

## Strengths

Wants to know everything about the process, which leads to high standards and results.

His desire to learn more allows processes to become more effective.

Holds others to high standards.

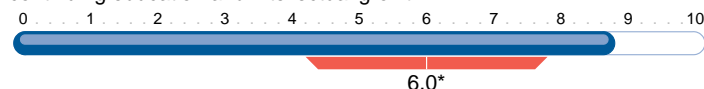
Sets high expectations for himself and has a process for achieving them.

Great at retrieving information for decision makers he trusts.

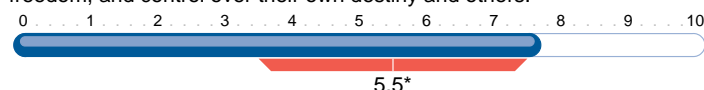
Methodically follows a strategy to achieve.

## Motivators

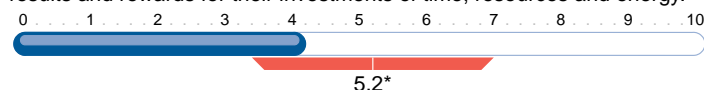
**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



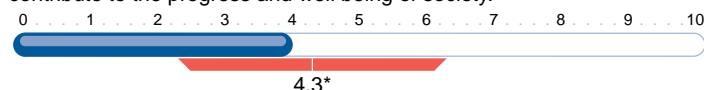
**2. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



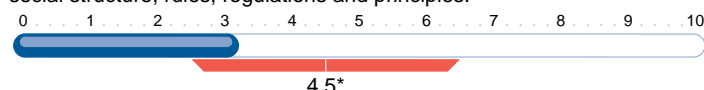
**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



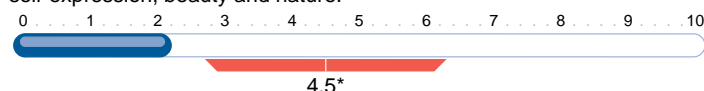
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



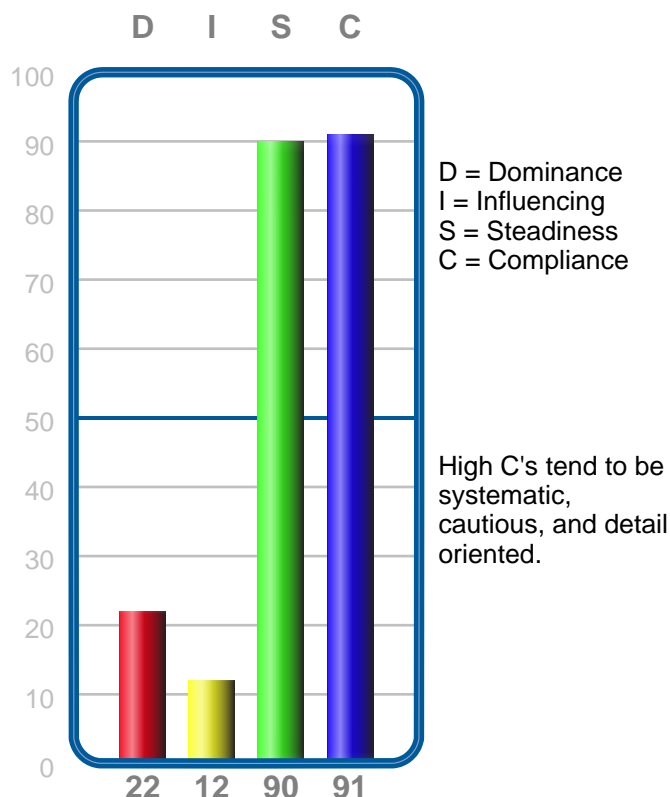
**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



## Behaviors



## Value to a Team

Good listener.

Proficient and skilled in his technical specialty.

Always concerned about quality work.

