

karina maldonado
10-13-2016



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 is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She places her focus on people. To her, strangers are just friends she hasn't met! She likes to develop people and build organizations. karina tries to influence others through a personal relationship and many times will perform services to develop this relationship. She tends to trust people and may be taken advantage of because of her high trust level. She likes quality social relationships. She often will become friends with her customers or clients. She influences most people with her warmth. karina is optimistic and usually has a positive sense of humor. She projects a self-assured and self-confident image.

karina is good at solving problems that deal with people. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. 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 leap to a favorable conclusion without considering all the facts. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. She likes working for managers who make quick decisions.

karina is people-oriented and verbally fluent. 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! She 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. karina will optimistically interact with people in an assured, diplomatic and poised manner. She is both a good talker and a good listener. It is important for karina to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She usually uses many gestures when talking.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- People-oriented.
- Self-reliant.
- Verbalizes her feelings.
- Positive sense of humor.
- Can support or oppose strongly.
- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Creative problem solving.

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 so enthusiastic that she can be seen as superficial.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.
- Be inattentive to detail unless that detail is important to her or if detail work is of a short duration.
- Be unrealistic in appraising people--especially if the person is a "friend."
- 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.

- Clarify any parameters in writing.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Appeal to the benefits she will receive.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Flatter her ego.
- Define the problem in writing.
- Leave time for relating, socializing.
- Ask for her opinions/ideas regarding people.
- Provide ideas for implementing action.
- Provide "yes" or "no" answers--not maybe.
- Look for her oversights.

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.

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

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.

- Great at generating excitement in others and getting people on board.
- Demonstrates a will and desire to help others in the organization.
- Being an optimistic leader.
- Motivates others to be the best they can be.
- Looks for a better approach to help others.
- Sees championing a worthy cause as a challenge.
- Bottom-line focused when leading others.
- Seeks the challenge and opportunity to win.

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.

- Has trouble making difficult decisions that affect others.
- Does not always listen to those she is helping.
- May be viewed as someone who over promises and under delivers.
- She may overestimate her authority.
- Can sometimes lack diplomacy in offering assistance.
- May try to help too many people.
- Can set personal standards too high.
- May always want to display her superiority through problems or challenges.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An innovative and futuristic-oriented environment.
- Nonroutine work with challenge and opportunity.
- A results-driven environment where people are respected and appreciated.
- Rewards based on group "wins", not just individual contributions.
- Management that appreciates and rewards powerful risk-taking.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.

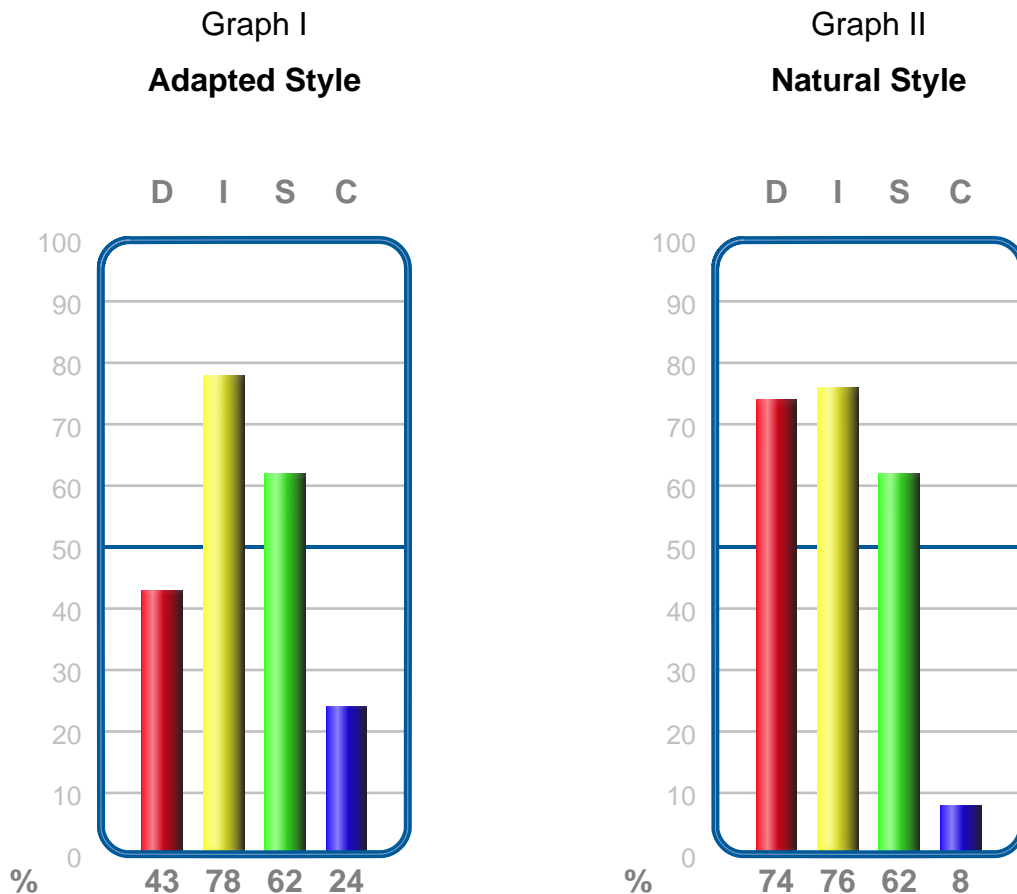
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity to verbalize her ideas and demonstrate her skills.
- Public recognition of her ideas and results.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To be seen as a person who helps others, both on and off the job.
- A manager and a team that understands the value of short-term and fast-moving ideas and results.
- Power and control over outcomes and goals.

