefits she will receive.
- Clarify any parameters in writing.
- Use enough time to be stimulating, fun-loving, fast-moving.

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.

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

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.

- Being an optimistic leader.
- Capable of addressing conflict for a win-win scenario.
- Looks for the positive side of every situation.
- Motivates others to continue education.
- Bottom-line focused when leading others.
- Innovative with strategies for success.
- Initiates action to get questions answered.
- Will be decisive and make fact-based decisions.

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 be viewed as someone who over promises and under delivers.
- Can disclose their agenda to the wrong people.
- Will tend to elaborate on limited data.
- A desire to share information can impede her ability to listen and learn.
- Can set personal standards too high.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- 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.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Evaluation based on results, not the process.
- Freedom from controls, supervision and details.
- A leadership team that is optimistic toward learning new concepts or theories.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Management that appreciates and rewards powerful risk-taking.
- Opportunity to display excitement and fun while getting others to act.

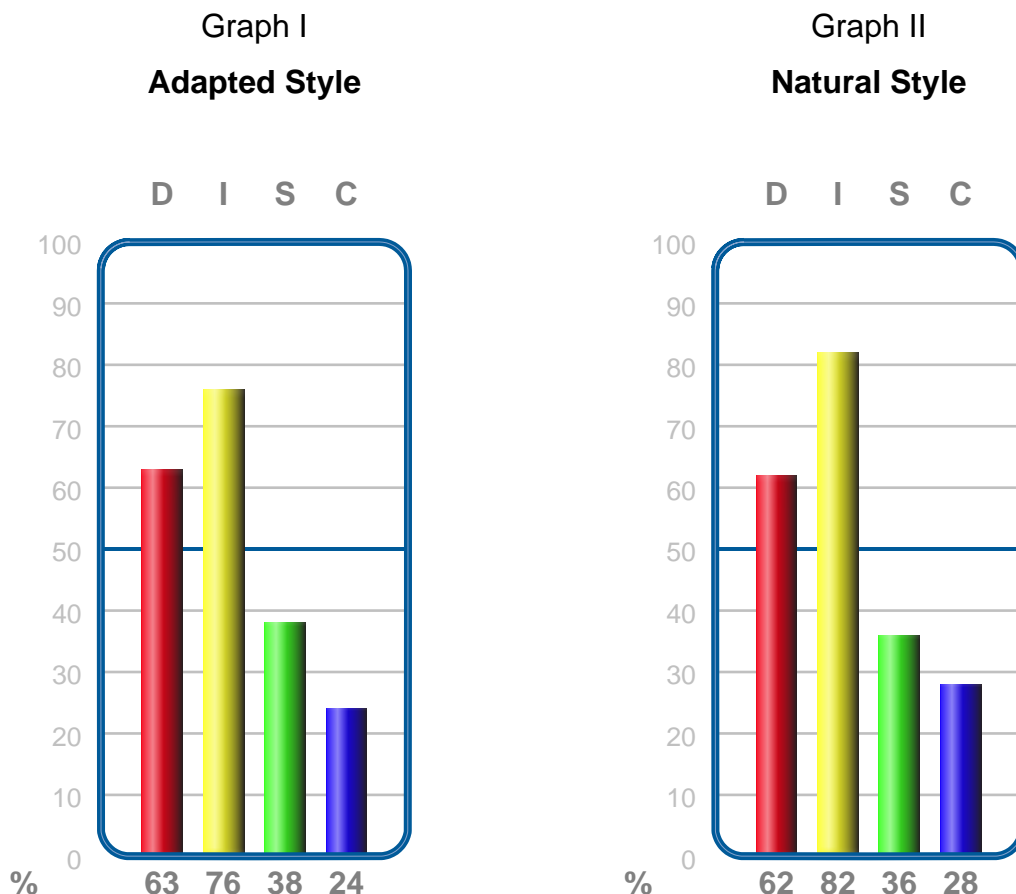
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity for rapid advancement.
- Prestige, position and titles so she can control the destiny of others.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To be able to seek out new information that will be valuable to share with others.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- Recognition for leadership accomplishments and the results she receives.