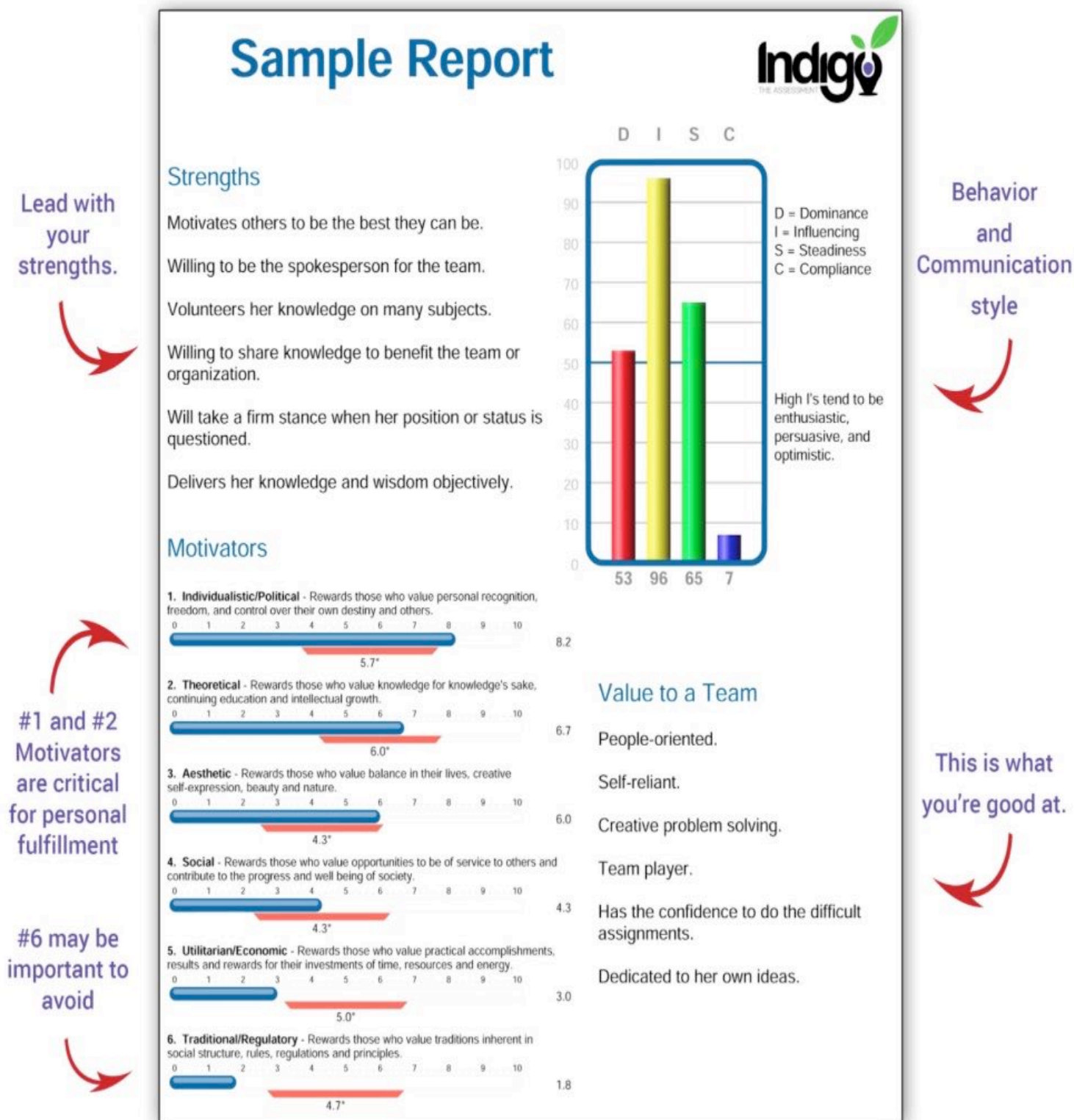
Patient and empathetic.

Maintains standards.

Comprehensive in problem solving.

