

Melany Cortes
10-13-2016



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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.

Melany likes to set her own pace. When others try to rush her, she feels threatened and may balk. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She needs time for some study and analysis, particularly when doing new or challenging assignments. This allows her to adjust to the changing environment. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Melany may not project a sense of urgency like some people with different behavioral styles. She wins through hard work and persistence. She likes to stay with one task until it is completed. Patience, control and deliberateness characterize her usual behavior. When the time is right, Melany can stand up aggressively for what she believes. Melany wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work.

Melany may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. Making plans and following those plans is important to her. Melany finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She may tend to fight for her beliefs or those things she feels passionate about. She is persistent and persevering in her approach to achieving goals.

Melany will be open with those she trusts; however, reaching the required trust level may take time. She likes a friendly, open style of communication. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. Melany is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Builds good relationships.
- Turns confrontation into positives.
- Good at reconciling factions--is calming and adds stability.
- Will gather data for decision making.
- Works for a leader and a cause.
- Dependable team player.
- Service-oriented.
- Respect for authority and organizational structure.

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.

- Take criticism of her work as a personal affront.
- Be too conservative--bides time and avoids much that is new.
- Need help in prioritizing new assignments.
- Be defensive when risk is involved--move towards maintaining status quo.
- Be dependent on others for decisions, even if she knows she is right.
- Become resistive and indecisive when forced to act quickly. Without proper information she will resist in a passive-aggressive manner.
- Not project a sense of urgency--others may not feel the pressure to help immediately.

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.

- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Take time to be sure that she is in agreement and understands what you said.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Provide solid, tangible, practical evidence.
- Keep conversation at discussion level.
- Define clearly (preferably in writing) individual contributions.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared.
- Look for hurt feelings or personal reasons if you disagree.
- Provide a friendly environment.

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.

- Make promises you cannot deliver.
- Talk in a loud voice or use confrontation.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be haphazard.
- Offer assurance and guarantees you can't fulfill.
- Be abrupt and rapid.
- Give your presentation in random order.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Be domineering or demanding; don't threaten with position power.
- Push too hard, or be unrealistic with deadlines.
- Use testimonies from unreliable sources.

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.

- Wants to control her destiny, but does so in a soft way.
- A "winner" who is consistent but does not brag about accomplishments.
- Methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Holds others to high standards.
- Takes pride in finding flaws in policies and procedures.
- Defines and clarifies procedures clearly by having and providing necessary information.
- Her desire to learn more allows processes to become more effective.

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 strong opinions but may not always share them.
- Will hide emotions until others push her buttons or take advantage of her.
- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes her security.
- Nothing is good enough, unless it's the best.
- May set unreachable standards for herself and others.
- May be seen as a procrastinator due to her desire for all information and fear of making a mistake.
- Never enough facts to prove the new theory.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment where she can use her intuitive thinking skills.
- Needs personal attention from her manager and compliments for each assignment well done.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment where being prepared for meetings is rewarded.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.

