

Iris Perez
10-11-2016



TABLE OF CONTENTS

MORE THAN A SCORE

We believe that you were born with a unique set of strengths. Standardized test scores and GPA measure only a fraction of your abilities. Indigo measures a much wider range of attributes, helping you to discover areas in which you will thrive.

THERE ARE 3 SECTIONS TO THIS PROFILE:

1. **Style** - "*How you do things.*" This section describes your behavioral style.

Knowing your style helps you choose an environment in which you will thrive.

2. **Motivators** - "*Why you do things.*" This section describes what motivates you.

Knowing your motivators helps you choose a college program and career that is personally meaningful.

3. **Next Steps** - This section provides possible education and career paths.

STYLE: YOUR STYLE

This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.

Iris likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. Iris prefers an environment with variety and change. She is at her best when many projects are underway at once. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. Iris has high ego strengths and may be viewed by some as egotistical. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities.

Iris likes to make decisions quickly. She prefers authority equal to her responsibility. Sometimes she becomes emotionally involved in the decision-making process. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. When faced with a tough decision, she will try to sell you on her ideas. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. She will work long hours until a tough problem is solved. After it is solved, Iris may become bored with any routine work that follows. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits.

Iris may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She tends to be intolerant of people who seem ambiguous or think too slowly. She should exhibit more patience and ask questions to make sure that others have understood what she has said. She challenges people who volunteer their opinions. Iris may lack the patience to listen and communicate with slower acting people. She may sometimes mask her feelings in friendly terms. If pressured, Iris' true feelings may emerge. She tends to influence people by being direct, friendly and results-oriented. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Challenge-oriented.
- Usually makes decisions with the bottom line in mind.
- Accomplishes goals through people.
- Competitive.
- Self-reliant.
- Creative in her approach to solving problems.
- Challenges the status quo.
- Forward-looking and future-oriented.
- Change agent--looks for faster and better ways.

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.

- Have trouble delegating--can't wait, so does it herself.
- Have no concept of the problems that slower-moving people may have with her style.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Make "off the cuff" remarks that are often seen as personal prods.
- Have difficulty finding balance between family and work.

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.

- Ask specific (preferably "what?") questions.
- Present the facts logically; plan your presentation efficiently.
- Motivate and persuade by referring to objectives and results.
- Provide questions, alternatives and choices for making her own decisions.
- Clarify any parameters in writing.
- Look for her oversights.
- Confront when in disagreement.
- Be brief--be bright--be gone.
- Provide "yes" or "no" answers--not maybe.
- Understand her defiant nature.
- Use a balanced, objective and emotional approach.

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.

- Be redundant.
- Direct or order.
- Try to convince by "personal" means.
- Take credit for her accomplishments.
- Ramble on, or waste her time.
- Come with a ready-made decision, or make it for her.
- Let disagreement reflect on her personally.
- Reinforce agreement with "I'm with you."
- Hesitate when confronted.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Ask rhetorical questions, or useless ones.

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.

- Looks for a better approach to help others.
- Initiates the activity of developing others.
- A strong influencer.
- Innovative with strategies for success.
- Wants to be seen as a leader in humanitarian issues.
- Good at promoting causes that improve society.
- Being an optimistic leader.
- Willing to be the spokesperson for the team.

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.

- Can sometimes lack diplomacy in offering assistance.
- Needs immediate results when helping others.
- Takes on too much, too soon, too fast to maintain control.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- When helping others, may talk too much about herself.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- May be viewed as someone who over promises and under delivers.
- May struggle with hearing and applying constructive criticism.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Forum to express ideas and viewpoints.
- Democratic supervisor with whom she can associate.
- Ability to achieve results through the interaction with and helping of others.
- Ability to utilize own strengths to help others achieve results.
- An environment to express ideas to influence people.
- An environment where competition and winning is viewed as the ideal.

