

Elyssa Magana
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.

Elyssa likes to set her own pace. When others try to rush her, she feels threatened and may balk. She is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. She is often seen as practical and objective. At times, Elyssa would like to slow the world down and cut out some of the activities people want her involved in. Relationships with others are warm, personal and lasting. She may not project a sense of urgency like some people with different behavioral styles. She is good at maintaining relationships both on and off the job. She manifests a caring and warm demeanor to the people in her life. 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. Elyssa likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. Elyssa's flexibility will allow her to fit into almost any environment.

Elyssa prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She is persistent and persevering in her approach to achieving goals. Elyssa 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 often thinks over major decisions before acting.

Elyssa 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. 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. Elyssa will be open with those she trusts; however, reaching the required trust level may take time.

STYLE: WHAT OTHERS MAY VALUE IN YOU

- Patient and empathetic.
- Respect for authority and organizational structure.
- People-oriented.
- Works for a leader and a cause.
- Dependable team player.
- Service-oriented.
- Flexible.
- Builds good relationships.

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.

- Need help in prioritizing new assignments.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Be too conservative--bides time and avoids much that is new.
- Not take action against those who challenge or break the rules or guidelines.
- Dislike change if she feels the change is unwarranted.
- Be dependent on others for decisions, even if she knows she is right.
- Take criticism of her work as a personal affront.

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.

- Define clearly (preferably in writing) individual contributions.
- Use scheduled timetable when implementing new action.
- Give her time to ask questions.
- Move casually, informally.
- Take time to be sure that she is in agreement and understands what you said.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Take your time and be persistent.
- Provide a friendly environment.
- Be sincere and use a tone of voice that shows sincerity.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Provide personal assurances, clear, specific solutions with maximum guarantees.

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 to her when you're extremely angry.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Offer assurance and guarantees you can't fulfill.
- Push too hard, or be unrealistic with deadlines.
- Give your presentation in random order.
- Be domineering or demanding; don't threaten with position power.
- Be haphazard.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be abrupt and rapid.
- Make promises you cannot deliver.
- Patronize or demean her by using subtlety or incentive.

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.

- Steady communicator of structure and process and the way it "should" be.
- Great at maintaining a system or process.
- Able to be a strong listener, who can become a lifelong friend.
- Strong supporter, therefore, always willing to help.
- Tends to promote traditional ideas and beliefs of the organization.
- Expresses all that is great about a system of living.
- Great at generating excitement in others and getting people on board.
- Wants to be seen as a leader in humanitarian issues.

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.

- Can come off passive/aggressive especially when beliefs are challenged.
- Difficulty making ambiguous choices when confronted with changing the system.
- Can take a long time in addressing sensitive issues that could help others.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May be ineffective in sharing her system of living with others.
- May over look contradictions in her own way of living.
- Has trouble making difficult decisions that affect others.
- When helping others, may talk too much about herself.

STYLE: YOUR IDEAL WORK ENVIRONMENT

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

- Freedom from control and detail.
- Democratic supervisor with whom she can associate.
- A forum to advocate for the greater good as it relates to moving the organization forward.
- Groups and committees are present in order to assist charities and social causes.
- An environment that does not advocate change for the sake of change.
- A leader that understand the need to talk through the system in order to have buy-in.

