

Candi Castillo
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.

Candi 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 approachable, affectionate and understanding. She tends to trust people and may be taken advantage of because of her high trust level. She is driven by status and power. Candi likes freedom from many controls. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." She likes quality social relationships. She often will become friends with her customers or clients. She likes feedback from her manager on how she is doing. Candi prefers working for a participative manager. She does her best work in this kind of environment. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being.

Candi 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. 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. Candi may leap to a favorable conclusion without considering all the facts. She is good at solving problems that deal with people.

Candi judges others by their verbal skills and warmth. It is important for Candi 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 is good at negotiating conflict between others. Candi feels that "if everyone would just talk it out, everything would be okay!" She usually uses many gestures when talking. Candi is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Candi will attempt to put them at ease. 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. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! Communication can extend from friendly to argumentative discourse.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Team player.
- Self-reliant.
- Verbalizes her feelings.
- Pioneering.
- Big thinker.
- 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.

- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Trust people indiscriminately if positively reinforced by those people.
- Be inattentive to details--only attentive to results: "Don't ask how I did it, just if I succeeded."
- Be optimistic regarding possible results of her projects or the potential of her people.
- Be overly enthusiastic about her own shortcomings (weaknesses) and the shortcomings of others.

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.

- Expect her to return to fight another day when she has received a "no" answer.
- Provide a warm and friendly environment.
- Talk about her, her goals and the opinions she finds stimulating.
- Appeal to the benefits she will receive.
- Look for her oversights.
- Clarify any parameters in writing.
- Use a motivating approach, when appropriate.
- Provide ideas for implementing action.
- Provide solutions--not opinions.
- Define the problem in writing.
- Understand her defiant nature.

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.

- "Dream" with her or you'll lose time.
- Talk down to her.
- Be dictatorial.
- Leave decisions hanging in the air.
- Let her overpower you with verbiage.
- Give her your opinion unless asked.
- Be curt, cold or tight-lipped.
- Ramble.
- Drive on to facts, figures, alternatives or abstractions.
- 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.

- Brings balance to the organization in a positive and friendly way.
- Always willing to share her ideas on how to enhance the surroundings.
- Willing to share knowledge to benefit the team or organization.
- Thinks outside of the box when gathering information.
- Will do what she commits to, to ensure harmony.
- An independent self-starter who will refine and enhance her surroundings.
- Offers informed opinions on a variety of topics.
- 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.

- Spends too much time self-reflecting and not enough time following through.
- Over emphasizes the experience compared to the results.
- May be too trusting of people as resources.
- May overlook vital details in her pursuit of information.
- The need for things to be aesthetically pleasing can get in the way of results.
- May struggle with keeping her distance while trying to enjoy the experience.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- 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.

- Democratic supervisor with whom she can associate.
- Freedom from controls, supervision and details.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- The ability to be creative when facing challenges and in achieving results.
- The need to be liked and to feel a part of a harmonious team.