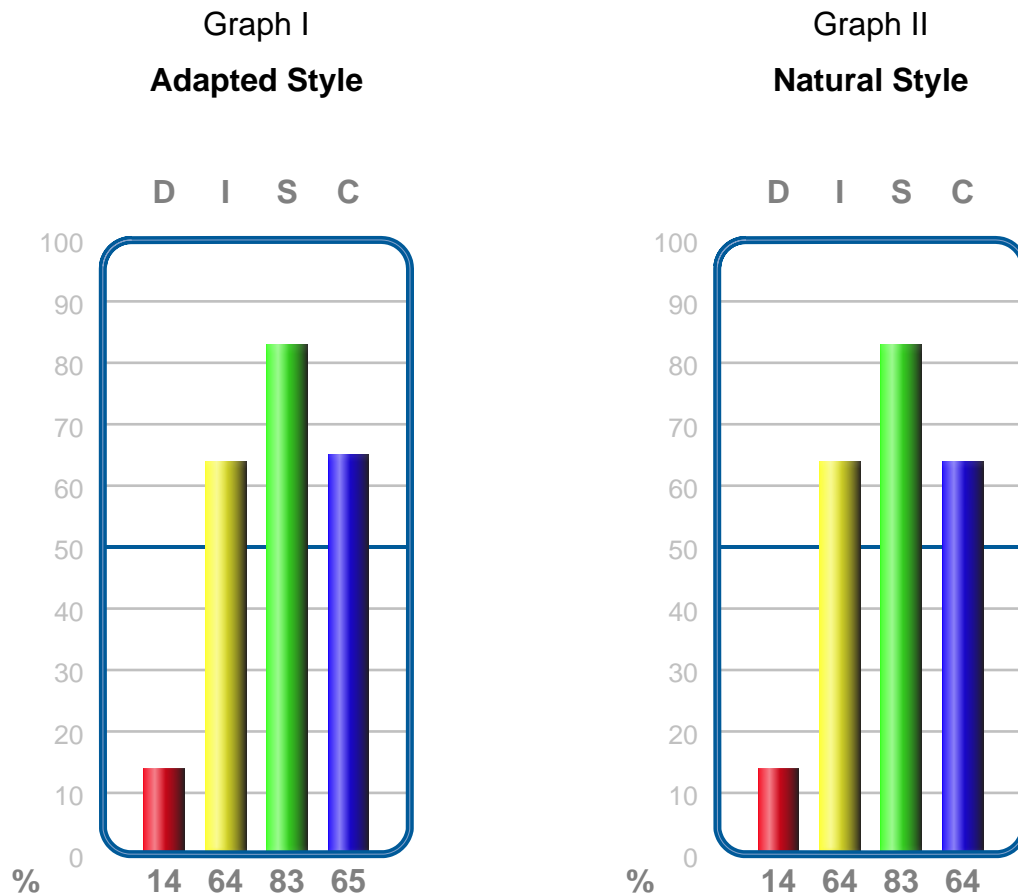
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Time to perform up to her high standards.
- Constant appreciation, and a feeling of security on the team.
- Time to gather data and facts in order to work through challenges and conflicts.
- Background and detailed information on process and procedures in order to ensure they are correct.
- The power to protect those she trusts or is loyal to.
- Control over keeping the process consistent and methodical.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

The graphs below represent your adapted and natural behavioral styles based on the DISC model. D stands for dominance. I stands for influencing. S stands for steadiness. C stands for compliance. The graph on the right represents your natural style and the graph on the left represents your adapted style based on current circumstances.



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D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, challenge oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable. The emotion associated with high D's is anger.

Famous high D's are Hillary Clinton and Donald Trump.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, talkative, and trusting. Low I's tend to be reflective, skeptical, factual, and matter of fact. The emotion associated with high I's is optimism.

Famous high I's are Will Ferrell and Oprah Winfrey.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be steady, patient, predictable, and calm. Low S's tend to be change oriented, flexible, restless, and impatient. The emotion associated with high S's is non-emotional – they do not readily display their emotions.

Famous high S's are Michelle Obama and Gandhi.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, cautious, accurate, and detail oriented. Low C's tend to be independent, unsystematic, stubborn, and unconcerned with details. The emotion associated with high C's is fear.

Famous high C's are Al Gore and Hermione from Harry Potter.

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

This section describes why you do things. Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.

When interpreting your motivator scores, think of your motivators as related to a fire hose. Your top motivators are a widespread stream that covers all aspects of your life. Your bottom motivators are like a concentrated stream and only appear in specific areas where that motivator matters to you.

The Indigo Assessment measures six motivators:

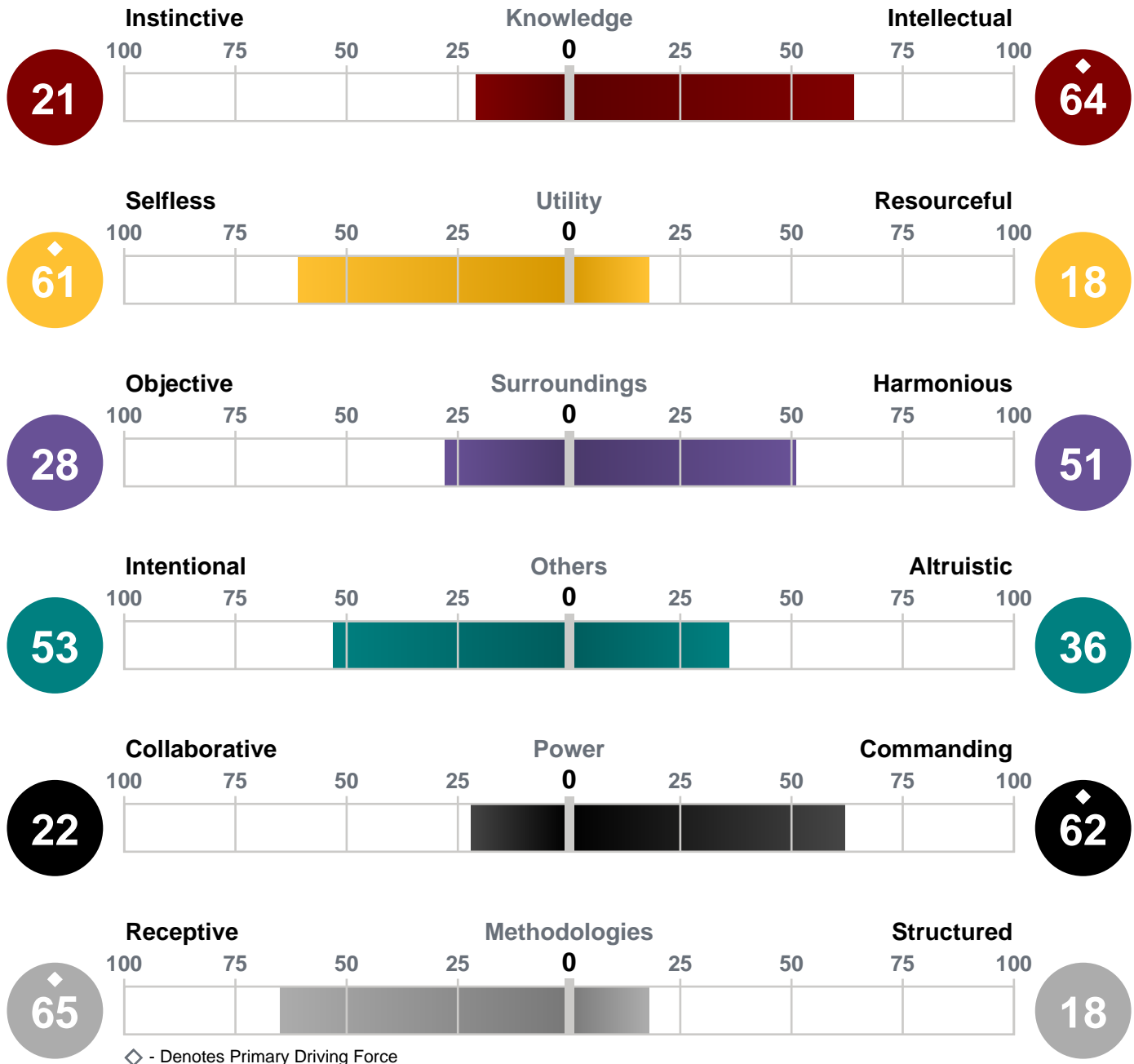
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, standards or beliefs.
6. **Utilitarian** – Desire for a return on investment of time, energy or money.

The next page ranks your relative passion for each of the six motivators. The pages following your ranking list your motivators in order of importance to you and how each motivator may affect your life decisions at this time.

For more information about motivators visit www.IndigotheAssessment.com .

DRIVING FORCES GRAPH

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional. The 12 Driving Forces are derived by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies. Focus on activities and work that relate to your highest driving forces scores.



MOTIVATORS: HOW THE INDIVIDUALISTIC MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High individualistic scores indicate the desire to gain power, lead others, and advance in position. Typically, high "individualistics" want to appear in the public eye. This motivator is sometimes called the political value. If individualistic is one of your top two motivators, you will not feel satisfied unless you are in control of your own destiny and are publically recognized for your contributions.

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

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.

- Melany is very good at integrating past knowledge to solve present problems.
- Melany 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.
- Melany has the potential to become an expert in her chosen field.
- She may have difficulty putting down a good book.
- A comfortable job for Melany is one that challenges her knowledge.

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

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.

