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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.

yvonne seeks her own solutions to problems. In this way, her independent nature comes into play. She can be successful at many things, not because of versatility but rather because of her determination to win. She appreciates others who are team players and will reward those who are loyal. Some may view her as being stubborn and opinionated. She views it as the price you must pay for success. She may try to "explain" her stubbornness in positive terms. yvonne can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. She has high ego strengths and may be viewed by some as egotistical. She is an aggressive individual who wins through hard work and persistence; that is, she will come up with a good idea and follow through. yvonne wants to be viewed as self-reliant and willing to pay the price for success. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist.

yvonne is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. Logic and people who have the facts and data to support this logic influence her. She admires the patience required to gather facts and data. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. yvonne should realize that at times she needs to think a project through, beginning to end, before starting the project. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. Sometimes she becomes emotionally involved in the decision-making process. She finds it easy to share her opinions on solving work-related problems.

yvonne 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 influence people by being direct, friendly and results-oriented. She has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just her way of getting the appropriate facts. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. yvonne may sometimes mask her feelings in friendly terms. If pressured, yvonne's true feelings may emerge. She challenges people who volunteer their opinions. She is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others!

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Challenge-oriented.
- Innovative.
- Tenacious.
- Forward-looking and future-oriented.
- Thinks big.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-reliant.
- Can support or oppose strongly.
- Will join organizations to represent the company.

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.

- Overstep authority and prerogatives--will override others.
- Set standards for herself and others so high that impossibility of the situation is common place.

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.

- Motivate and persuade by referring to objectives and results.
- Use a motivating approach, when appropriate.
- Provide "yes" or "no" answers--not maybe.
- Use a balanced, objective and emotional approach.
- Understand her defiant nature.
- Present the facts logically; plan your presentation efficiently.
- Be clear, specific, brief and to the point.
- Provide facts and figures about probability of success, or effectiveness of options.
- Expect her to return to fight another day when she has received a "no" answer.
- Stick to business--let her decide if she wants to talk socially.
- Define the problem in writing.
- Flatter her ego.

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

STYLE: YOUR STRENGTHS

These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.

- Will champion change and be bottom-line focused for results within the system of living.
- Good at directing others to join her cause.
- Not easily deterred by setbacks.
- Willing to make high-risk decisions.
- Great at recruiting membership in organizations to which she belongs.
- The "megaphone" to spreading a message.
- Being an optimistic leader.
- Utilizes people to win and accomplish goals.

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.

- A desire for better results may be prohibited by her way of living.
- Standards may be unreachable based on beliefs.
- May not realize the negative consequences of her quick decisions.
- Can set personal standards too high.
- May interpret her beliefs as flawless.
- Has difficulty hearing what others are saying if it contradicts her beliefs.
- May be viewed as someone who over promises and under delivers.
- As a leader may over focus on self and her own needs.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- An innovative and futuristic-oriented environment.
- An environment where competition and winning is viewed as the ideal.
- Continual opportunity to challenge and win.
- Opportunity to make an existing system quicker, better and faster.
- An environment that aligns with her system for solving problems and making decisions.