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:

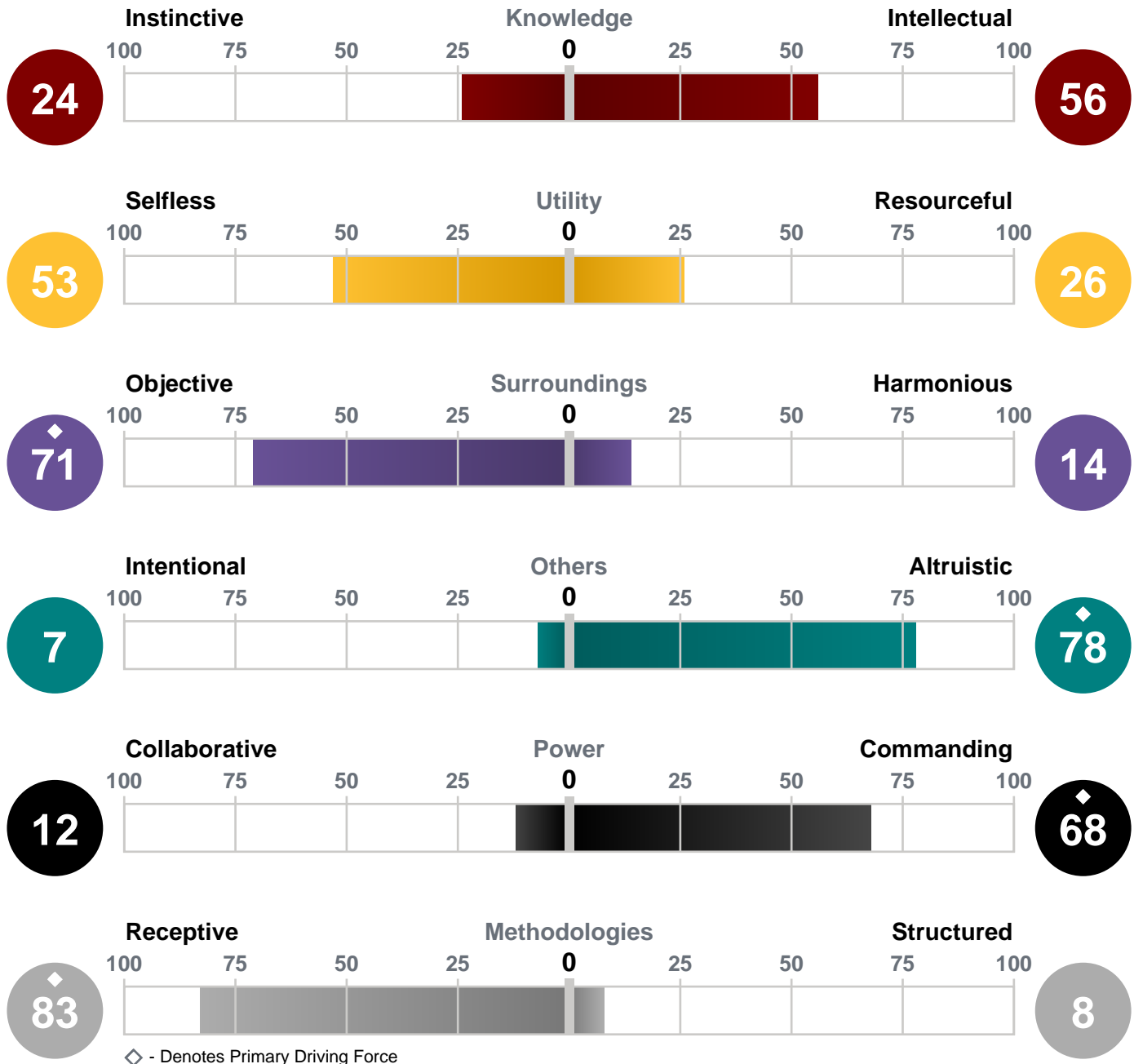
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Saying "no" is difficult when others need her time or talent.
- She believes charities should be supported.
- karina is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.
- karina will be generous with time, research and information on social problems.
- Helping the homeless may be one of her concerns.

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.

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

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.

- 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.
- karina will usually have the data to support her convictions.
- In those areas where karina has a special interest she will be good at integrating past knowledge to solve current problems.
- A job that challenges the knowledge will increase her job satisfaction.
- karina has the potential to become an expert in her chosen field.
- 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.
- karina will seek knowledge based on her needs in individual situations.

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.

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

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.

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

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.