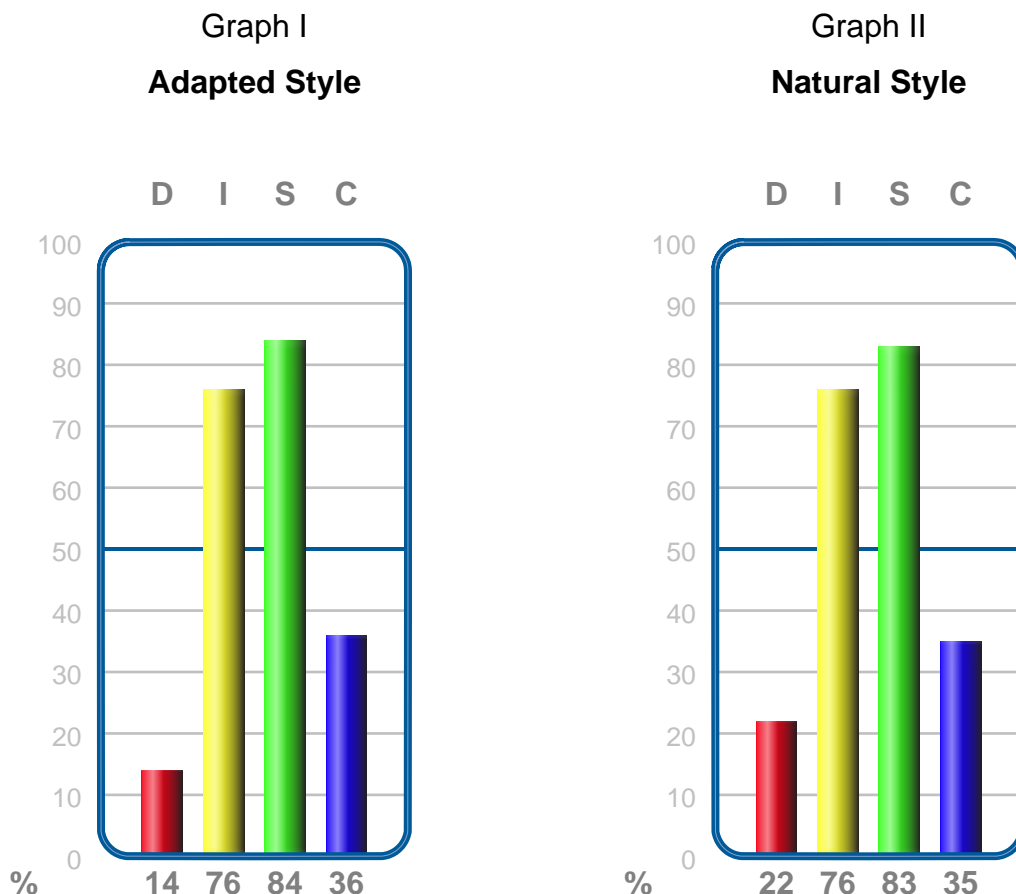
STYLE: THINGS YOU MAY WANT FROM OTHERS

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

- Freedom from control and detail.
- Participation in meetings on future planning.
- To be seen as an internal resource for people to express problems and challenges.
- To be the promoter for programs that assist others, both on and off the job.
- Appreciation for her patient and steady following of the system and organization.
- A manager that values her optimism about the ability to live and stand for a system of living and doing business.

STYLE: YOUR STYLE INSIGHTS® GRAPHS

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



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

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

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

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

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

Famous high S's are Michelle Obama and Gandhi.

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

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

MOTIVATORS: INTRODUCTION TO WHAT MOTIVATES YOU

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

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

The Indigo Assessment measures six motivators:

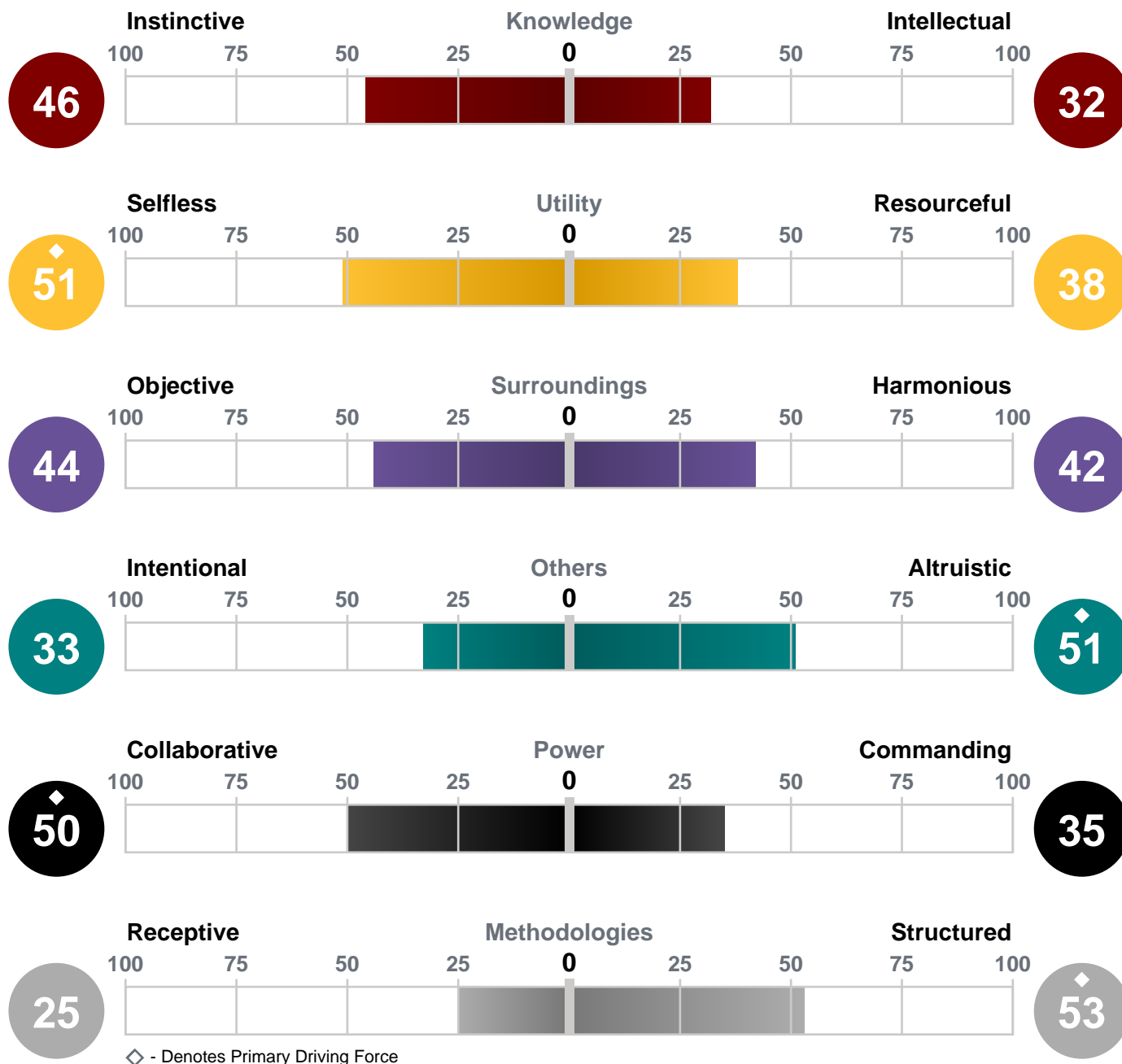
1. **Aesthetic** – Desire for form, harmony and beauty.
2. **Individualistic** – Desire for control, rank and power.
3. **Social** – Desire to help others and solve social problems.
4. **Theoretical** – Desire to learn for the sake of knowledge.
5. **Traditional** – Desire to live by a set of rules,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

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

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

DRIVING FORCES GRAPH

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



MOTIVATORS: HOW THE TRADITIONAL MOTIVATOR MAY AFFECT YOUR LIFE DECISIONS

High traditional scores indicate a desire to live by a certain set of standards or beliefs that provide a basis for making life decisions. Typically, high "traditionals" have a very strong "faith" or strong cultural values. If this is a primary motivator, it's important to identify where your traditional values stem from. You can have a high traditional score and not embrace a religion, for example. You may base your traditions on family, a strong internal moral compass, or culture. If traditional is one of your top two motivators, you will not feel satisfied unless your beliefs are respected and you are allowed to live and work in a way that aligns with those beliefs.

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

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 believes charities should be supported.
- Elyssa is patient and sensitive to others.
- She is generous with her time, talent and resources for those in need.
- Saying "no" is difficult when others need her time or talent.

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.

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

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.