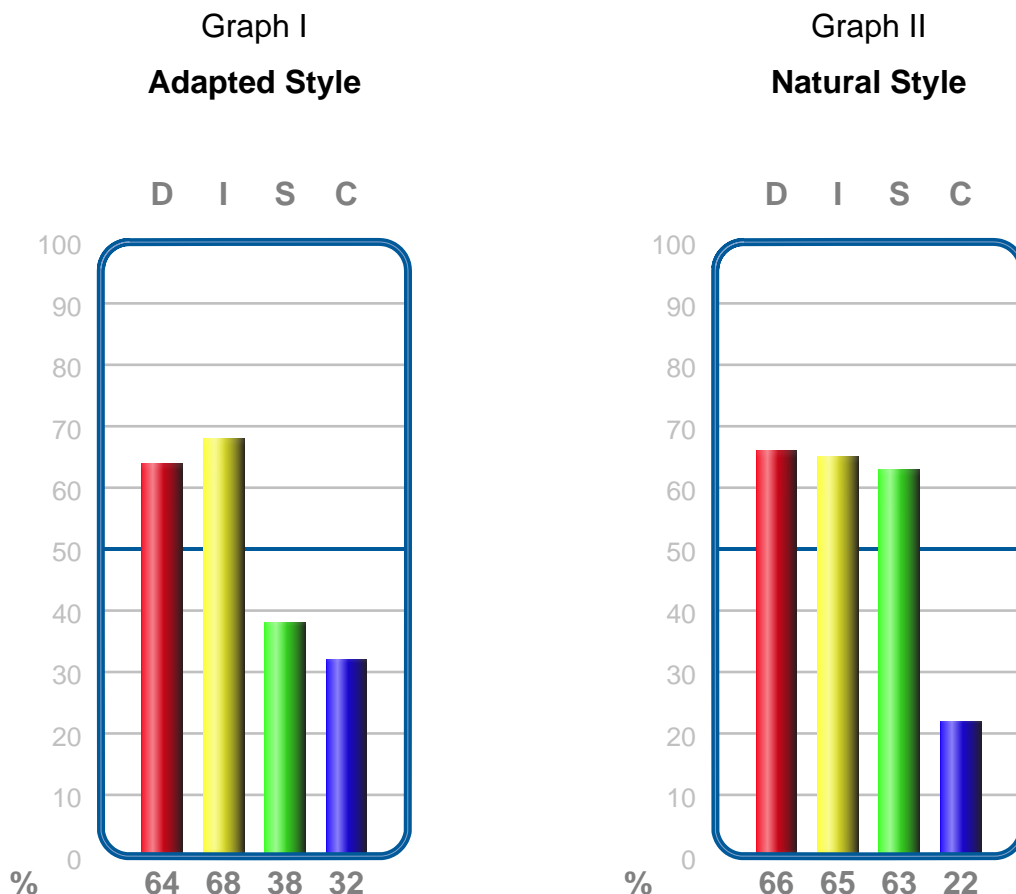
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- Opportunity to verbalize her ideas and demonstrate her skills.
- Ability to create, share and control the vision.
- New and difficult challenges that lead to prestige and status.
- All systems and structures to be efficient and move things toward the desired result.
- A challenge to convince others to her way of thinking.

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:

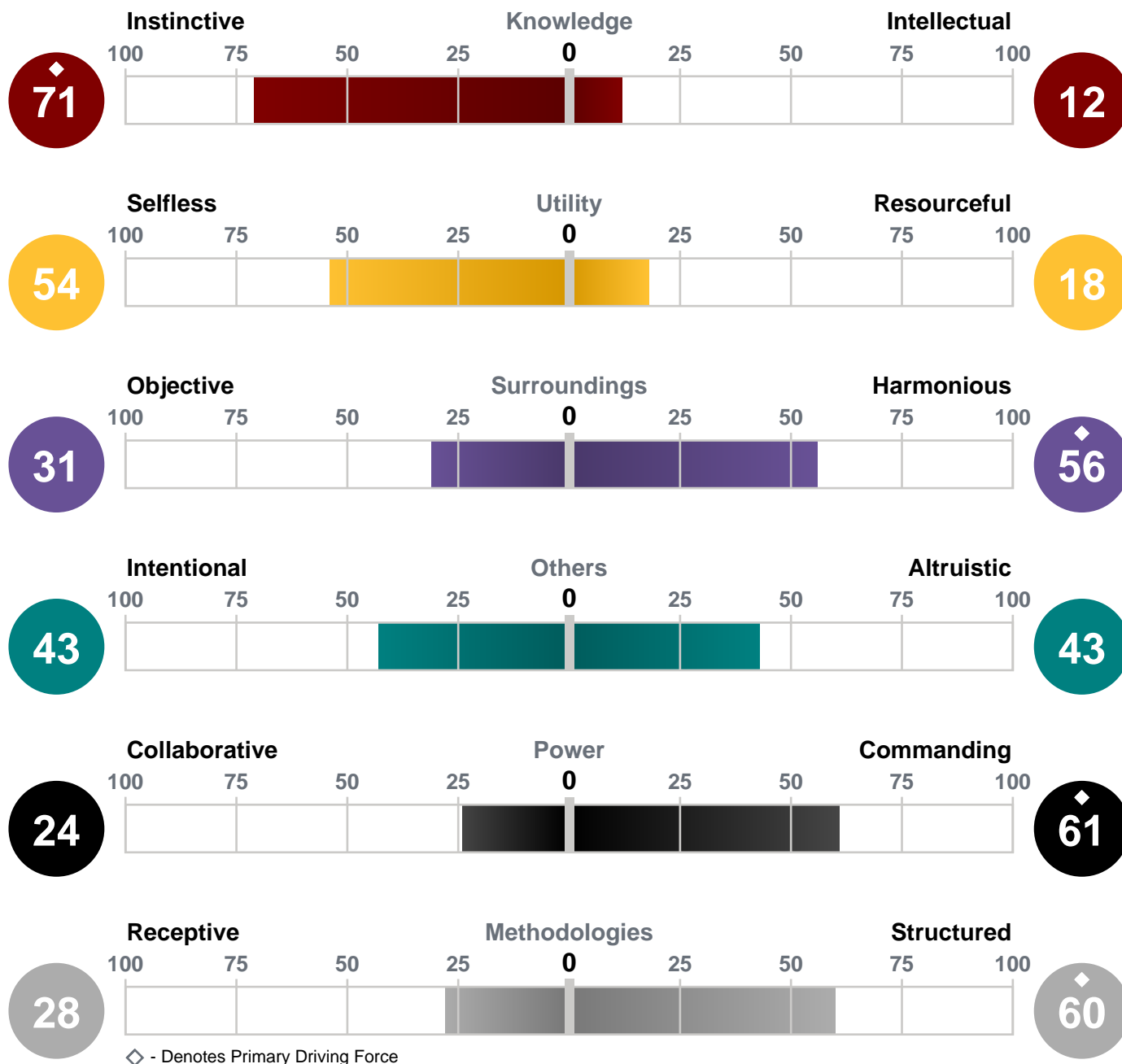
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Following proven procedures is more important than quick fixes.
- yvonne likes unity and order in her life.
- She believes strongly in her opinions.
- She will evaluate others based on her rules for living.
- yvonne lets her conscience be her guide.
- She is true to her personal vision.

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.

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

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.

- yvonne may desire fine things for her spouse or family members.
- At times yvonne 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.
- 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 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.

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

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

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

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

Communications
Dance
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Performing Arts, Theatre
Photography and Studio Art
Web Design, Web Administration

Business

Advertising
Business Communications, Public Relations
Facilities Planning and Management
General Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Construction
Entrepreneurism
Home Maintenance and Repair
Trucking

Environmental, Agriculture and Food

Animal Sciences
Culinary Science

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Computer Graphics, Animation
Computer Programming
Desktop Publishing
Educational Administrator
Entrepreneurial Studies

NEXT STEPS: POSSIBLE DEGREE MATCHES

Graphic Design
Inside Sales
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism
Videography
Yoga Therapy and Training

Health Sciences

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

Other Career Paths

Apparel Fashion
Fitness and Exercise Science
Interior Design
Publishing

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
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
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
13-1121	4	Meeting & Convention Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-1021	4	General & Operations Manager
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
17-3026	2-4	Industrial Engineering Technician
11-9061	2-4	Funeral Director
33-3021	2+	Detectives & Criminal Investigator
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

STUDY TIPS

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

Strengths

Will champion change and be bottom-line focused for results within the system of living.