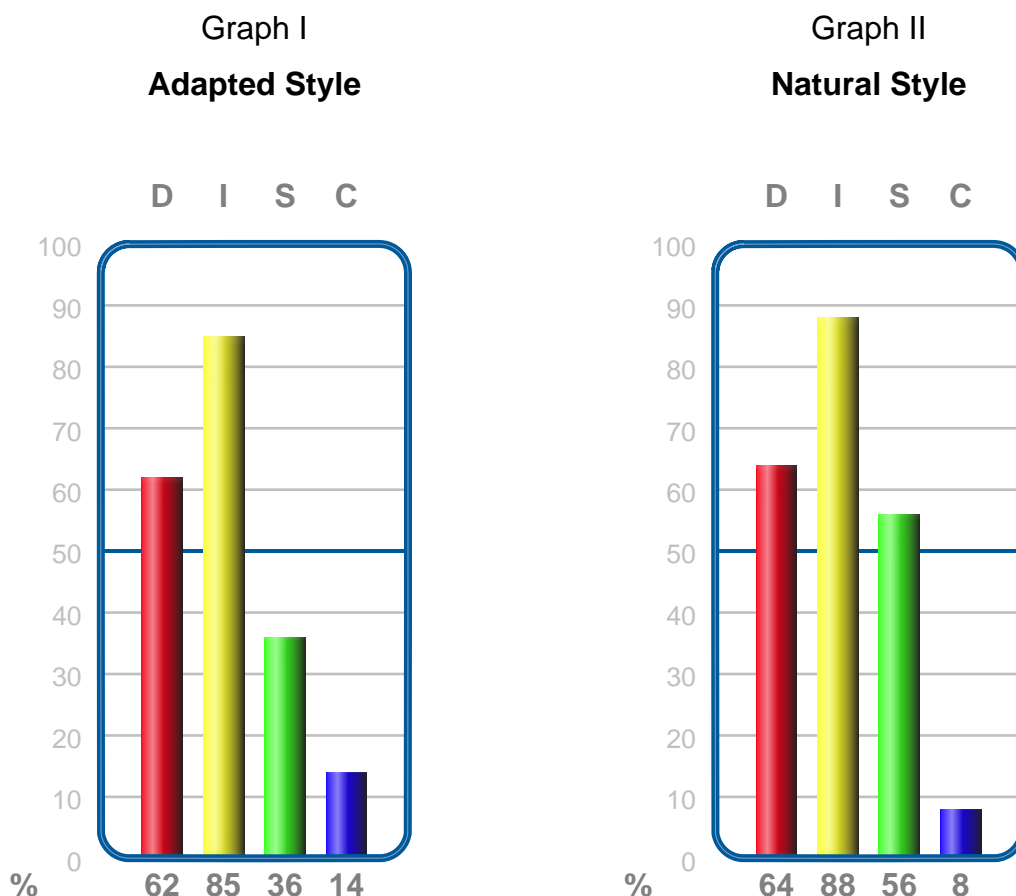
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Work assignments that provide opportunity for recognition.
- To be seen as a leader.
- Praise for her knowledge base and research capabilities.
- The opportunity to share knowledge with others.
- To be seen as someone who is passionate about results within the creation of a harmonious systems.
- To demonstrate the ways she has worked on the beautification of surroundings, either materialistically or environmentally.

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:

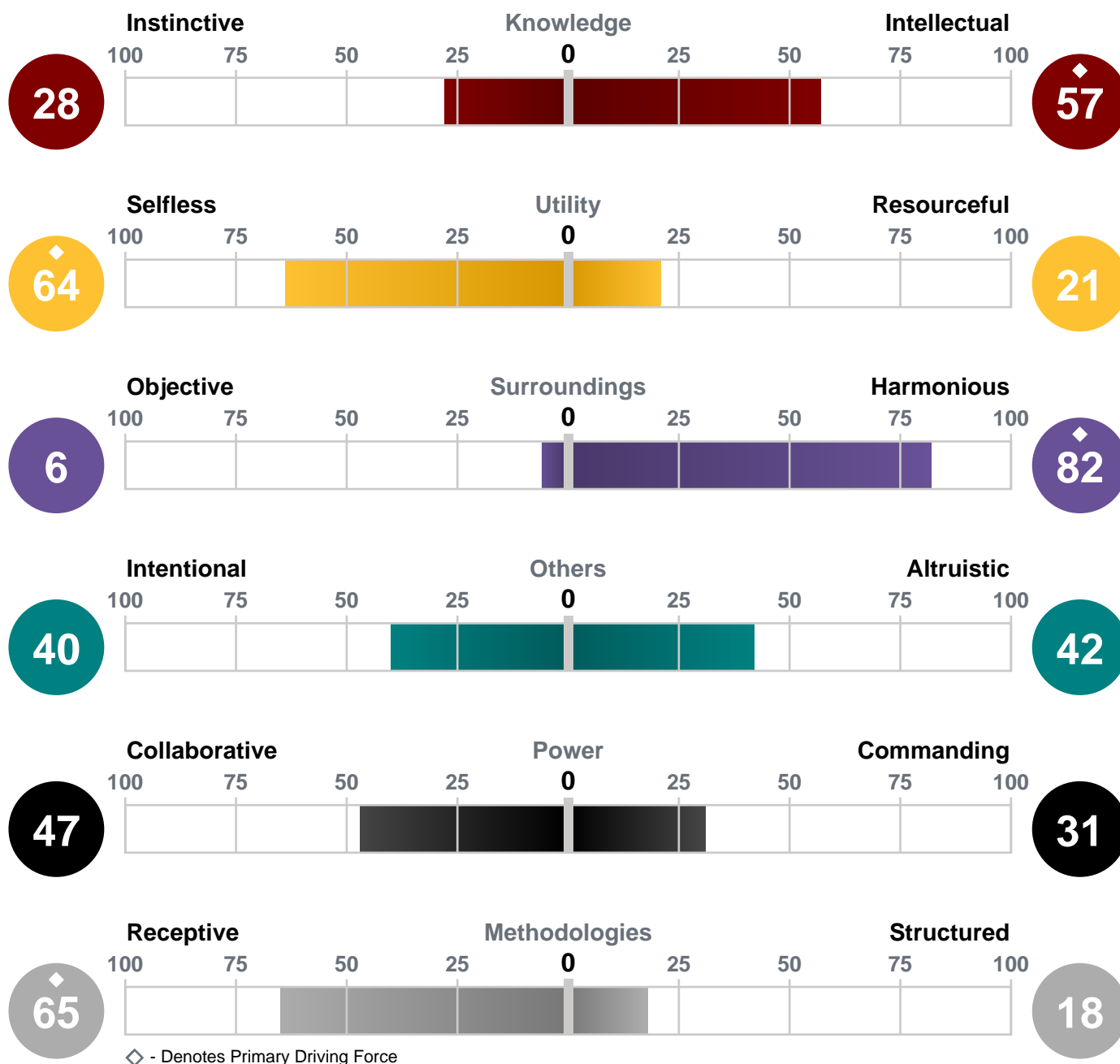
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Candi will have a strong interest in preserving our natural resources and will probably practice conservation.
- Looking good and feeling good is one of her goals.
- Candi seeks self-realization and fulfillment.
- Being recognized for creativity is the highest form of achievement for her.
- She is in tune with her inner feelings and likes surroundings that compliment these feelings.
- Candi needs a sense of harmony and balance in her surroundings and relationships.
- Candi enjoys the beauty of her surroundings and would like others to share her passion.
- Candi is interested in studying and appreciating the totality of a situation.
- Creativity is only limited by external, not internal boundaries.

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.

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

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.

- Candi's desire to help others (even to her own detriment) or decision not to help others, is reviewed on an individual basis.
- Candi 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 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.

- Candi can be assertive in meeting her needs.
- The amount of control she attempts will increase if she has strong feelings about the issues involved with the situation. If, however, she has little interest in the issues involved, she will not see the need for exercising control.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.
- At times Candi can be very competitive.

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

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.

- She will work within a broadly defined set of beliefs.
- In many cases, Candi will want to set her own rules which will allow her own intuition to guide and direct her actions.
- Candi 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.
- Traditions will not place limits or boundaries on Candi.
- Candi's passion in life will be found in one or two of the other dimensions discussed in this report.
- It may be hard to manipulate Candi 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

Archaeology
Art History
Botany
Broadcasting
Education Counselor
Entertainment and Arts Management
Geology, Earth Sciences
Literature Studies, Classics
Meteorology
Music Performance
Paleontology
Philosophy, Religious Studies
Teaching, Education
Theology
Web Design, Web Administration

Business

Business Communications, Public Relations
Marketing

Engineering

Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Educational Administrator
Environment, Conservation and Sustainability
Graphic Design
Life Coaching

NEXT STEPS: POSSIBLE DEGREE MATCHES

Multimedia, Digital Communications
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work
Urban and City Planning
Videography
Wilderness Education
Yoga Therapy and Training

Health Sciences

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Nursing
Occupational Therapy
Psychology

Other Career Paths

Fitness and Exercise Science
Ministry

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
19-3051	4+	Urban & Regional Planner
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
41-9031	4	Sales Engineer
41-3041	4	Travel Agent
41-3021	4	Insurance Sales Agent
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
15-1081	2-4+	Network Systems & Data Communications Analyst
27-1022	2-4	Fashion Designer
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
27-1026	2	Merchandise Displayer & Window Trimmer
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

- Listen for ideas and facts to support the main idea.
- Review your notes after class.
- Don't let your ego keep you from studying.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Develop good study habits and follow them everyday.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Use recitation to embed fact and ideas.
- Take meaningful notes.
- Think positively about subjects that give you difficulty.
- Socialize after studying - not before.

