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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.

leslie places her focus on people. To her, strangers are just friends she hasn't met! She is good at creating enthusiasm in others. She prefers working for a participative manager. She does her best work in this kind of environment. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. leslie tends to trust people and may be taken advantage of because of her high trust level. 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. She is approachable, affectionate and understanding. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes." leslie can combine and balance enthusiasm and patience. She may tend to agree to avoid confrontation.

leslie is good at solving problems that deal with people. She likes to participate in decision making. 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 prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. leslie 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. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She likes working for managers who make quick decisions.

leslie tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is people-oriented and verbally fluent. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. 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. leslie is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! It is important for leslie 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. leslie feels that "if everyone would just talk it out, everything would be okay!" She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, leslie will attempt to put them at ease.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Negotiates conflicts.
- Respect for authority and organizational structure.
- Verbalizes her feelings.
- Adaptable.
- Builds confidence in others.
- People-oriented.
- Turns confrontation into positives.
- Optimistic and enthusiastic.

STYLE: POTENTIAL WEAKNESSES WITH YOUR STYLE

Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.

- Be unrealistic in appraising people--especially if the person is a "friend."
- 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.
- Trust people indiscriminately if positively reinforced by those people.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.

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.

- Take time to be sure that she is in agreement and understands what you said.
- Be prepared.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide testimonials from people she sees as important.
- Take your time and be persistent.
- Talk about her, her goals and the opinions she finds stimulating.
- Use scheduled timetable when implementing new action.
- Leave time for relating, socializing.
- Read the body language for approval or disapproval.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Give her time to ask questions.

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.

- Leave decisions hanging in the air.
- Legislate or muffle--don't overcontrol the conversation.
- Talk to her when you're extremely angry.
- Talk down to her.
- Take credit for her ideas.
- Push too hard, or be unrealistic with deadlines.
- Be curt, cold or tight-lipped.
- Make promises you cannot deliver.
- "Dream" with her or you'll lose time.
- Drive on to facts, figures, alternatives or abstractions.
- Give your presentation in random order.
- Be haphazard.
- Be dictatorial.

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 bring high energy and enthusiasm to the researching process.
- Looks for the positive side of every situation.
- Motivates others to express themselves.
- Always willing to share her ideas on how to enhance the surroundings.
- Will keep sensitive information under lock and key.
- Desire for continuous learning is one of her greatest strengths.
- Accommodating team member that brings balance to the organization.
- Steady, consistent and balanced member of 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.

- Ability to learn is diminished due to her lack of focus on one thing.
- Will tend to elaborate on limited data.
- Overly optimistic in her ability to bring balance to any situation.
- Over emphasizes the experience compared to the results.
- May not pursue knowledge if it jeopardizes her security.
- May have difficulty sharing subjective information.
- Has difficulty in establishing priorities regarding her feelings.
- Wants to enhance surroundings, but struggles with the need to change.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- A stable and predictable environment.
- A leadership team that is optimistic toward learning new concepts or theories.
- A forum to be curious about the discovery of new information.
- Ability to complete projects and tasks through a stable and harmonious team.
- A fun and creative working environment.