Good at directing others to join her cause.

Not easily deterred by setbacks.

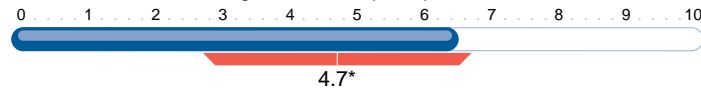
Willing to make high-risk decisions.

Great at recruiting membership in organizations to which she belongs.

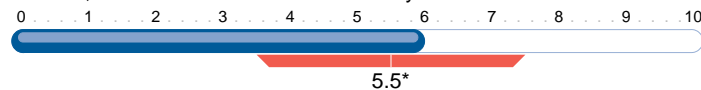
Being an optimistic leader.

Motivators

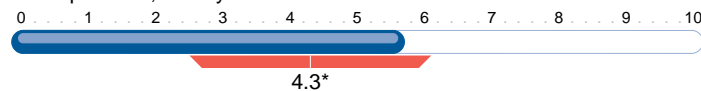
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



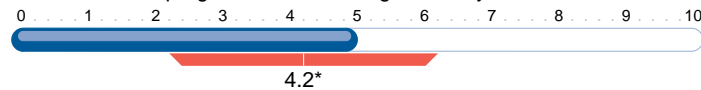
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



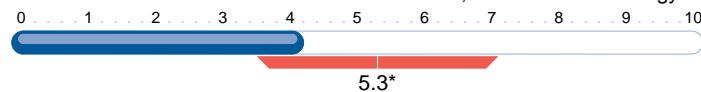
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



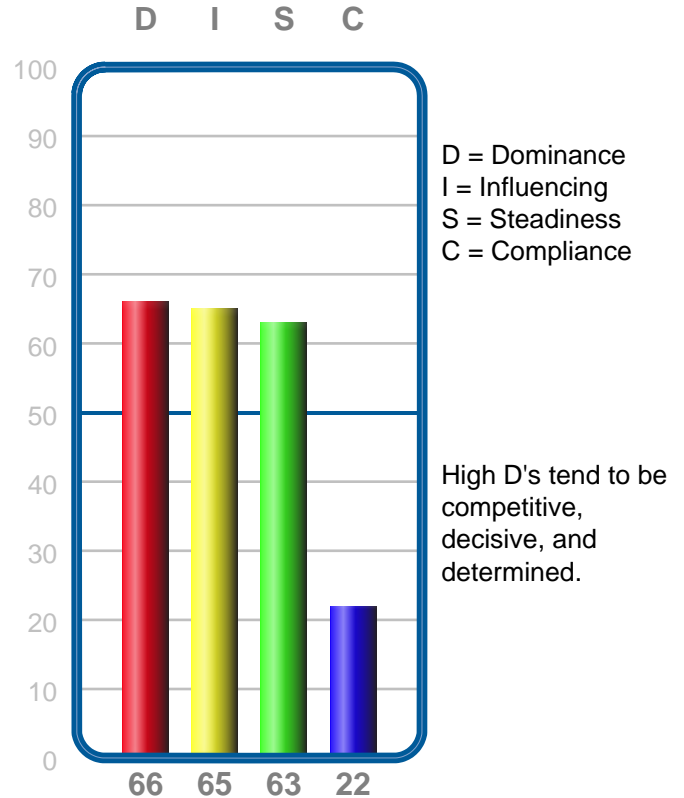
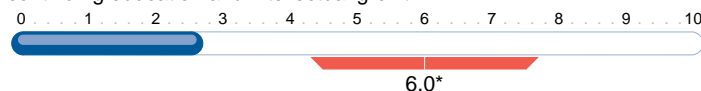
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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

Pioneering.

Tenacious.

Self-reliant.

Innovative.

Dedicated to her own ideas.

Forward-looking and future-oriented.