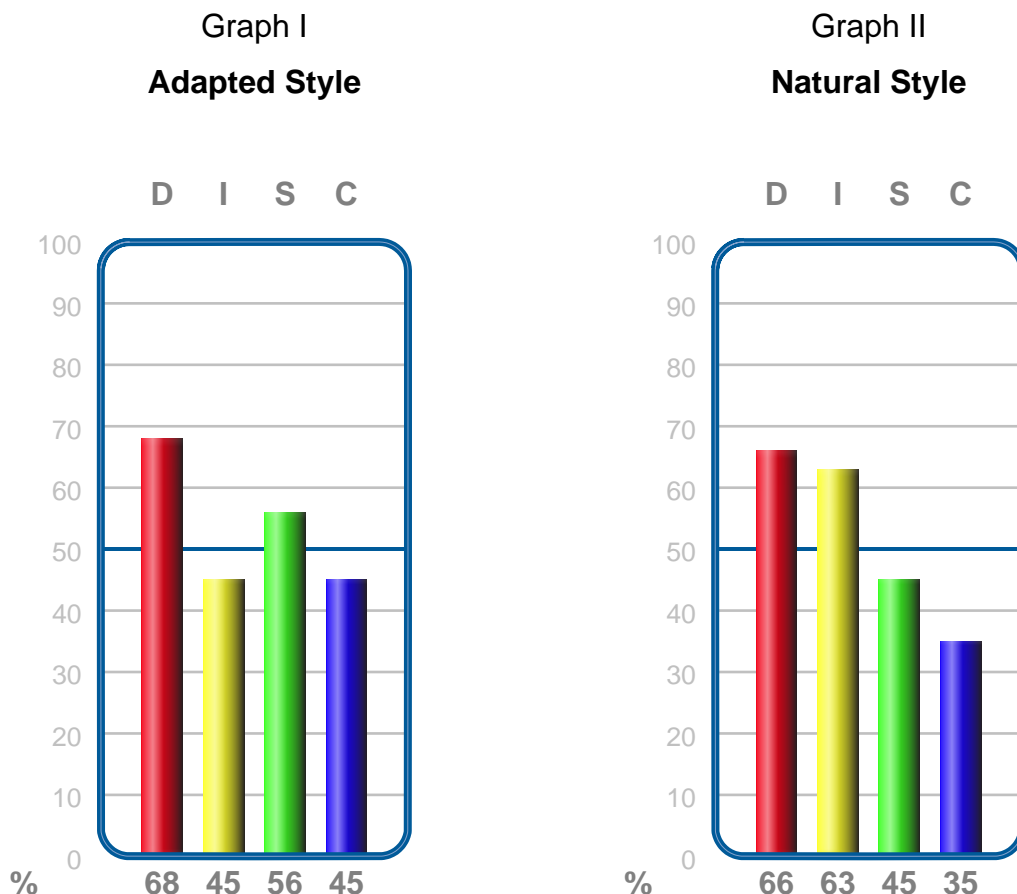
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Public recognition of her ideas and results.
- A support system to do the detail work.
- An opportunity to express how she can improve society.
- To get results through her ability to help others and champion causes.
- Public recognition of power and prestige.
- Ability to create, share and control the vision.

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.



Norm 2015 R4

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:

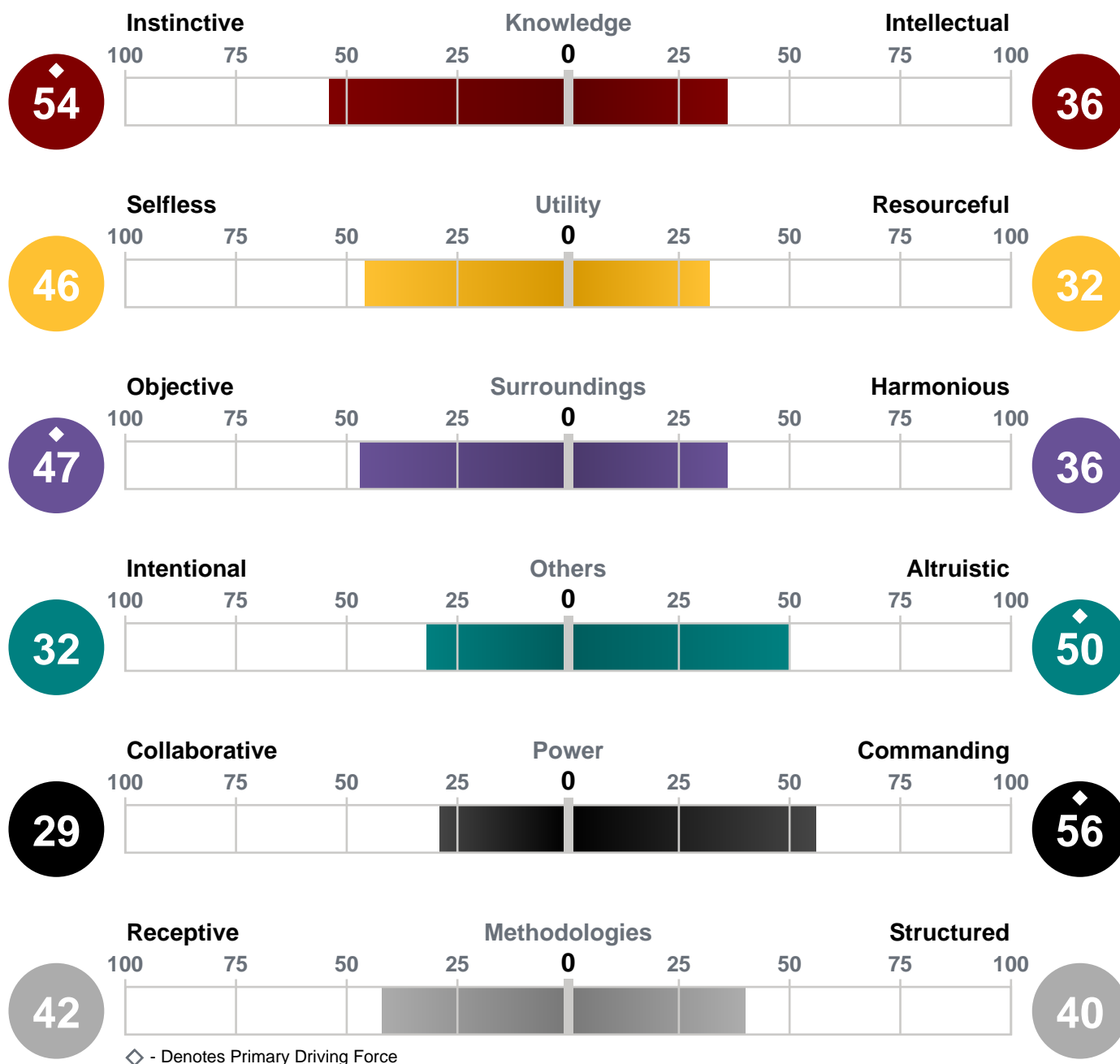
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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.
- Iris is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.
- Helping the homeless may be one of her concerns.
- She believes charities should be supported.