## SUMMARY PAGE EXPLAINED

Welcome to the Indigo Report! This page provides a quick overview regarding what's on your Indigo Summary page. For more details visit, [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com).



## ABOUT YOU

*Everyone is different and there is no right or wrong way to be. These paragraphs describe how you likely show up in your natural style.*

Rohit is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. Accuracy is important to him. He tends to be precise about his use of time and can become frustrated when others interrupt him when in the middle of a task. He tends to be his own worst critic, constantly reminding himself that he could have done better if given more time. Rohit can be characterized by his creativity and attention to quality and detail. He likes to work behind the scene and be seen as someone who is organized and has his life in order. He prefers doing the job right the first time, rather than taking shortcuts that may lessen the quality of work. He sees it as the efficient way of task completion. He is a real stickler for quality and systems. Rohit doesn't appreciate a dirty or messy work station, since he equates dirt and disorganization with lower quality work. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner.

Rohit is the type of person who will accept challenges and accept them seriously. He follows company policy, if aware of it. Because he knows that he can rely on the "tried and true," Rohit places high value on tradition and traditional things. He, capable of routinely making daily decisions, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. Rohit tends to make his decisions after deliberation and gives weight to all the pros and cons. He usually judges others by the quality of their work. He may find it difficult to recognize others' strengths if their work does not meet his high standards. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He likes to assemble facts and data before making decisions. This allows him time to review the facts and think about the decision to be made.

Rohit wants others to ask for his advice, rather than initiate the conversation. He prefers to be certain his advice is correct. He is usually soft-spoken, but his demeanor may be deceptive to those who work with him. He may possess strong and unwavering convictions that are not always apparent to others. He is usually slow to anger; but when "enough is enough," he may tend to

## ABOUT YOU

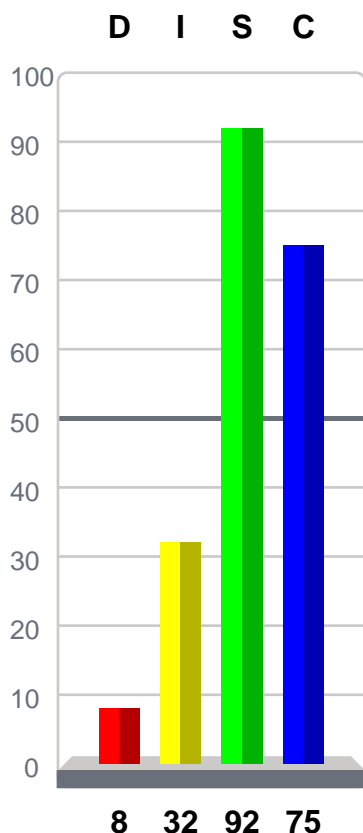
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explode. People will then have no doubt about his feelings. Whenever possible, Rohit avoids face-to-face conflict. When Rohit is deeply involved in thinking through a project, he may appear to be cool and distant. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He does not like to work for a manager who uses a confrontational management style. He tends to withdraw and not express himself and may become unproductive if he feels threatened.

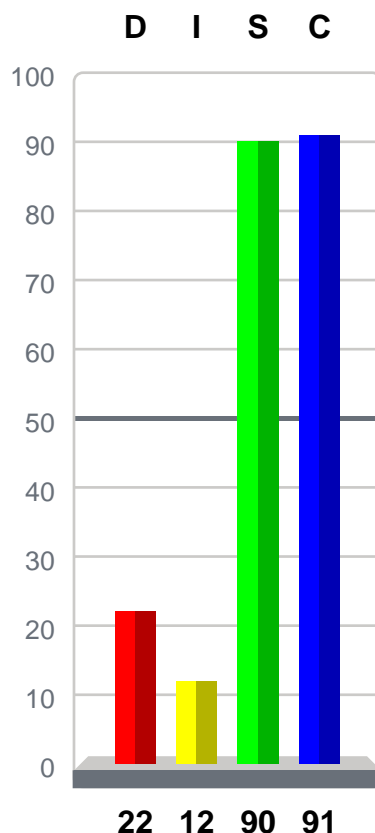
# YOUR NATURAL AND ADAPTED BEHAVIORAL STYLES

9-12-2022

## Adapted Style



## Natural Style



The graphs represent your behavioral styles based on the DISC model.

