

JENNIFER BARAJAS
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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.

JENNIFER is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. JENNIFER has high ego strengths and may be viewed by some as egotistical. She embraces visions not always seen by others. JENNIFER's creative mind allows her to see the "big picture." She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. JENNIFER 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.

JENNIFER is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. 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 prefers authority equal to her responsibility. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She should realize that at times she needs to think a project through, beginning to end, before starting the project. Sometimes she becomes emotionally involved in the decision-making process.

JENNIFER may sometimes mask her feelings in friendly terms. If pressured, JENNIFER's true feelings may emerge. She challenges people who volunteer their opinions. 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! She 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. JENNIFER is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. 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.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Will join organizations to represent the company.
- Accomplishes goals through people.
- Self-reliant.
- Innovative.
- Pioneering.
- Dedicated to her own ideas.
- Competitive.
- Tenacious.

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.

- Have trouble delegating--can't wait, so does it herself.
- Dislike routine work or routine people--unless she sees the need to further her goals.

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.

- Be clear, specific, brief and to the point.
- Provide facts and figures about probability of success, or effectiveness of options.
- Understand her defiant nature.
- Support the results, not the person, if you agree.
- Support and maintain an environment where she can be efficient.
- Provide "yes" or "no" answers--not maybe.
- Motivate and persuade by referring to objectives and results.
- Look for her oversights.
- Define the problem in writing.
- Present the facts logically; plan your presentation efficiently.
- Provide solutions--not opinions.
- Clarify any parameters in writing.
- Use a balanced, objective and emotional approach.

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.

- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Take credit for her accomplishments.
- Try to convince by "personal" means.
- Let her overpower you with verbiage.
- Direct or order.
- Ramble on, or waste her time.
- Ask rhetorical questions, or useless ones.
- Try to build personal relationships.
- Let disagreement reflect on her personally.
- Reinforce agreement with "I'm with you."
- Be paternalistic.
- Muffle or overcontrol.
- Be redundant.

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.

- Initiates the activity of developing others.
- Looks for a better approach to help others.
- Initiates action to create or enhance.
- Seen as a leader in her hobbies and interests.
- Good at promoting causes that improve society.
- Sings the praises of peers and the contributions others make.
- Motivates others to express themselves.
- Will convey optimism for new ideas.

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.

- Needs immediate results when helping others.
- Can sometimes lack diplomacy in offering assistance.
- Will only see her perspective in the here and now.
- Will want balance and harmony immediately.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- May overestimate the impact she can have on others.
- Overly optimistic in her ability to bring balance to any situation.
- Situational listener to other's perspective on the experience.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Assignments with a high degree of people contacts.
- An innovative and futuristic-oriented environment.
- Working conditions that allow for creativity and people-interaction.
- Freedom to decorate office area with a status-conscience efficiency.
- A results-driven environment where people are respected and appreciated.
- Ability to achieve results through the interaction with and helping of others.