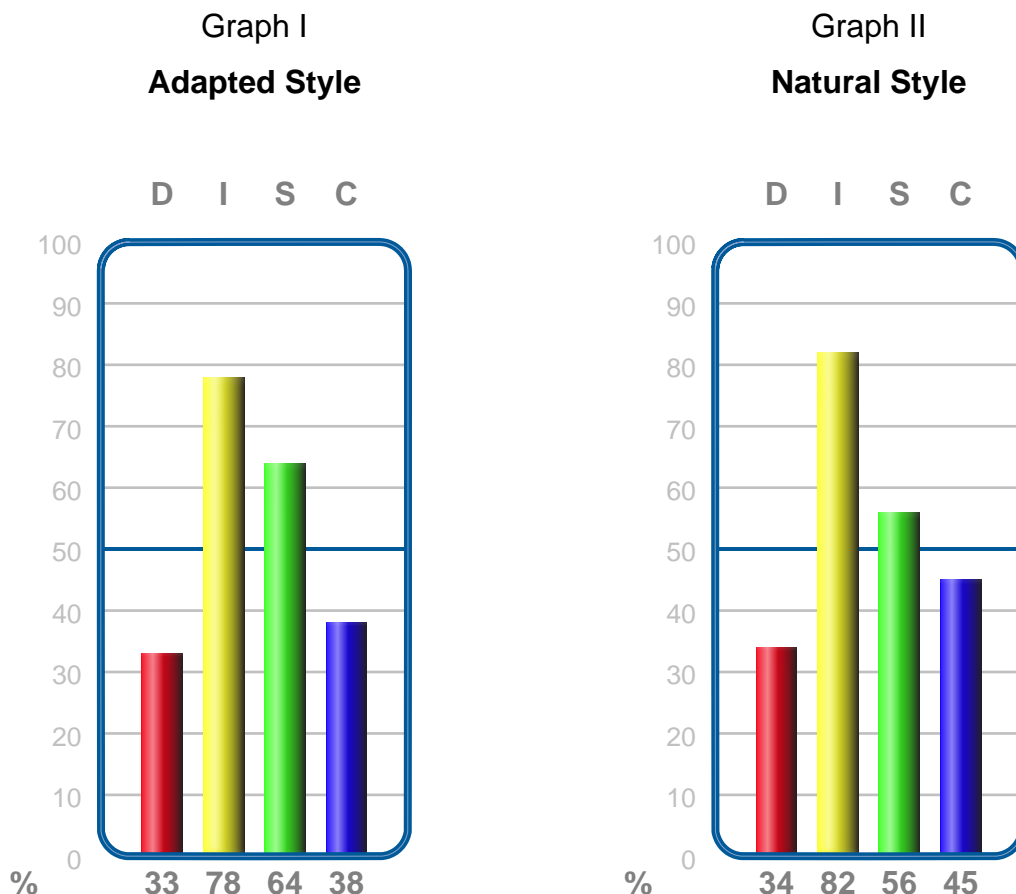
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A manager who practices participative management.
- Constant appreciation, and a feeling of security on the team.
- To be seen as an expert in a variety of areas and wants to be included in discussions about new things.
- To be able to seek out new information that will be valuable to share with others.
- To support company morale and harmonious causes.
- The experience of the people and the surroundings to be happy and balanced.

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:

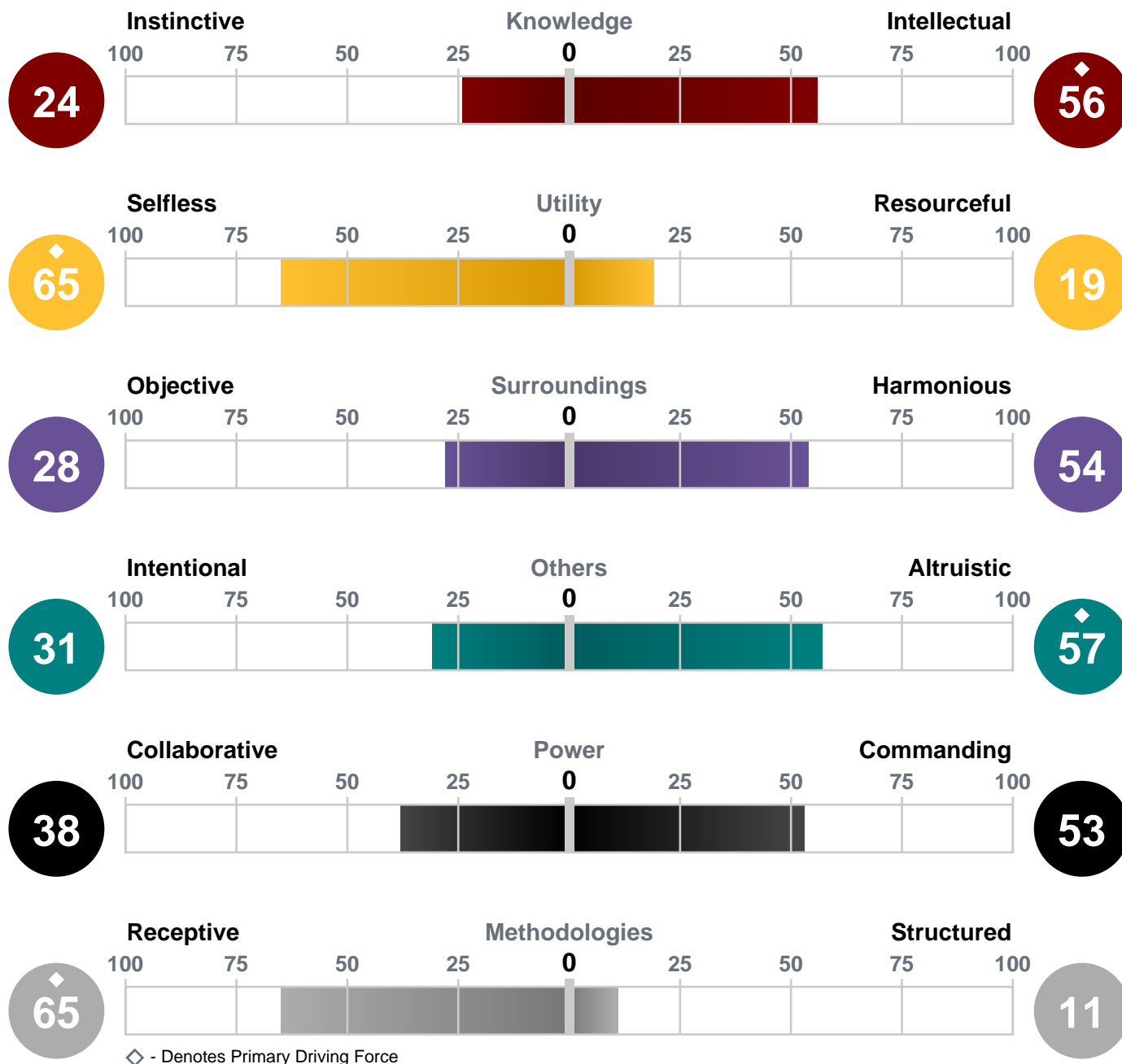
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules, 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 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 will usually have the data to support her convictions.
- She may have difficulty putting down a good book.
- A comfortable job for leslie is one that challenges her knowledge.
- leslie is very good at integrating past knowledge to solve present problems.
- leslie is comfortable around people who share her interest for knowledge and especially those people with similar convictions.
- leslie has the potential to become an expert in her chosen field.