**There is no "correct" score. Your personal style is a unique blend of D, I, S, and C.**

*D stands for dominance.  
I stands for influencing.  
S stands for steadiness.  
C stands for compliance.*

A score over 50 indicates that you are "High" in that behavior. A score under 50, indicates "Low". Scores close to the middle indicate a more adaptable style in this category.

The graph on the right represents your natural style and the graph on the left represents how you feel like you have to "adapt" your behavior based on current circumstances.

**D, the red bar on the graphs, stands for Dominance.** High D's tend to be direct, forceful, results oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable.

*Famous high D's are Lionel Messi, Princess Leia (Star Wars), Steve Jobs, and Tyra Banks.*

*Famous Low D's are the Dalai Lama, Yoda (Star Wars), Malala Yousafzai, and Drake.*

**I, the yellow bar on the graphs, stands for Influencing.** High I's tend to be enthusiastic, persuasive, and talkative. Low I's tend to be good listeners, reflective, skeptical, and factual.

*Famous high I's are Jimmy Fallon, Jennifer Lopez, Jar Jar Binks (Star Wars), and Oprah Winfrey.*

*Famous low I's are Abraham Lincoln, Anakin Skywalker/Darth Vader (Star Wars), Mark Zuckerberg, and Adele.*

**S, the green bar on the graphs, stands for Steadiness.** High S's tend to be patient, predictable, and calm. Low S's tend to be change oriented, restless, and impatient.

*Famous high S's are Michelle Obama, Gandhi, Duchess Kate Middleton, and Obi-Wan Kenobi (Star Wars).*

*Famous low S's are Kevin Hart, Elon Musk, Finn (Star Wars), and Lady Gaga.*

**C, the blue bar on the graphs, stands for Compliance.** High C's tend to be analytical, detail oriented, and cautious. Low C's tend to be independent, unsystematic, and less concerned with details.

*Famous high C's are Neil Degrasse Tyson, JayZ, Supreme Court Justice Sonia Sotomayor, and C-3PO (Star Wars).*

*Famous low C's are Rosa Parks, Ellen Degeneres, Han Solo (Star Wars), and Justin Bieber.*

