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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.

alexia is good at creating enthusiasm in others. She likes quality social relationships. She often will become friends with her customers or clients. She tends to trust people and may be taken advantage of because of her high trust level. She may tend to agree to avoid confrontation. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She projects a self-assured and self-confident image. She wants to be seen as her own person, but usually projects it in friendly terms. alexia likes to develop people and build organizations. She can combine and balance enthusiasm and patience.

alexia 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 to participate in decision making. She is good at solving problems that deal with people. alexia likes working for managers who make quick decisions. 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.

alexia is good at negotiating conflict between others. alexia feels that "if everyone would just talk it out, everything would be okay!" She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, alexia will attempt to put them at ease. She is both a good talker and a good listener. alexia is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She may use her time imprecisely because she likes to talk to people. She is people-oriented and verbally fluent. She will optimistically interact with people in an assured, diplomatic and poised manner.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Dedicated to her own ideas.
- Self-reliant.
- Negotiates conflicts.
- Big thinker.
- Team player.
- Builds confidence in others.
- Optimistic and enthusiastic.
- Creative problem solving.
- Positive sense of humor.

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 optimistic regarding possible results of her projects or the potential of her people.
- Trust people indiscriminately if positively reinforced by those people.
- Overuse praise in motivating others.
- Underinstruct and overdelegate--will rely on personality as opposed to a disciplined approach to follow-up.
- Be too verbal in expressing criticism.
- Make decisions based on surface analysis.
- Be so enthusiastic that she can be seen as superficial.
- Be unrealistic in appraising people--especially if the person is a "friend."

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.

- Talk about her, her goals and the opinions she finds stimulating.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide solutions--not opinions.
- Clarify any parameters in writing.
- Provide a warm and friendly environment.
- Define the problem in writing.
- Use a balanced, objective and emotional approach.
- Leave time for relating, socializing.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Look for her oversights.

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.

- Talk down to her.
- Let her overpower you with verbiage.
- Be curt, cold or tight-lipped.
- Leave decisions hanging in the air.
- "Dream" with her or you'll lose time.
- Ramble.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.

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.

- Sings the praises of peers and the contributions others make.
- Demonstrates a will and desire to help others in the organization.
- Motivates others to be the best they can be.
- Being an optimistic leader.
- Accommodating and pleasing others is one of her natural talents.
- Wants to methodically solve people-related problems that benefit the greater good.
- Methodically follows a strategy to achieve.
- The ideal right hand to a goal-driven leader.

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.

- May overestimate the impact she can have on others.
- Does not always listen to those she is helping.
- She may overestimate her authority.
- May be viewed as someone who over promises and under delivers.
- May have difficulty correcting others as she wants to help but not offend.
- Sees change for change's sake as negative for herself and others.
- A fear of change prevents her from advancing.
- Listens to others but wants to act to her own interest.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- An environment in which she may deal with people on a personal, intimate basis.
- Freedom from control and detail.
- An opportunity to help others without being in the limelight.
- An environment where interacting with others in an effort to help each person is rewarded.
- An environment to express ideas to influence people.
- Desires to be seen as the gatekeeper of information and sensitive materials.