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

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

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 not be afraid to explore new and different ways of interpreting her own belief system.
- It may be hard to manipulate Melany because she has not defined a philosophy or system that can provide immediate answers to every situation.
- Melany can be creative in interpreting other systems or traditions and selective in applying those traditions.
- Melany's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, Melany will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will work within a broadly defined set of beliefs.
- Traditions will not place limits or boundaries on Melany.

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
Architecture
Art History
Botany
Composition, Writing
English
Geography
Geology, Earth Sciences
Humanities
Information Technology
Interior Design
Journalism
Language Study
Library Science
Linguistics
Literature Studies, Classics
Microbiology
Music Composition
Music Performance
Neuroscience
Paleontology
Photography and Studio Art
Web Design, Web Administration

Business

Marketing

Career and Technical

Biomedical Equipment Technician
Carpentry
Electrician
General Mechanic, Technician
Massage Therapy
Rehabilitation Therapy
Welding

Engineering

NEXT STEPS: POSSIBLE DEGREE MATCHES

Aerospace Engineering
Bio Engineering
Civil Engineering
Electrical Engineering
Environmental Engineering
Materials Engineering
Mechanical Engineering

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Natural Sciences
Plants and Horticulture

Evolving Opportunities

Biotechnology
Computer Graphics, Animation
Diagnostic, Scanning Technician
Genetics, Reproductive Technology and Research
Graphic Design
Health Technology
Medical Ethics
Nutrition and Diet Science
Peace and Conflict Resolution Studies
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Kinesiology
Pre-Medicine

Other Career Paths

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
29-2056	4+	Veterinary Technician
29-2031	4+	Cardiovascular Technician
25-4012	4+	Curator
25-3011	4+	Adult Educator
21-1091	4+	Health Educator
19-3094	4+	Political Scientist
19-3093	4+	Historian
19-3091	4+	Anthropologist & Archaeologist
19-2043	4+	Hydrologist
19-2041	4+	Environmental Scientist & Specialist including Health
19-1023	4+	Zoologist & Wildlife Biologist
17-2131	4+	Materials Engineer
17-2121	4+	Marine Engineer & Naval Architect
17-1012	4+	Landscape Architect
11-9141	4+	Property, Real Estate & Community Association Manager
41-3041	4	Travel Agent
29-2034	4	Radiologic Technician
29-2011	4	Medical & Clinical Lab Technician
27-3043	4	Writer & Author
27-2011	4	Actor & Actress
25-2031	4	Teacher, Secondary
25-2021	4	Teacher, Elementary
25-1053	4	Teacher, Post-secondary Environmental Science
17-3012	4	Electrical & Electronic Drafter
17-3011	4	Architectural & Civil Drafter
17-2199.10	4	Wind Energy Engineer
15-1041	4	Computer Support Specialist
13-2011	4	Accountant & Auditor
41-1012	2-4	Manager, Supervisor, non retail
31-1012	2-4	Nurse, Aide, Orderly & Attendant

NEXT STEPS: POSSIBLE CAREER IDEAS

19-4092	2-4	Forensic Science Technician
17-3024	2-4	Electro-mechanical Technician
17-3022	2-4	Civil Engineering Technician
11-9051	2-4	Food Service Manager
27-4014	2+	Sound Engineering Technician
27-1014	2+	Artist & Animator, multi-media
25-2011	2+	Teacher, Preschool
47-4099.02	2	Solar Thermal Installer & Technician
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant
29-2061	2	LPN (Licensed Practical Nurse)
29-2052	2	Pharmacy Technician
25-9031	2	Instructional Coordinator
11-3051	2	Industrial Production Manager
25-9041	HS-2	Teacher Assistant
43-5061	HS	Production and Planning Clerk
43-4151	HS	Order Clerk
33-9032	HS	Security Guard
31-1011	HS	Home Health Aide

STUDY TIPS

- Study in groups of two or more.
- Study or review notes before each class starts.
- Quiz yourself and others about ideas you are learning.
- Identify the time of day you feel best and try to fit studying into these hours.
- Meditate and think positive thoughts before taking an exam.
- Try new ways of learning.
- Plan a block of time for studying - take 10-minute breaks every hour.
- Study and review notes just before class starts.
- Don't let others intrude upon your study time.
- Ask questions about things for which you are unsure.
- Set goals which challenge your abilities.
- Put words you have trouble spelling on your mirror so you see them daily.