## DISC REFERENCE GUIDE

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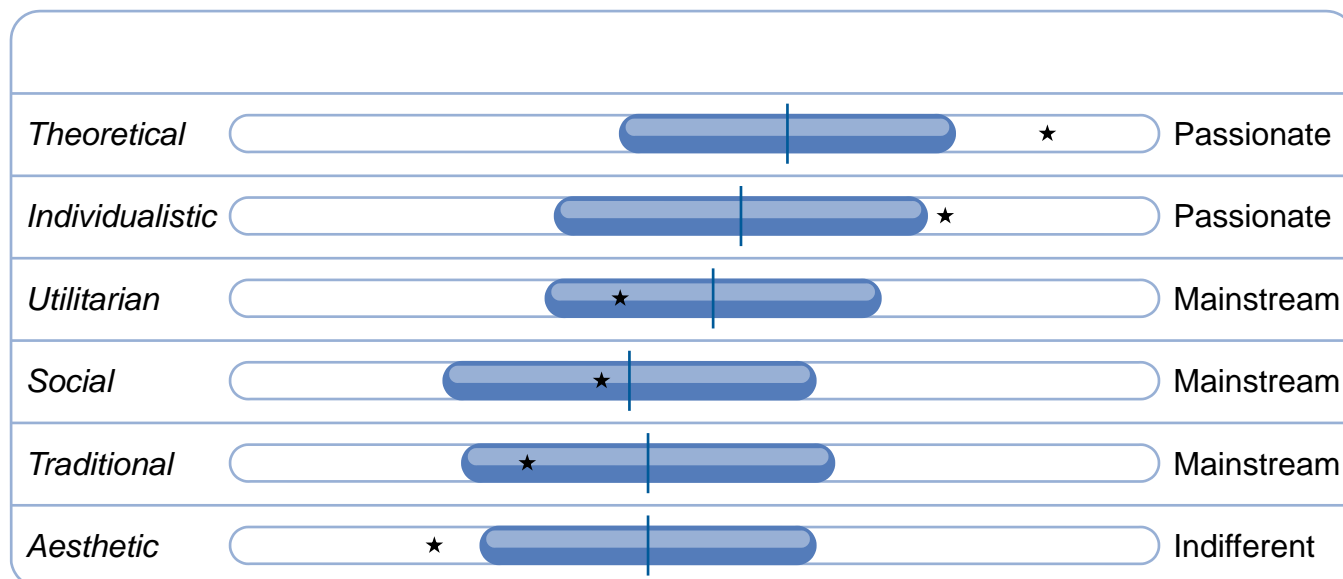
**Find your DISC Graph on the Indigo summary page:** Take note of scores furthest away from 50 on the DISC graph (high or low). These are the **behaviors that will stand out most for you**. Reference "stand-out" scores below. Various combinations of stand-out DISC factors will influence communication styles and environmental needs. For example, a *High D, Low C* will need a *fast-paced, results-oriented environment with lots of freedom*. However, a *High D, High C* will need an environment where results can be achieved through structure, quality, and attention to detail. If all scores are **near the middle**, you are likely adaptable to many environments.

| Behavior Style  | People with this style have a difficult time in...   | Communication with people having this style:                           | Ideal environments for this style:  | Job Tips   |
|---|--|--|---|--|
| <b>High D</b><br>Direct<br>Forceful<br>Bold                   | ...situations where they can't express themselves.<br>...controlled environments.<br>...people without opinions. | Be clear.<br>Don't be intimidated.<br><b>Get to the point.</b>         | Competitive.<br>Results-oriented.<br>Opportunities to lead.                       | <b>Results-focused</b> job.                            |
| <b>Low D</b><br>Cooperative<br>Agreeable<br>Peaceful          | ...anger-charged situations.<br>...competitive projects and programs.  | Connect personally.<br>Ask questions.<br>Stay <b>calm</b> .            | Collaborative.<br>Low conflict.   | Jobs with <b>little confrontation</b> .                |
| <b>High I</b><br>Talkative<br>Sociable<br>Enthusiastic        | ...lecture-based classes.<br>...being alone too long.<br>...impersonal, business-like instruction.               | Be <b>friendly</b> .<br>Act enthusiastic.<br>Speak warmly.             | Friendly.<br>Group projects.<br>Class discussions.                                | Must work with <b>people</b> .                         |
| <b>Low I</b><br>Reserved<br>Reflective<br>Listens             | ...facilitating groups.<br>...activities with prolonged interaction, especially without reflection time.         | Don't crowd them.<br><b>Short dialogues</b> .<br>Give time to process. | Independent projects.<br>Classes that do not grade for verbal participation.      | Jobs where you <b>don't need to talk</b> too much.     |
| <b>High S</b><br>Loyal<br>Patient<br>Understanding            | ...quickly changing activity.<br>...chaotic classrooms.<br>...confusion/lack of clarity in instructions.         | Be soft.<br>Speak calmly.<br>Be <b>patient</b> .                       | Well-defined expectations.<br>Clear path to graduation/success.                   | Jobs with <b>stability</b> and clear expectations.     |
| <b>Low S</b><br>Flexible<br>Restless<br>Impulsive             | ...monotonous classes.<br>...highly structured situations with minimal choice or flexibility.                    | Be spontaneous.<br><b>Show emotion</b> .                               | Flexible course work.<br>Room for change and variety.                             | Jobs with a <b>variety of tasks</b> and adventure.     |
| <b>High C</b><br>Precise<br>Conscientious<br>Cautious         | ...tasks and grading systems without clearly-defined expectations.<br>...risky situations.                       | Be <b>accurate</b> .<br>Be factual.<br>Be realistic.                   | Structured activities where quality matters.<br>Classes with a detailed syllabus. | Jobs where <b>quality</b> and detail matter.           |
| <b>Low C</b><br>Unsystematic<br>Instinctive<br>Avoids details | ...assignments with lots of rules to follow.<br>...activities that demand quality and detail.                    | <b>Big picture</b> focus.<br>Talk fast.<br>Be casual.                  | Broad view.<br>Low detail assignments.<br>Few rules and structure.                | Jobs with <b>freedom</b> from rules and micromanaging. |