- Elyssa will not alter her lifestyle in order to acquire something unless there is an immediate need (or the situation is critical).
- Money itself is not as important as what it will buy.
- Elyssa will become money motivated when she wants to satisfy one of the other motivators mentioned in this report.
- She will evaluate some decisions but not necessarily all based on their utility and economic return.
- Elyssa can give freely of time and resources to certain causes and feel this investment will result in a future return on her investment.
- She will use wealth as a yardstick to measure her work effort with certain activities.

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

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 not attempt to overpower others' points of view or change their thinking.
- Elyssa will be less concerned about her ego than others may be.
- Elyssa feels that struggles should be the burden of the team, not just the individuals.
- Stability is a primary concern. Patience and fortitude will win in the long run.
- Elyssa's passion in life will be found in one or two of the other dimensions discussed in this report.
- As long as Elyssa's belief systems are not threatened, she will allow others to set the tone and direction of her work.
- Being in total control of a situation is not a primary motivating factor.

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
Library Science
Philosophy, Religious Studies
Theology
Web Design, Web Administration

Business

Human Resources, Organizational Development
Marketing

Career and Technical

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

Environmental, Agriculture and Food

Animal Sciences
Landscape Architecture

Evolving Opportunities

Alternative Medicine, Holistic Health
Computer Programming
Environment, Conservation and Sustainability
Medical Ethics
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Web Development
Yoga Therapy and Training

Health Sciences

NEXT STEPS: POSSIBLE DEGREE MATCHES

Chiropractic Assistance
Counseling
Exercise Science
Health and Fitness, Personal Training
Human Development and Family Services
Kinesiology
Occupational Therapy
Physical Therapy, Sports Medicine
Pre-Dental
Pre-Ophthalmology
Psychology

Other Career Paths

Apparel Fashion
Child Care, Family Services
Computer Support
Fitness and Exercise Science
Office Technology
Personal Care Technician

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
29-2031	4+	Cardiovascular Technician
29-1127	4+	Speech-Language Pathologist
29-1126	4+	Respiratory Therapist
29-1122	4+	Occupational Therapist
29-1071.00	4+	Physician Assistant
29-1041	4+	Optometrist
21-1029	4+	Social Worker
21-1019	4+	Counselor
19-3091	4+	Anthropologist & Archaeologist
19-3051	4+	Urban & Regional Planner
19-3041	4+	Sociologist
19-3031.02	4+	Psychologist
19-2043	4+	Hydrologist
29-9091	4	Athletic Trainer
29-2021	4	Dental Hygienist
29-2011	4	Medical & Clinical Lab Technician
29-1031	4	Dietician & Nutritionist
25-2031	4	Teacher, Secondary
43-4051	2-4	Customer Service Representative
43-1011	2-4	Office and Administrative Support
11-9061	2-4	Funeral Director
25-2011	2+	Teacher, Preschool
49-2094	2	Electrical and Electronic Repairer
49-2011	2	Computer Teller/Office Machine Repairer
41-2031	2	Retail Salesperson
39-9032	2	Recreational Worker
39-6031	2	Flight Attendant
39-5011	2	Barber & Cosmetologist
33-3051.01	2	Police Patrol Officer
31-9092	2	Medical Assistant

NEXT STEPS: POSSIBLE CAREER IDEAS

31-9011	2	Massage Therapist
29-2061	2	LPN (Licensed Practical Nurse)
21-1093	HS-4	Social & Human Services Assistant
37-2021	HS-2	Pest Control Worker
25-9041	HS-2	Teacher Assistant
43-4171	HS	Receptionist and Information Clerk
43-4161	HS	Human Resources Assistant
43-4081	HS	Hotel, Motel and Resort Clerk
43-3071	HS	Teller
41-9011	HS	Product Promoter & Demonstrator
41-2021	HS	Counter and Rental Clerk
41-2011	HS	Cashier
39-9011	HS	Child Care Worker
39-3011	HS	Gaming Dealer
27-1023	HS	Floral Designer

STUDY TIPS

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

Strengths

Steady communicator of structure and process and the way it "should" be.