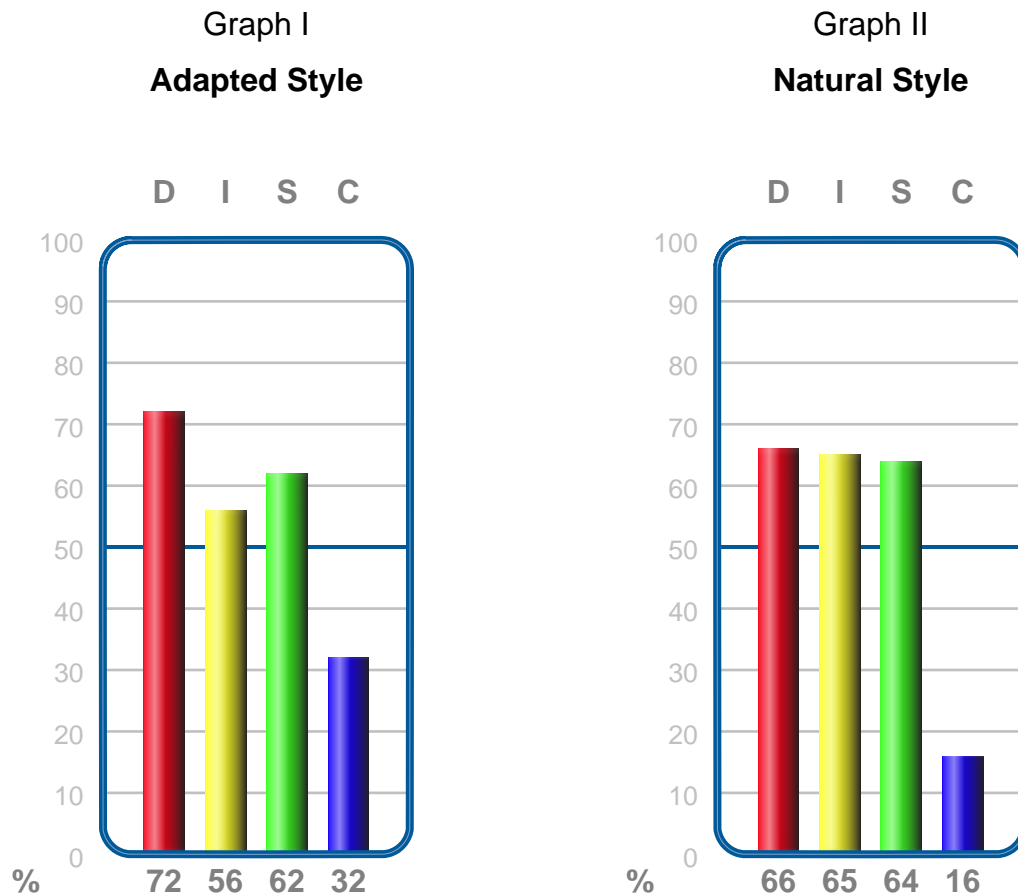
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- A friendly work environment.
- Public recognition of her ideas and results.
- The ability to express enthusiasm and creativity necessary for successful projects.
- Things done now and to the highest level of appeal possible in a streamlined way.
- Recognition for helping others and being the catalyst for changing the world for the better.
- An opportunity to express how she can improve society.

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:

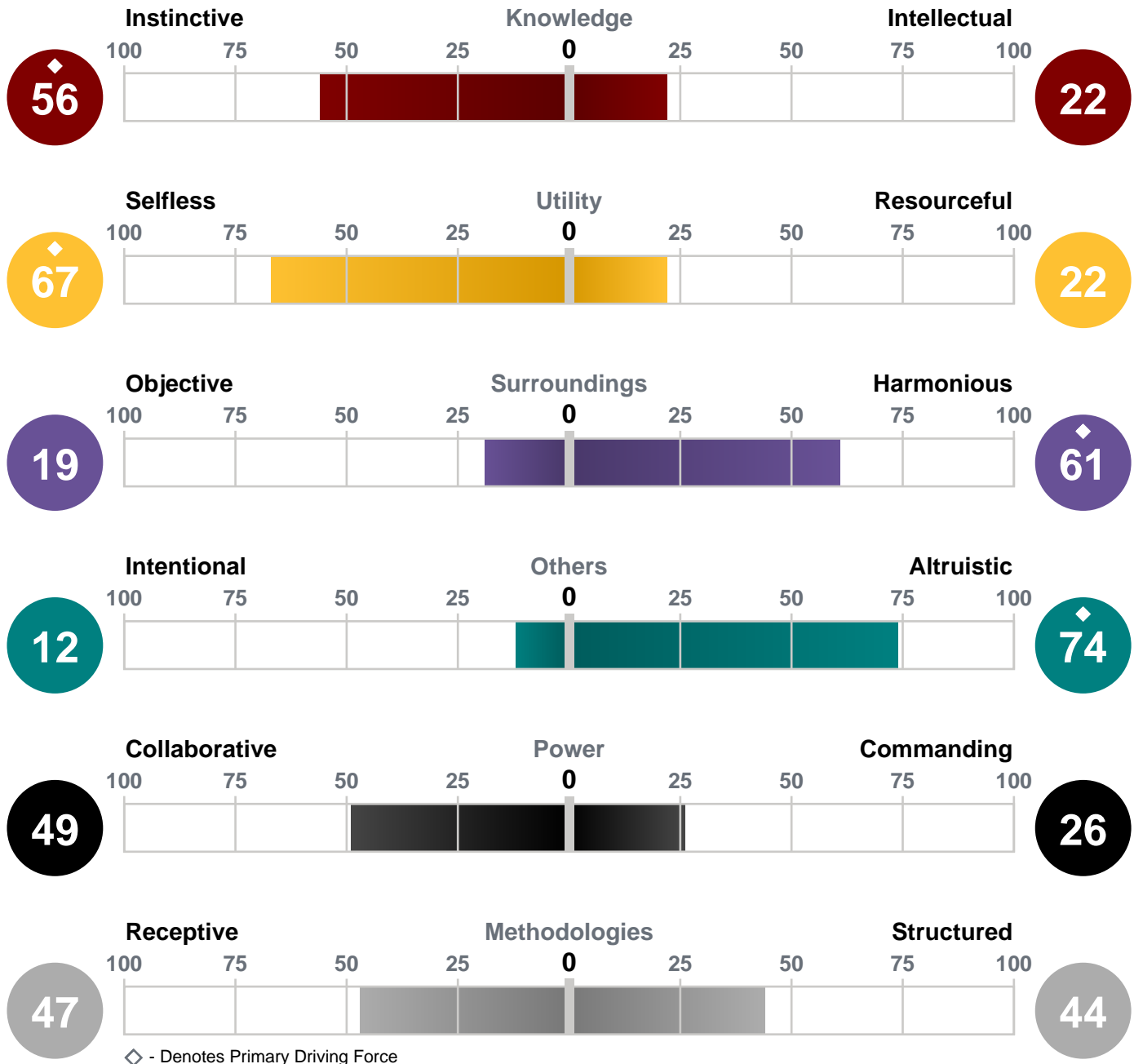
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