Strengths

Brings balance to the organization in a positive and friendly way.

Always willing to share her ideas on how to enhance the surroundings.

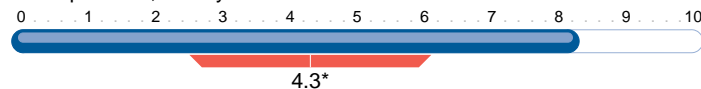
Willing to share knowledge to benefit the team or organization.

Thinks outside of the box when gathering information.

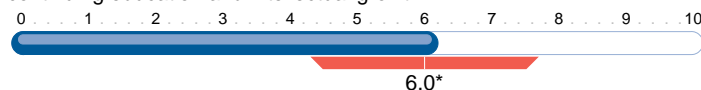
Will do what she commits to, to ensure harmony.

Motivators

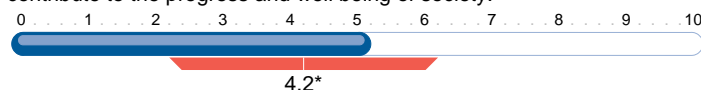
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



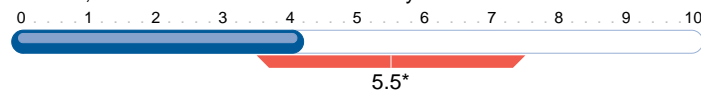
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



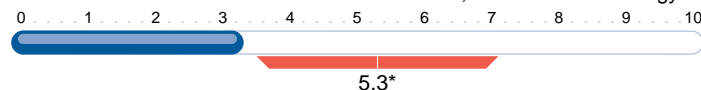
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



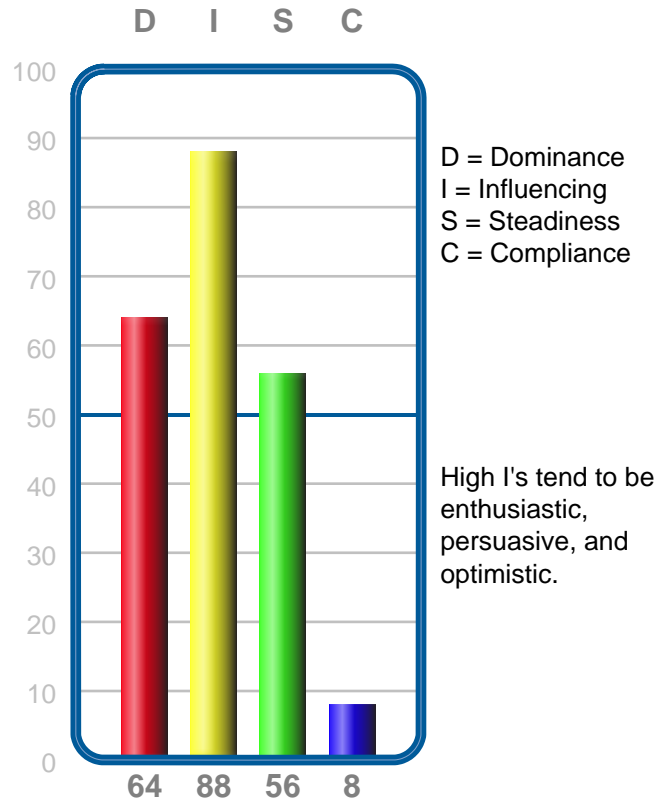
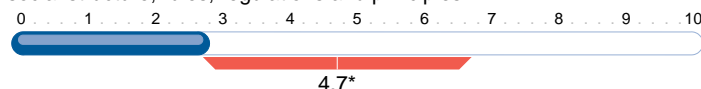
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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

Has the confidence to do the difficult assignments.

Creative problem solving.

Team player.

People-oriented.

Can support or oppose strongly.

Bottom line-oriented.