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.

- leslie looks for and appreciates the beauty in things.
- Decorating her surroundings so they are visually pleasing is enjoyable for leslie.
- leslie uses her aesthetic talent to impress others.
- Dressing for success comes naturally to leslie. She enjoys the latest designer clothes when she has the funds to purchase them.
- Form and harmony provide her with an experience to remember.

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.

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

- At times leslie can be very competitive.
- 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.
- leslie can be assertive in meeting her needs.
- She will evaluate each situation individually and determine how much or how little control she will want to exercise.

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.

- Traditions will not place limits or boundaries on leslie.
- In many cases, leslie 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.
- It may be hard to manipulate leslie because she has not defined a philosophy or system that can provide immediate answers to every situation.
- leslie's passion in life will be found in one or two of the other dimensions discussed in this report.
- leslie 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.

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

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

Art History
Botany
Broadcasting
Geography
Geology, Earth Sciences
Information Technology
Literature Studies, Classics
Music Performance
Paleontology
Teaching, Education

Business

Marketing

Career and Technical

Speech and Language Pathology

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Environment, Conservation and Sustainability
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning

Health Sciences

Counseling
Exercise Science
Hospital and Health Administration
Kinesiology
Nursing
Pre-Medicine

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
27-2031	4 & exp	Dancer
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
27-1011	4+	Art Director
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3011	4+	Economist
19-2043	4+	Hydrologist
19-1023	4+	Zoologist & Wildlife Biologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
29-2011	4	Medical & Clinical Lab Technician
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-4021	4	Photographer
27-2042	4	Musician, Singer
27-2011	4	Actor & Actress
27-1025	4	Interior Designer
25-3021	4	Teacher Self-Enrichment Education
25-2031	4	Teacher, Secondary
25-2022	4	Teacher, Middle School
25-1053	4	Teacher, Post-secondary Environmental Science
19-3021	4	Market Research Analyst
11-3042	4	Training & Development Manager
15-1081	2-4+	Network Systems & Data Communications Analyst
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
43-4161	HS	Human Resources Assistant
43-4151	HS	Order Clerk
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge
33-9092	HS	Lifeguard, Ski Patrol other recreational protective service worker
27-1023	HS	Floral Designer

STUDY TIPS

- Review notes from previous lessons to prepare yourself for the next.
- Identify the time of day you feel best and try to fit studying into these hours.
- Take meaningful notes.
- Don't let others intrude upon your study time.
- Track your time and see how you are spending it and add more time for studying if needed.
- Socialize after studying - not before.
- Study or review notes before each class starts.
- Don't doodle.
- Review your notes after class.
- Ask questions about things for which you are unsure.
- Use short sentences when taking notes - leave out unnecessary words.