- She is generous with her time, talent and resources for those in need.
- She believes charities should be supported.
- Helping the homeless may be one of her concerns.
- She will have a keen interest in improving society.
- JENNIFER is patient and sensitive to others.

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.

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

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.

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

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.

- JENNIFER needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- JENNIFER at times will evaluate others based on her rules for living.
- JENNIFER lets her conscience be her guide.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.

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.

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

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

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

Botany
Broadcasting
Dance
Education Counselor
Entertainment and Arts Management
Film and Television Production
Geology, Earth Sciences
Meteorology
Paleontology
Performing Arts, Theatre
Photography and Studio Art
Teaching, Education
Web Design, Web Administration

Business

Marketing

Environmental, Agriculture and Food

Agriculture and Farming
Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community Planning and Development
Community and Public Health Administration
Computer Graphics, Animation
Educational Administrator
Graphic Design
Life Coaching
Multimedia, Digital Communications
Nonprofit Management
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Social Entrepreneurism
Social Work
Urban and City Planning
Videography

NEXT STEPS: POSSIBLE DEGREE MATCHES

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

Other Career Paths

Camp Operations
Child Care, Family Services
Interior Design
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
27-2031	4 & exp	Dancer
27-1011	4+	Art Director
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
17-2081	4+	Environmental Engineer
11-3049	4+	Human Resources, Manager, all other
41-3041	4	Travel Agent
29-1125	4	Recreational Therapist
27-2032	4	Choreographer
25-3021	4	Teacher Self-Enrichment Education
25-1053	4	Teacher, Post-secondary Environmental Science
15-1099.12	4	Electronic Commerce Specialist
13-1121	4	Meeting & Convention Planner
43-4051	2-4	Customer Service Representative
27-1022	2-4	Fashion Designer
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
31-9011	2	Massage Therapist
27-1026	2	Merchandise Displayer & Window Trimmer
43-6011	HS	Secretary & Administrative Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
41-9011	HS	Product Promoter & Demonstrator