Strengths

Wants to control her destiny, but does so in a soft way.

A "winner" who is consistent but does not brag about accomplishments.

Methodical and reliable researcher.

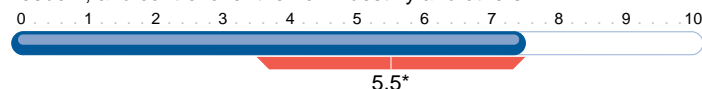
Will keep sensitive information under lock and key.

Holds others to high standards.

Defines and clarifies procedures clearly by having and providing necessary information.

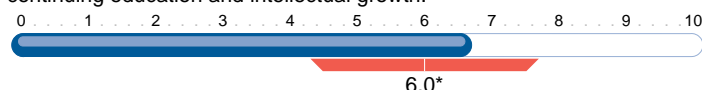
Motivators

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



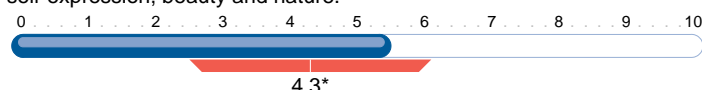
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



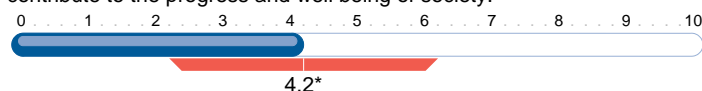
6.7

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



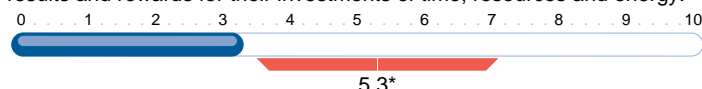
5.5

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



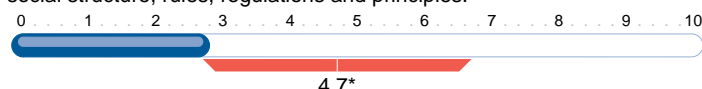
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5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

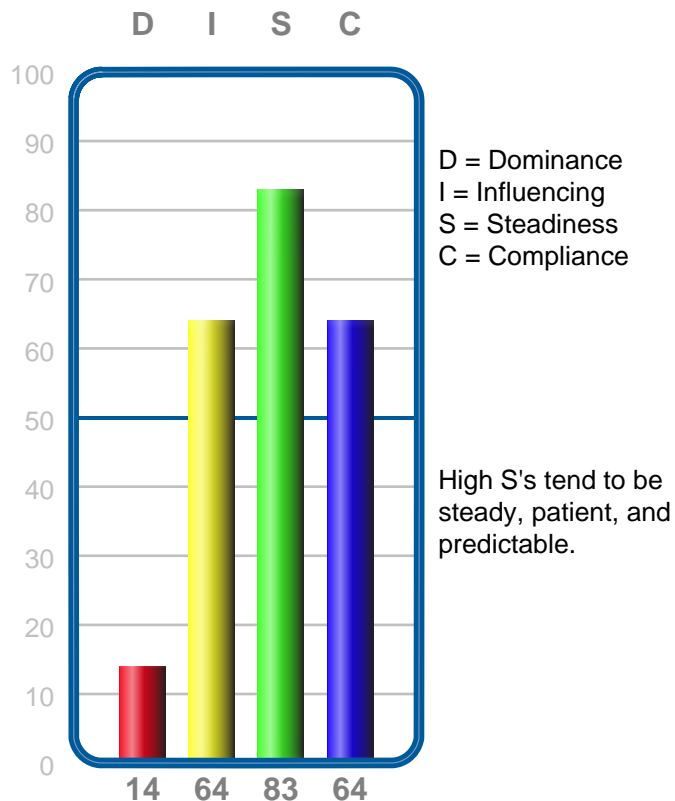


3.3

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



2.8



Value to a Team

Flexible.

Good at reconciling factions--is calming and adds stability.

Will gather data for decision making.

Patient and empathetic.

Respect for authority and organizational structure.

Turns confrontation into positives.