Strengths

Will bring high energy and enthusiasm to the researching process.

Looks for the positive side of every situation.

Motivates others to express themselves.

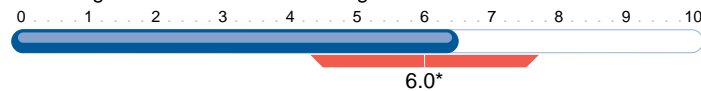
Always willing to share her ideas on how to enhance the surroundings.

Will keep sensitive information under lock and key.

Accommodating team member that brings balance to the organization.

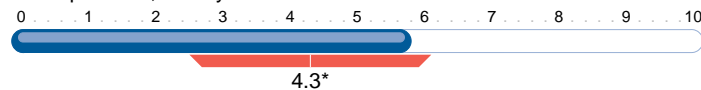
Motivators

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



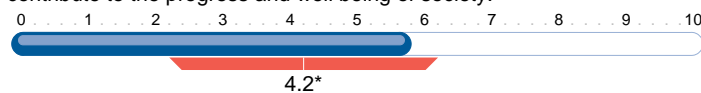
6.5

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



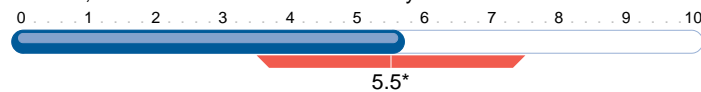
5.8

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



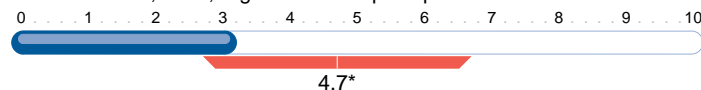
5.8

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



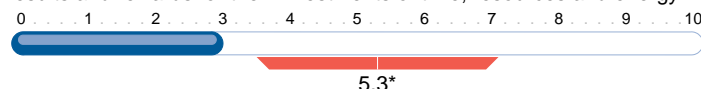
5.7

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

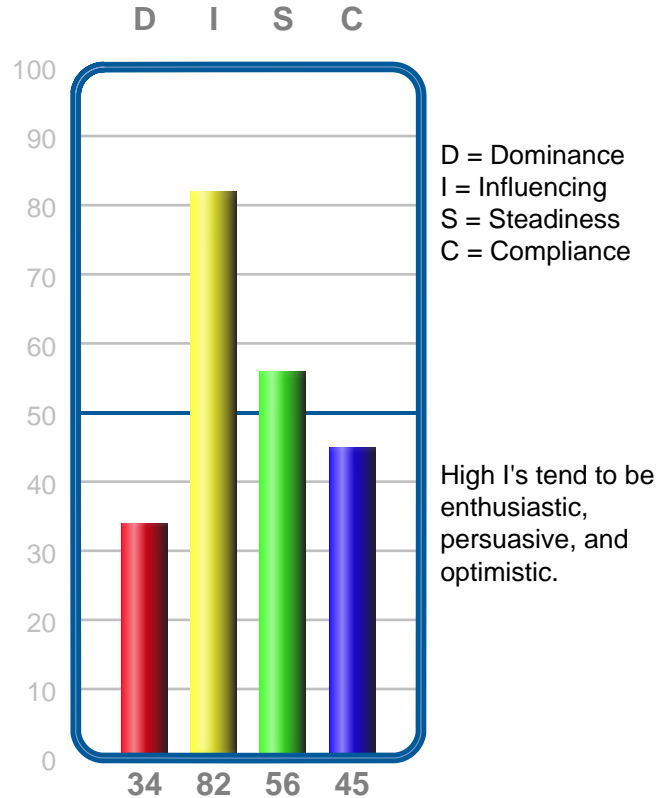


3.2

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



3.0



Value to a Team

Negotiates conflicts.

Adaptable.

Optimistic and enthusiastic.

People-oriented.

Team player.

Accomplishes goals through people.