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.

- Iris 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 Iris.
- Iris takes responsibility for her actions.
- Iris believes "when the going gets tough, the tough get going."
- She believes "if at first you don't succeed try, try again."
- If necessary, Iris will be assertive in meeting her own needs.
- Maintaining individuality is strived for in relationships.
- Iris 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 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.

- Iris lets her conscience be her guide.
- 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.
- Iris needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- Iris at times will evaluate others based on her rules for living.

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

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.

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

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.

- Iris can be turned off by people who talk about things in detail if she has no interest in the subject.
- Iris will not seek knowledge based on curiosity or just for the sake of knowledge.
- She will attempt to take the practical approach and not over-analyze the process.
- When required, Iris will seek knowledge to better understand a particular situation.
- For Iris, personal experiences are a key factor in decision making.
- She may have a hobby or special interest that drives the need to know everything about a particular subject, such as computers, baseball scores, etc.
- Iris will have a tendency to read only the articles in newspapers or magazines that appeal to her special interests.
- Iris will use an instinctual approach to problem solving.
- Iris will only read books that relate to her chosen field or special interests.

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
Criminology, Forensics
Entertainment and Arts Management
Radio and Broadcast Communications
Web Design, Web Administration

Business

Business Communications, Public Relations
Hospitality, Hotel Management
Labor and Industrial Relations
Marketing

Career and Technical

Emergency Medical Technician

Environmental, Agriculture and Food

Animal Sciences
Culinary Science
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Programming
Educational Administrator
Entrepreneurial Studies
Environment, Conservation and Sustainability
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Urban and City Planning

NEXT STEPS: POSSIBLE DEGREE MATCHES

Health Sciences

Counseling
Exercise Science
Kinesiology
Nursing

Other Career Paths

Apparel Fashion

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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
19-3051	4+	Urban & Regional Planner
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-9021	4+	Construction Manager
11-3049	4+	Human Resources, Manager, all other
11-3031	4+	Financial Manager
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3091	4	Interpreter & Translator
27-3031	4	Public Relations Specialist
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
13-1199.04	4	Business Continuity Planner
13-1121	4	Meeting & Convention Planner
13-1071.02	4	Personnel Recruiter
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
27-1022	2-4	Fashion Designer

NEXT STEPS: POSSIBLE CAREER IDEAS

25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3027	2-4	Mechanical Engineering Technician
15-1099.05	2-4	Web Administrator
47-4011	2	Construction and Building Inspector
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-6011	HS	Secretary & Administrative Assistant
43-5031	HS	Dispatcher
43-5011	HS	Cargo & Freight Agent
39-6012	HS	Concierge

STUDY TIPS

- Set up an area for studying only.
- Plan ahead - don't put off completing assignments until the last minute.
- Use recitation to embed fact and ideas.
- Work on your listening skills.
- Think positively about subjects that give you difficulty.
- Think visually - convert words into pictures.
- Organize your study area and keep it organized.
- Don't let your ego keep you from studying.
- Plan tomorrow today and put your plan in writing.
- Don't put off studying until the last minute.
- Develop good study habits and follow them everyday.
- Chunk big assignments into smaller pieces.
- Read an article on listening and note taking.