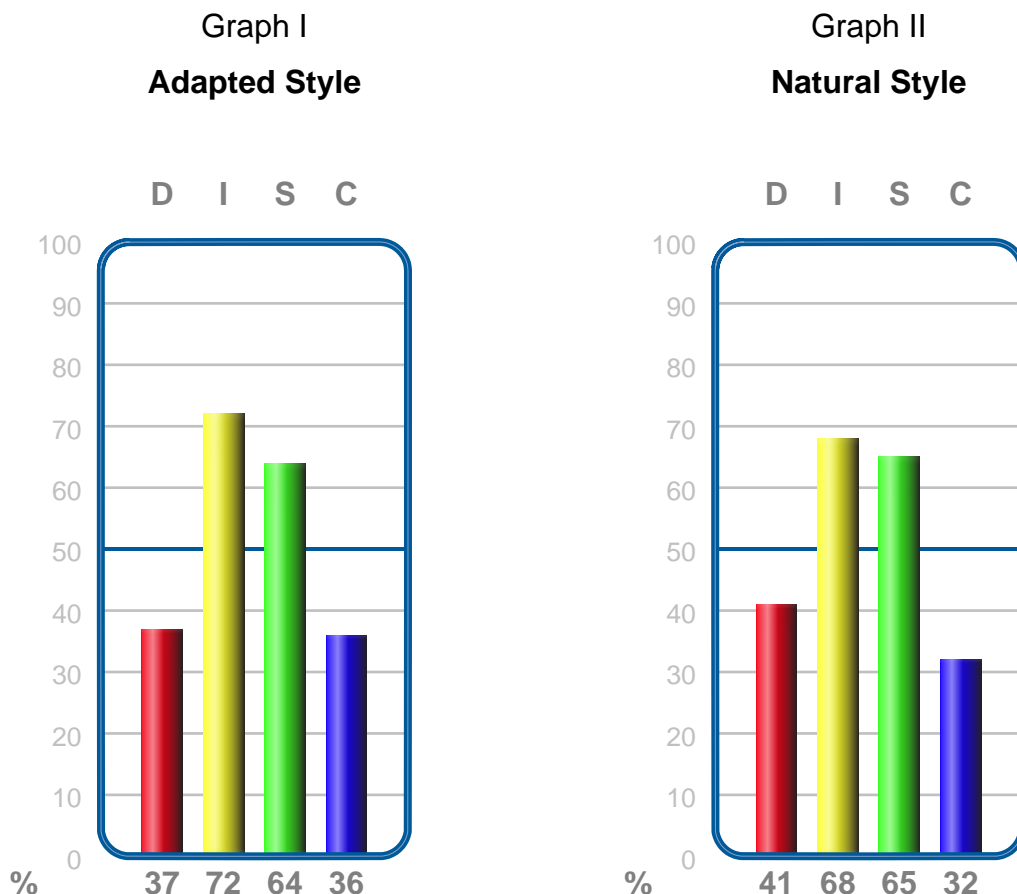
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Recognition for loyalty and long service.
- A manager who practices participative management.
- To develop methodical and fair ways to help others.
- To be a part of the team that contributes to causes and helping others.
- Public recognition of power and prestige.
- The power to protect those she trusts or is loyal to.

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:

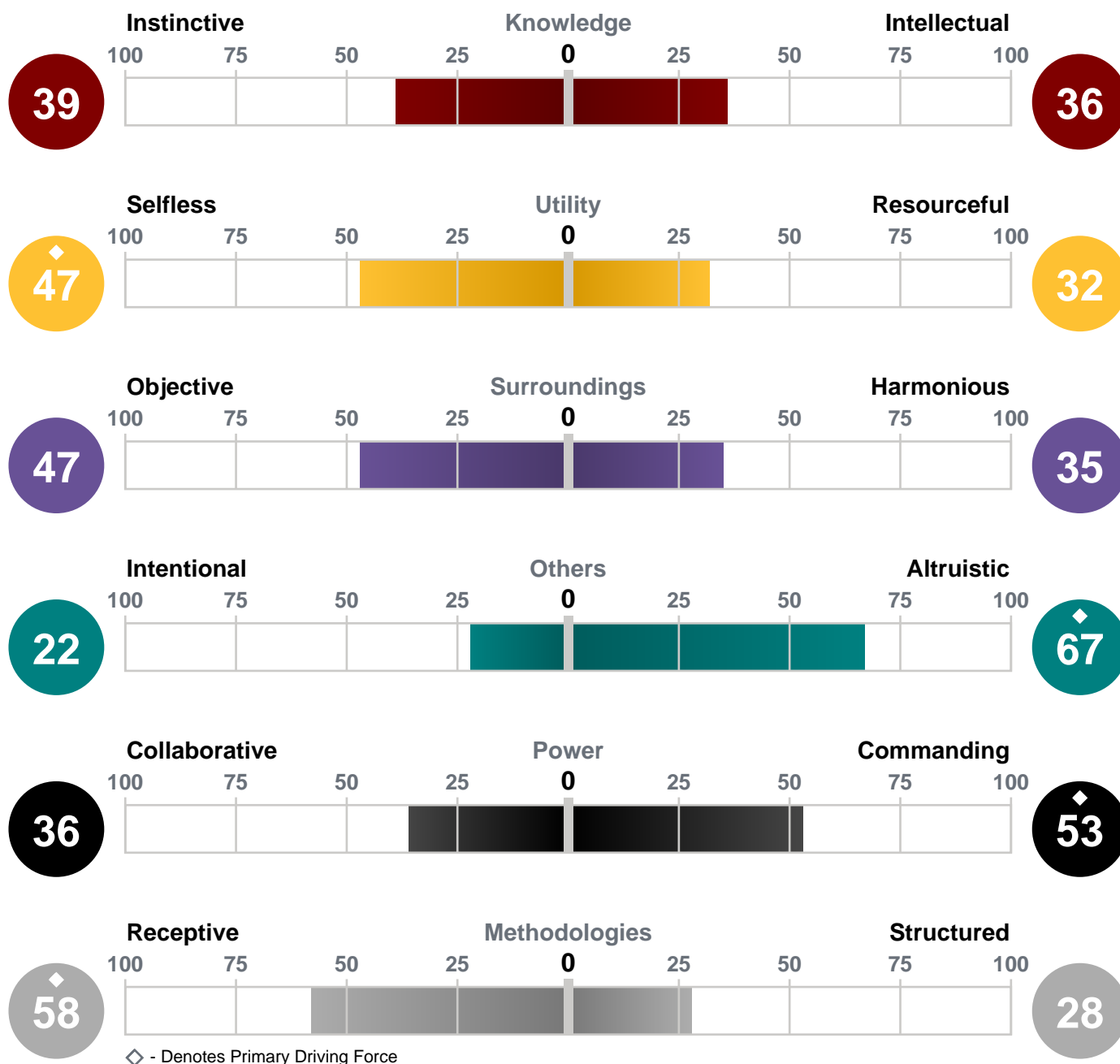
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- Helping the homeless may be one of her concerns.
- She is generous with her time, talent and resources for those in need.
- Saying "no" is difficult when others need her time or talent.
- alexia will be generous with time, research and information on social problems.
- She believes charities should be supported.
- alexia is patient and sensitive to others.