## WHAT MOTIVATES YOU

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.



- 68 percent of the population   
 | - national mean   
 ★ - your score   
 Mainstream - one standard deviation of the national mean  
 Passionate - two standard deviations above the national mean  
 Indifferent - two standard deviations below the national mean  
 Extreme - three standard deviations from the national mean



### TRADITIONAL:

Beliefs, Values,  
Family



### INDIVIDUALISTIC:

Independence,  
Recognition, Choice



### SOCIAL:

Helping Others,  
Making a Difference



### UTILITARIAN:

Efficiency, Money,  
Practicality



### AESTHETIC:

Balance, Art, Music,  
Beauty, Nature









### THEORETICAL:

Knowledge,  
Continually Learning

# MOTIVATOR REFERENCE GUIDE

9-12-2022

**Find your motivators on the Indigo summary page:** Connecting with the **top two motivators** are most important. A secondary motivator supports the first motivator; for example, a "Social/Theoretical" will use knowledge to help people. But a Social/Utilitarian will want to help people in an efficient and results-oriented way. A Social/Individualistic wants to help in their own way. **NOTE: The third motivator might be important as well, especially if it is above the Adult Mean. And the last motivator may be important to avoid!**

| Motivators   | Things to Do   | Activities You Might Enjoy  | Major/Career Ideas  |
|--|--|---|---|
| <b>Theoretical</b><br><br><i>Value learning and knowledge.</i>                                | Continuing education.<br>Start a blog.<br>Research.<br>Experiment.<br>Work in a bookstore.   | <ul style="list-style-type: none"> <li>* Research-based tasks.</li> <li>* Lectures with lots of facts or high concept load.</li> <li>* Robotics and science clubs.</li> <li>* <b>Continuous education and learning opportunities.</b></li> </ul>  | Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalism, Law, Medicine, Aerospace, Think Tanks, Healthcare, Psychology.   |
| <b>Utilitarian</b><br><br><i>Value practical accomplishments.</i>                             | Get a paying job.<br>Internships to enhance your resume.<br>Build something tangible.  | <ul style="list-style-type: none"> <li>* Assignments that <b>connect to the real world (experiential learning).</b></li> <li>* Explicit connections between what you are learning and how you can use them to reach your goals.</li> <li>* Real-world mentors.</li> <li>* Business and finance programs.</li> </ul> | Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Trade Jobs, Software Development.   |
| <b>Aesthetic</b><br><br><i>Value beauty and harmony.</i>                                     | Volunteer outdoors.<br>Decorate your room.<br>Participate in a local music or art festival.  | <ul style="list-style-type: none"> <li>* Beautifying the community/school.</li> <li>* Hands-on, creative self-expression of learning.</li> <li>* Harmony in the classroom &amp; world.</li> <li>* <b>Physical environment matters!</b></li> </ul>   | Visual Arts, Architecture, Event Planning, Design, Culinary Arts, Music, Environmental Studies, Landscaping, Marketing/PR, Outdoor/Adventure.   |
| <b>Social</b><br><br><i>Value being of service.</i>   | Peer Mentor/Tutor.<br>Community Service.<br>Non-profits.<br>Homeless volunteering.<br>Animal care.   | <ul style="list-style-type: none"> <li>* Opportunities to <b>help others</b> in activities and assignments.</li> <li>* Learning about things that make a difference in the world.</li> <li>* Rewards for serving peers and community members.</li> </ul>  | Non-Profits, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training, Psychology.  |
| <b>Individualistic</b><br><br><i>Value personal achievement, freedom, and independence.</i> | Assist a local political campaign.<br>Start your own business.<br>Create your own music.<br>Participate in individual sports.                    | <ul style="list-style-type: none"> <li>* Opportunities for <b>public recognition</b> in class or job.</li> <li>* Independent learning and freedom.</li> <li>* Control over assignments and delivery of that assignment.</li> <li>* Theater, student government, music performance, leadership programs.</li> </ul>  | Entrepreneurship, Politics, Chef, Public Speaker, Consulting, Driver, Actor/Singer, Pilot, Outdoor/Adventure Jobs, Investment Banking, Accounting, Gaming, Trade Jobs such as Welding, Plumbing, Masonry etc. |
| <b>Traditional</b><br><br><i>Unique system of driving values.</i>                           | Help local military groups and veterans.<br>Volunteer at your religious institution.<br>Work with cultural or government groups.<br>Family time. | <ul style="list-style-type: none"> <li>* Opportunities to share your beliefs with others.</li> <li>* Assignments and activities that <b>align with your core values.</b></li> <li>* Joining a cultural or religious group.</li> </ul>   | Government, Education, Banking, Military, Engineering, Health Services, Insurance, Religious Roles, Lobbying, Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism.                                   |