Strengths

Looks for a better approach to help others.

Initiates the activity of developing others.

A strong influencer.

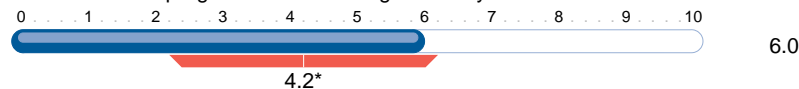
Innovative with strategies for success.

Wants to be seen as a leader in humanitarian issues.

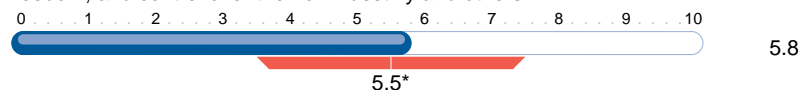
Being an optimistic leader.

Motivators

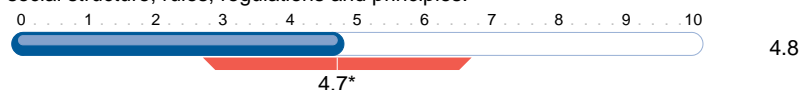
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



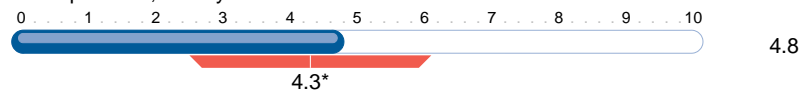
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



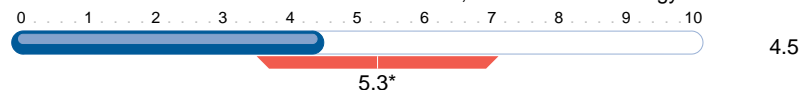
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



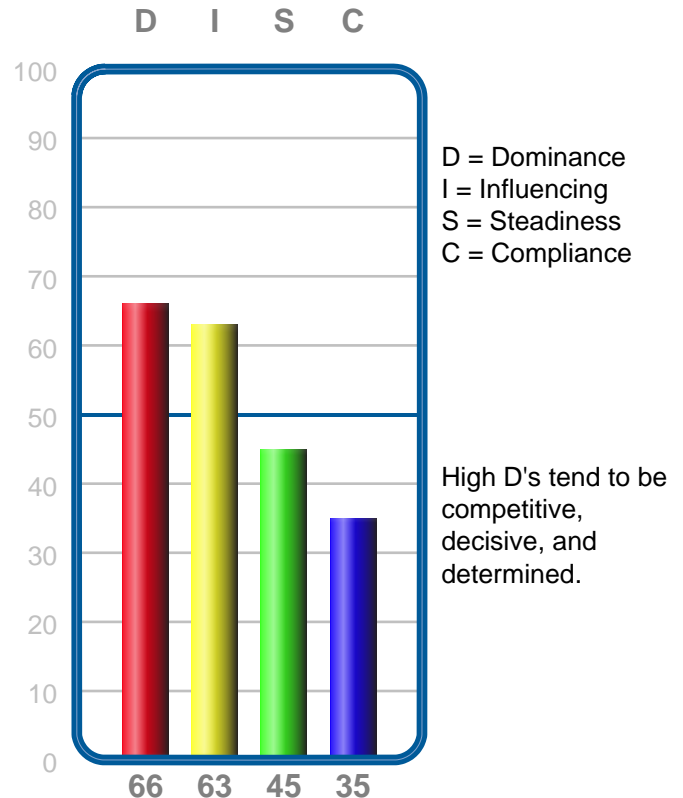
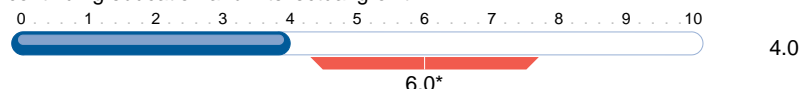
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Will join organizations to represent the company.

Self-reliant.

Competitive.

Initiates activity.

Dedicated to her own ideas.

Usually makes decisions with the bottom line in mind.