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.

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

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.

- alexia has the potential to become an expert in her chosen field.
- If alexia is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- If knowledge of a specific subject is not of interest, or is not required for success, alexia will have a tendency to rely on her intuition or practical information in this area.
- In those areas where alexia has a special interest she will be good at integrating past knowledge to solve current problems.
- alexia will seek knowledge based on her needs in individual situations.
- alexia will usually have the data to support her convictions.
- A job that challenges the knowledge will increase her job satisfaction.

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

MOTIVATORS: HOW THE UTILITARIAN MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High utilitarian scores indicate a desire to get a return on investment. Investments may be financial, time or energy. Typically "utilitarians" focus on results and may be money motivated. This value often includes the practical affairs of the business world- the production, marketing and consumption of goods, and the accumulation of tangible wealth. If utilitarian is one of your top two motivators, you will not feel satisfied unless you feel like you are receiving a return on your investment of time or energy.

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

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.
- Traditions will not place limits or boundaries on alexia.
- alexia can be creative in interpreting other systems or traditions and selective in applying those traditions.
- alexia's passion in life will be found in one or two of the other dimensions discussed in this report.
- In many cases, alexia will want to set her own rules which will allow her own intuition to guide and direct her actions.
- She will not be afraid to explore new and different ways of interpreting her own belief system.
- It may be hard to manipulate alexia 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

Composition, Writing
Criminology, Forensics
Entertainment and Arts Management
Film and Television Production
International Studies and Relations
Library Science
Political Science
Web Design, Web Administration

Business

Business Communications, Public Relations
General Management
Hospitality, Hotel Management
Human Resources, Organizational Development
Marketing

Career and Technical

Dental Assistance
Emergency Medical Technician
Health Aide, Medical Assistance
Massage Therapy
Rehabilitation Therapy
Speech and Language Pathology
Vehicle Maintenance and Repair

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences
Culinary Science
Landscape Architecture
Plants and Horticulture

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration

NEXT STEPS: POSSIBLE DEGREE MATCHES

Computer Programming
Educational Administrator
Environment, Conservation and Sustainability
Inside Sales
Life Coaching
Medical Ethics
Multimedia, Digital Communications
Nonprofit Management
Online Marketing, Social Media
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Urban and City Planning
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
Pre-Dental
Pre-Ophthalmology
Psychology

Other Career Paths

Apparel Fashion
Child Care, Family Services
Fitness and Exercise Science
Personal Care Technician
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
29-1126	4+	Respiratory Therapist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2022	4+	Sales Manager
41-4011	4	Sales Representative
29-1125	4	Recreational Therapist
29-1031	4	Dietician & Nutritionist
27-3011	4	Announcer - Radio & TV
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
25-2022	4	Teacher, Middle School
15-1099.12	4	Electronic Commerce Specialist
11-9081	4	Lodging Manager
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
25-1194	2-4	Teacher, Post-secondary Vocation Education
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-9022	2	Real Estate Sales Agent
41-3011	2	Advertising Sales Agent
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist

NEXT STEPS: POSSIBLE CAREER IDEAS

43-6011	HS	Secretary & Administrative Assistant
43-5011	HS	Cargo & Freight Agent
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator
39-6012	HS	Concierge

STUDY TIPS

- Develop good study habits and follow them everyday.
- Think positively about subjects that give you difficulty.
- Review notes from previous lessons to prepare yourself for the next.
- Read an article on listening and note taking.
- Listen for ideas and facts to support the main idea.
- Track your time and see how you are spending it and add more time for studying if needed.
- Don't doodle.
- Use short sentences when taking notes - leave out unnecessary words.
- Review your notes after class.
- Socialize after studying - not before.
- Don't put off studying until the last minute.
- Take meaningful notes.
- Don't let your ego keep you from studying.