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:

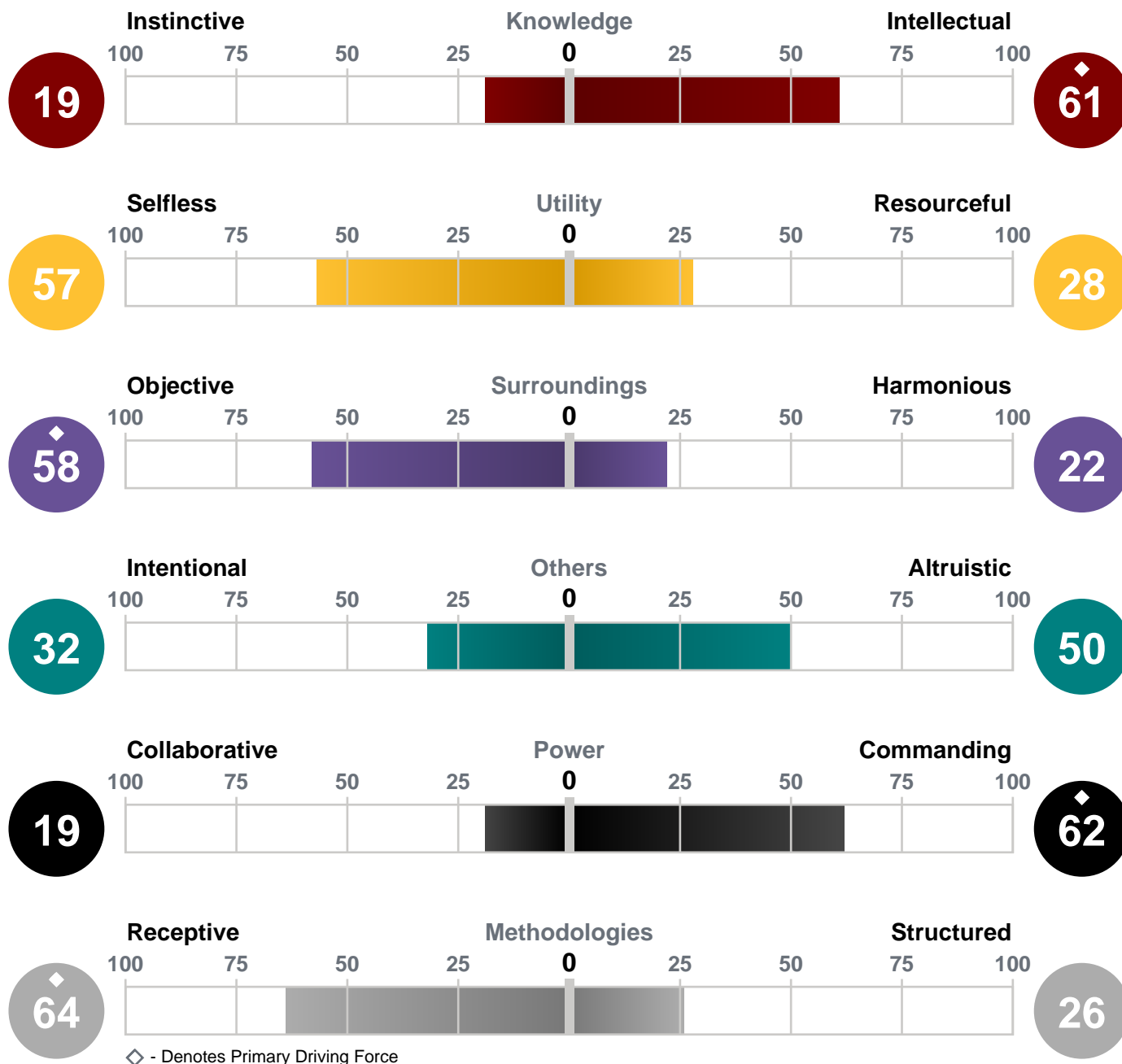
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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.

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

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.

- Andrea's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Andrea will definitely attempt to help an individual or group overcome a predicament, but only if they have "touched the right chords" within her.

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.

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

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.

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

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.

- Andrea can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Traditions will not place limits or boundaries on Andrea.
- Andrea'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.
- In many cases, Andrea 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 Andrea because she has not defined a philosophy or system that can provide immediate answers to every situation.