## DO'S: 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.*

- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Follow through, if you agree.
- Prepare your "case" in advance.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Look for hurt feelings or personal reasons if you disagree.
- Provide solid, tangible, practical evidence.
- Clearly define (preferably in writing) individual contributions.

## DON'TS: ... 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.*

- Dillydally, or waste time.
- Make conflicting statements.
- Say "trust me"—you must prove it.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Threaten, cajole, wheedle, coax or whimper.
- Use testimonies of unreliable sources; don't be haphazard.
- Rush headlong into business or the agenda.
- Use gimmicks or clever, quick manipulations.
- Be domineering or demanding; don't threaten with a position of power.
- Rush the decision-making process.
- Force him to respond quickly to your objectives. Don't say, "Here's how I see it."

## 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 predictable work environment.
- A manager who follows the company policies.
- An opportunity to methodically layout research and work through the information-gathering process.
- To be on the team that creates new procedures in order to ensure minimal risk and high standards.
- Control over long-term planning in order to protect the company from unnecessary risks.
- A manager that appreciates his ability to be steadfast in his approach to the way of doing business.

## YOUR IDEAL WORK ENVIRONMENT

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

- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Familiar work environment with a predictable pattern.
- Information and time to make decisions.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment that demands high standards with the opportunity to enforce such standards.
- Recognition and rewards for consistency, steadiness and being methodical.

## 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.*

- Wants a consistent process but constantly looking to make sure it is correct.
- Never enough facts to prove the new theory.
- Nothing is good enough, unless it's the best.
- Can come across as cool and distant because he wants to do everything his way.
- Struggles in adapting to new situations without preparation.
- Will have difficulty in establishing priorities in learning new matters.
- A fear of change prevents him from advancing.
- Has strong opinions but may not always share them.

## 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.*

- His desire to learn more allows processes to become more effective.
- Asks many questions to find the correct answers.
- Gives clear instruction to what he needs to accomplish goals.
- Holds others to high standards.
- Great at retrieving information for decision makers he trusts.
- Methodical and reliable researcher.
- Methodically follows a strategy to achieve.
- Wants to control his destiny, but does so in a soft way.