Strengths

Sings the praises of peers and the contributions others make.

Demonstrates a will and desire to help others in the organization.

Motivates others to be the best they can be.

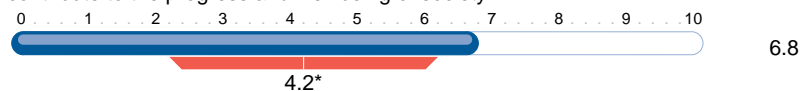
Being an optimistic leader.

Accommodating and pleasing others is one of her natural talents.

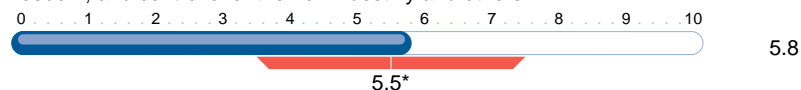
Methodically follows a strategy to achieve.

Motivators

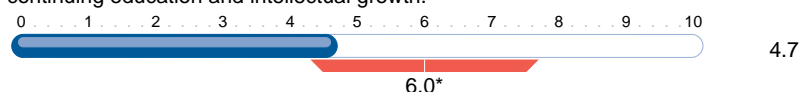
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



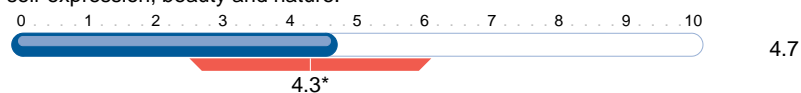
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



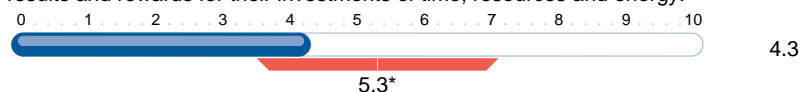
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



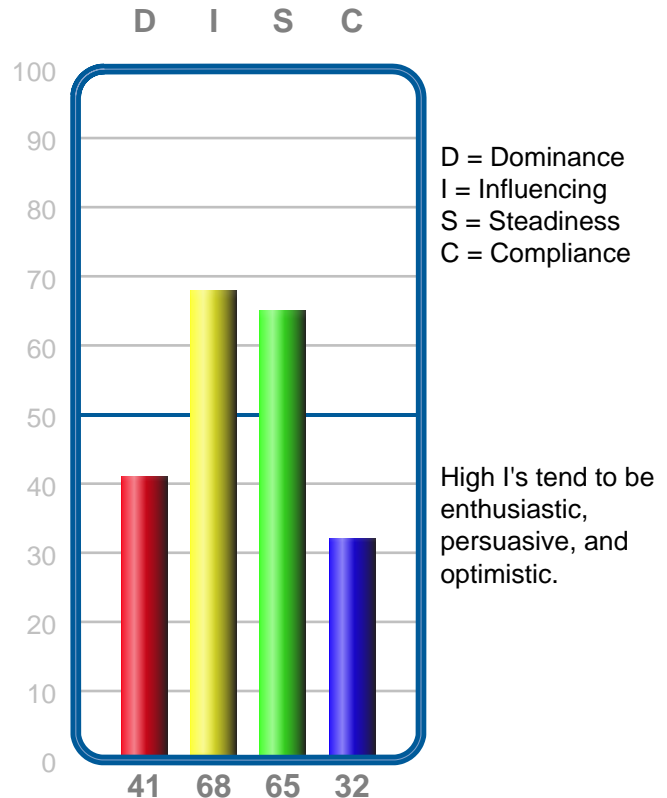
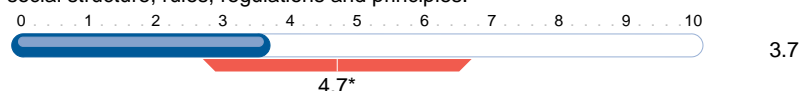
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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



Value to a Team

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Verbalizes her feelings.

Negotiates conflicts.

Team player.

Optimistic and enthusiastic.

People-oriented.