- 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.
- karina can be creative in interpreting other systems or traditions and selective in applying those traditions.
- 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, karina will want to set her own rules which will allow her own intuition to guide and direct her actions.

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
Economics
Entertainment and Arts Management
Legal Assistance, Paralegal Studies
Meteorology

Business

Business Communications, Public Relations
Facilities Planning and Management

Career and Technical

Entrepreneurism

Engineering

Bio Engineering

Evolving Opportunities

Alternative Medicine, Holistic Health
Biotechnology
Community Planning and Development
Community and Public Health Administration
Educational Administrator
Entrepreneurial Studies
Health Technology
Life Coaching
Nonprofit Management
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Social Entrepreneurism
Urban and City Planning

Health Sciences

Counseling
Exercise Science

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Optometry
Pre-Dental
Pre-Medicine
Pre-Veterinary Medicine
Psychology

Other Career Paths

Fitness and Exercise Science

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
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2011	4+	Advertising & Promotion Manager
41-4011	4	Sales Representative
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
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
13-1071.02	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
15-1099.05	2-4	Web Administrator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

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

Strengths

Great at generating excitement in others and getting people on board.

Demonstrates a will and desire to help others in the organization.

Being an optimistic leader.

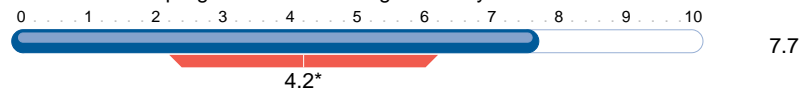
Motivates others to be the best they can be.

Looks for a better approach to help others.

Bottom-line focused when leading others.

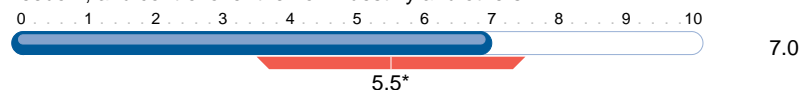
Motivators

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



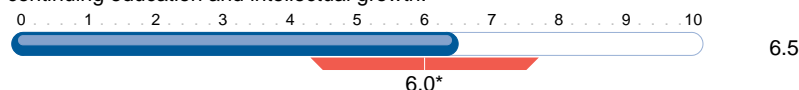
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2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



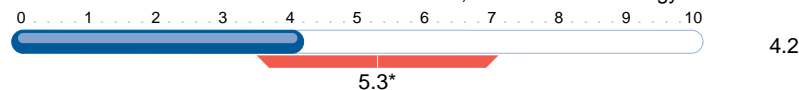
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



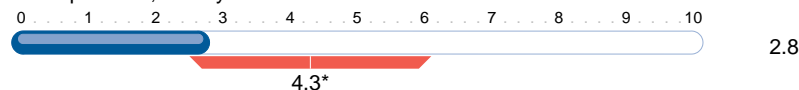
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4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



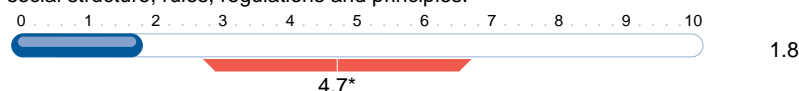
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5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

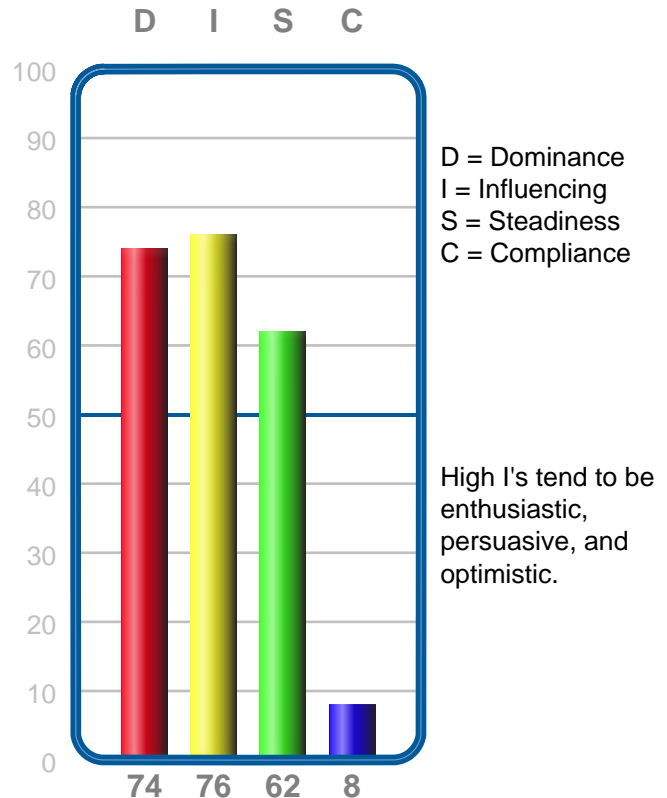


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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



1.8



Value to a Team

Builds confidence in others.

Accomplishes goals through people.

Verbalizes her feelings.

Pioneering.

Bottom line-oriented.

Optimistic and enthusiastic.