STUDY TIPS

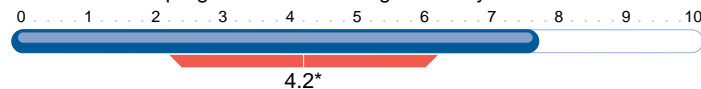
- Chunk big assignments into smaller pieces.
- Don't let your ego keep you from studying.
- Use recitation to embed fact and ideas.
- Plan tomorrow today and put your plan in writing.
- Read an article on listening and note taking.
- Don't put off studying until the last minute.
- Organize your study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

Strengths

- Initiates the activity of developing others.
- Looks for a better approach to help others.
- Initiates action to create or enhance.
- Seen as a leader in her hobbies and interests.
- Good at promoting causes that improve society.
- Motivates others to express themselves.

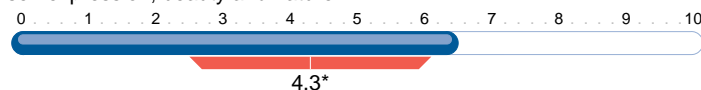
Motivators

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



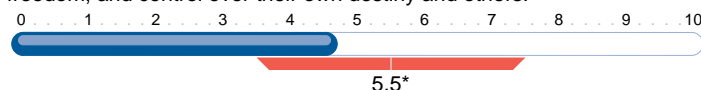
7.7

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



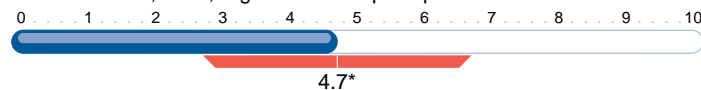
6.5

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



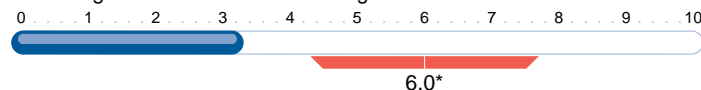
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4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



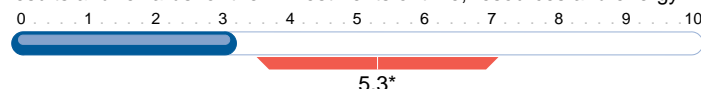
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5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

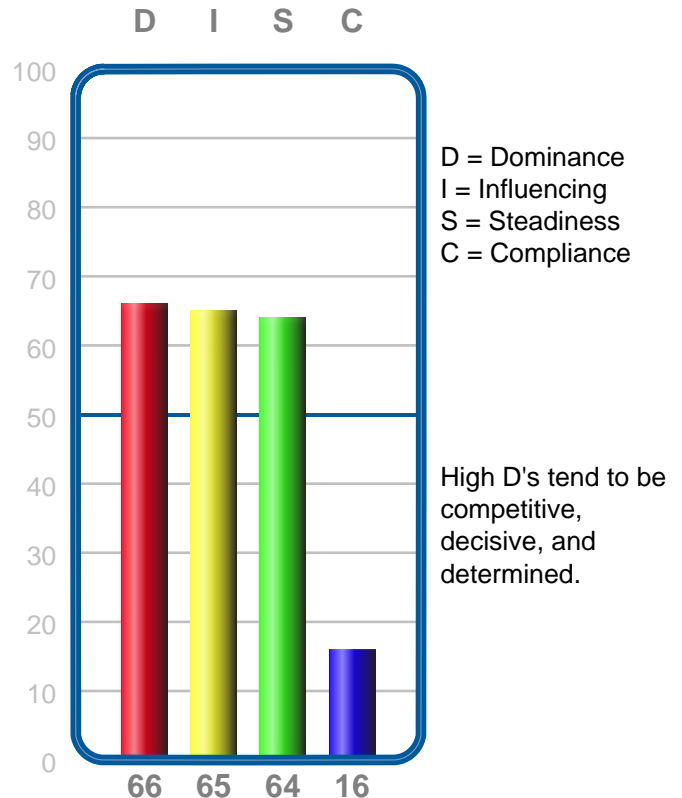


3.3

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



3.2



Value to a Team

Dedicated to her own ideas.

Will join organizations to represent the company.

Accomplishes goals through people.

Usually makes decisions with the bottom line in mind.

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

Innovative.