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
Ethnic, Cultural and Gender Studies
Humanities
International Studies and Relations
Meteorology
Political Science
Radio and Broadcast Communications
Sociology
Urban Studies
Web Design, Web Administration

Business

Business Communications, Public Relations
Marketing

Career and Technical

Entrepreneurism

Environmental, Agriculture and Food

Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Life Coaching
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning
Wilderness Education
Yoga Therapy and Training

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Exercise Science
Kinesiology
Nursing
Psychology

Other Career Paths

Event Planning

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
19-3091	4+	Anthropologist & Archaeologist
19-3011	4+	Economist
17-2081	4+	Environmental Engineer
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
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-4099	4	Director of Social Media
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
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor

NEXT STEPS: POSSIBLE CAREER IDEAS

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
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
15-1099.05	2-4	Web Administrator
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Listen for ideas and facts to support the main idea.
- Use recitation to embed fact and ideas.
- Review notes from previous lessons to prepare yourself for the next.
- Review your notes after class.
- Don't let your ego keep you from studying.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.

Strengths

Being an optimistic leader.

Capable of addressing conflict for a win-win scenario.

Looks for the positive side of every situation.

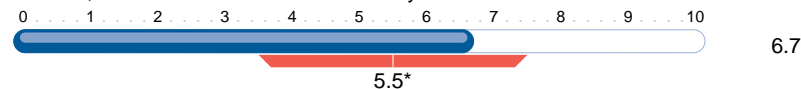
Motivates others to continue education.

Bottom-line focused when leading others.

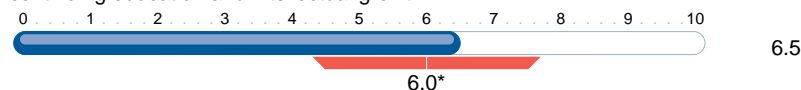
Initiates action to get questions answered.

Motivators

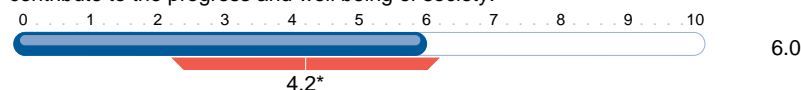
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



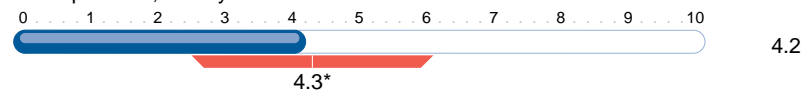
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



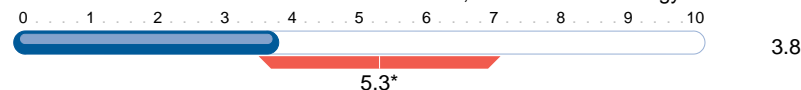
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



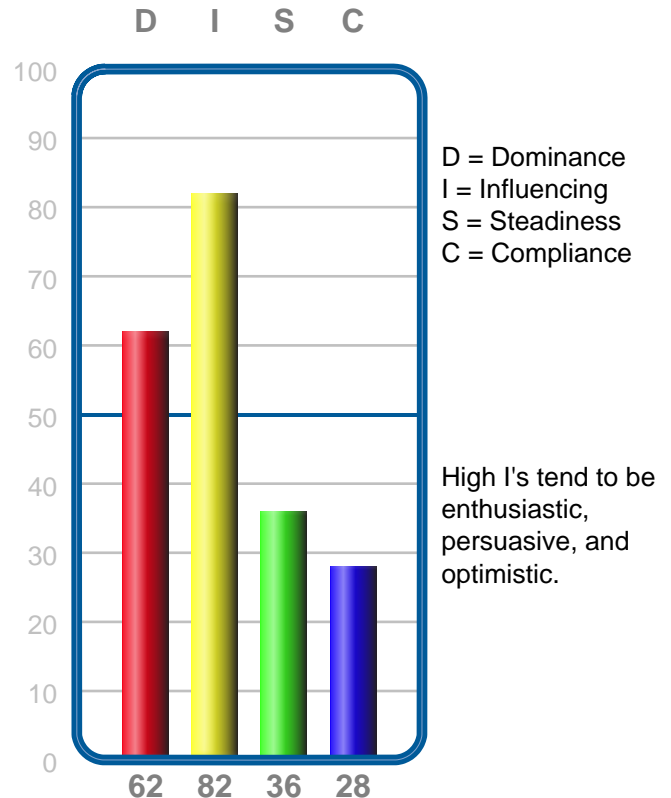
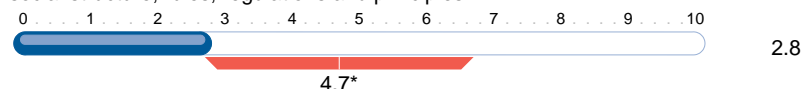
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Positive sense of humor.

Motivates others towards goals.

Dedicated to her own ideas.

People-oriented.

Bottom line-oriented.

Self-reliant.