## WHAT OTHERS MAY VALUE IN YOU

*These are qualities that you bring to teams and organizations.*

- Always concerned about quality work.
- Conscientious and steady.
- Defines, clarifies, gets information, criticizes and tests.
- Proficient and skilled in his technical specialty.
- Comprehensive in problem solving.
- Dependable team player.
- Objective—"The anchor of reality."
- Always looking for logical solutions.

## 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 bound by procedures and methods—especially if he has been rewarded for following these procedures.
- Want full explanation before changes are made to ensure his understanding.
- Lean on technical achievement.
- Be self-deprecating—doesn't project self-confidence.
- Be critical of any approach that is not regarded as purely logical or factual (to his standards).
- Fail to tell others where he stands on an issue.

## POSSIBLE COURSE MATCHES

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit9-12-2022  
However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Biochemistry, Biophysics  
Biology  
Chemistry  
Information Technology  
Mathematics, Applied Math  
Microbiology  
Neuroscience  
Quantitative Analysis  
Statistics

### Career and Technical

Carpentry

### Engineering

Aerospace Engineering  
Bio Engineering  
Chemical Engineering  
Civil Engineering  
Computer Engineering  
Electrical Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Agriculture and Farming  
Natural Sciences

### Evolving Opportunities

Computer Programming  
Diagnostic, Scanning Technician  
Nutrition and Diet Science

### Health Sciences

## POSSIBLE COURSE MATCHES

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Clinical Research  
Pre-Medicine



## LIKELY TIME WASTERS

*This section is designed to identify potential distractions that could impact your effectiveness and use of time. Possible causes and solutions outlined can serve as a basis for creating an effective plan for increasing your overall performance.*

### 1. Seeking "All" of The Facts

Seeking "all" of the facts is thought and action of continually gathering new information and re-evaluating current information.

**Possible Causes:**

- Want to be certain/prepared
- Want to avoid mistakes
- Want extended time for getting tasks done

**Possible Solutions:**

- Set a timeline for gathering new information or evaluating old information and then take action
- Evaluate importance or risk factors to how much information is actually needed

### 2. Prolong Events In Order To Gain Improved Results

Prolonging events in order to gain improved results is the process of doing and redoing, evaluating and re-evaluating and changing to and changing back as a way of "testing" the best possible outcome.

**Possible Causes:**

- Want to ensure that success is always achieved
- Feel that if rushed, the results will not be satisfactory
- Hope situations will work out themselves

**Possible Solutions:**

- Set realistic schedule and timeline
- Follow the schedule
- Seek advice or assistance from others

### 3. Looking For "Hidden Meaning"

The habitual practice of looking for hidden meanings demonstrates the inability to take messages, information and people-signals at face value. It may indicate that issues and people are suspect or have potential negative impact on you and your work.

**Possible Causes:**

- Critical listening ability may cause you to read more into a situation
- Want to look beyond the obvious
- Have a need for additional information
- Do not have a high level of trust in others

## LIKELY TIME WASTERS

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### Possible Solutions:

- Ask questions
- Share initial evaluation/opinion with others

#### 4. Tendency To Be Overly Neat and Orderly

The tendency to be overly neat and orderly is usually a compulsive behavior that overrides the need to accomplish a task. More importance may be placed on cleaning off your desk than completing the actions required (out of sight, out of mind).

### Possible Causes:

- Easily distracted by non-related materials in view
- Need a systematic method of working
- Catalog information for later retrieval

### Possible Solutions:

- Recognize that this is a strength as long as it is not over extended

#### 5. Seeking The Best, But Not Necessarily Workable Solutions

Always seeking the best solution may prohibit getting the task accomplished. Something better is always on the horizon.

### Possible Causes:

- Want to do things right the first time
- Want personal approval for preciseness of work
- Fear criticism if solution doesn't work

### Possible Solutions:

- Establish required standards
- Determine the solution that meets or exceeds those standards
- Set a timeline for making a decision or completing a task