Great at maintaining a system or process.

Able to be a strong listener, who can become a lifelong friend.

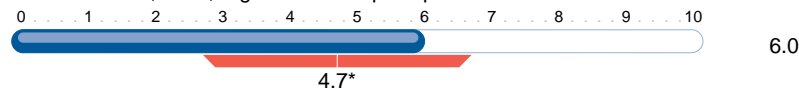
Strong supporter, therefore, always willing to help.

Tends to promote traditional ideas and beliefs of the organization.

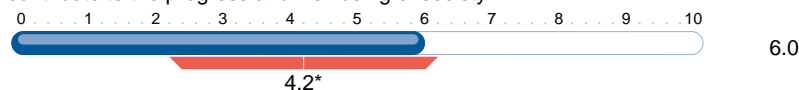
Great at generating excitement in others and getting people on board.

Motivators

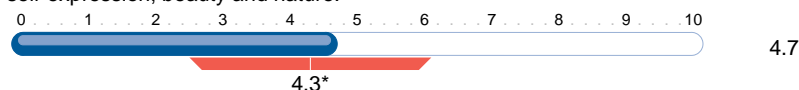
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



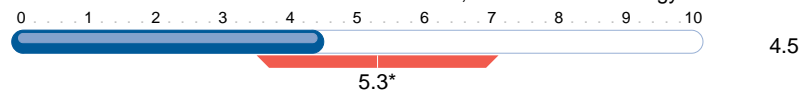
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



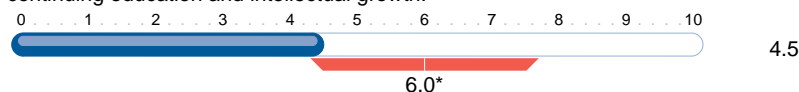
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



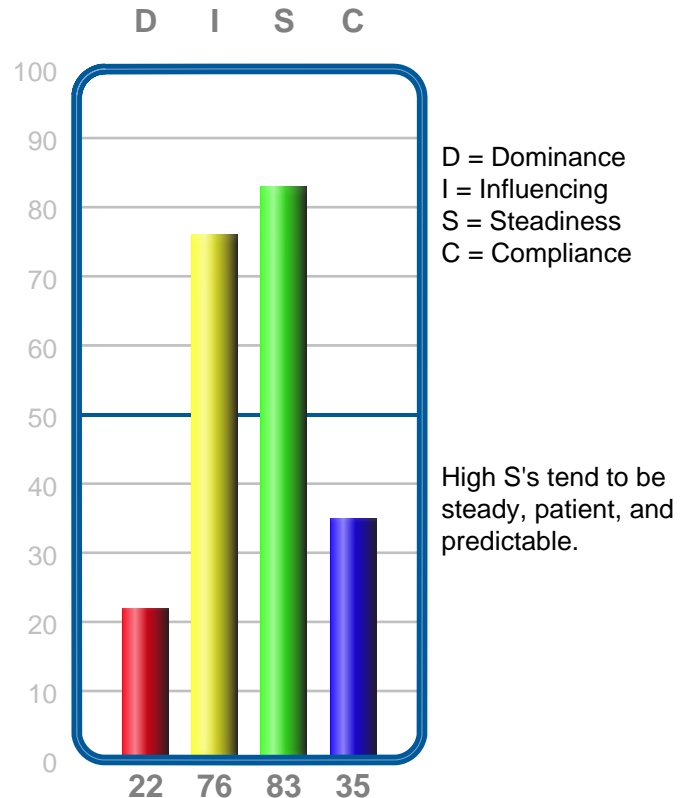
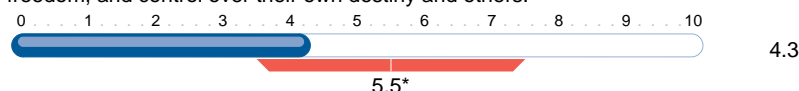
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



Value to a Team

Builds good relationships.

Patient and empathetic.

People-oriented.

Service-oriented.

Adaptable.

Turns confrontation into positives.