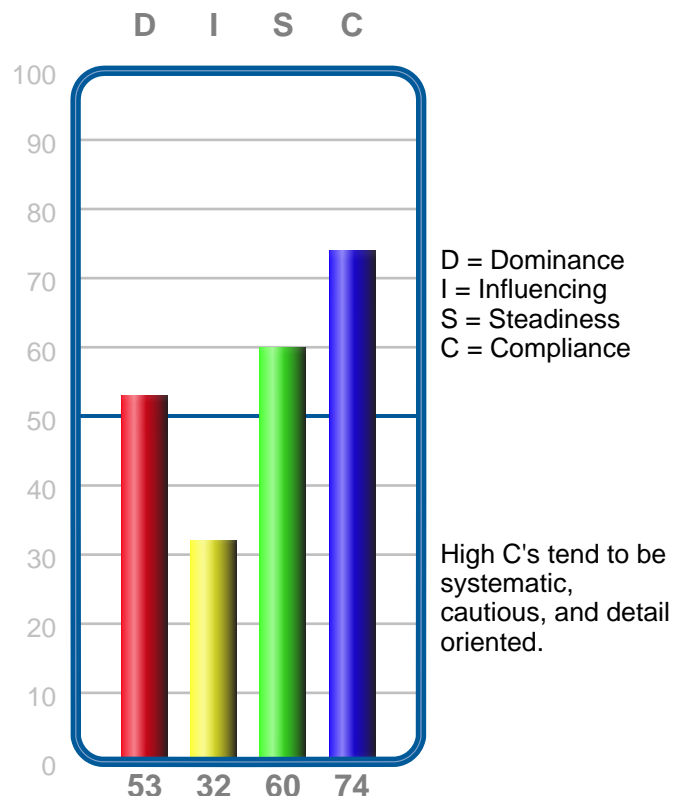


## Top 5 Skills

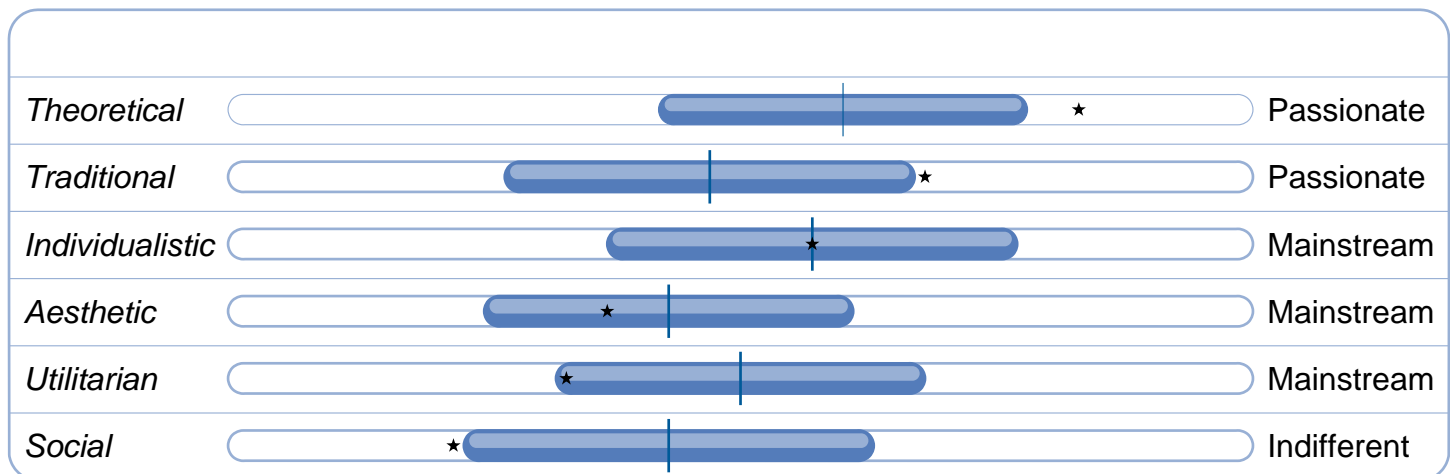
	Personal Skills Ranking
1	Self Starting
2	Flexibility
3	Employee Development/Coaching
4	Conflict Management
5	Appreciating Others

## Strengths

- Asks many questions to find the correct answers.
- Wants to know everything about the process, which leads to high standards and results.
- Will do things the way they should be done the first time.
- Will do things the same way time and time again, while maintaining high standards.



## Motivators



■ - 68 percent of the population | - national mean ★ - your score

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

# TABLE OF CONTENTS

## You are MORE THAN A SCORE

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 given opportunity and hard work.

### There are six sections to this report:

1. **Summary** - This section summarizes the most important pages in the report.
2. **Style** – "How you do things." This section describes your behavioral style.
3. **Motivators** – "Why you do things." This section describes what engages you. Choosing a degree program and career that aligns with your top motivators is key to fulfillment.
4. **ASU Online Degree Program Matches** – Programs that you might want to consider based on your behaviors and motivators.
5. **Time Wasters** – This section identifies time wasters that may impact your overall time use effectiveness and proposes possible causes and solutions.
6. **Study Tips** – Based upon your behavioral styles, this section proposes personalized study tips.

## Getting the Most From Your Report

As you review the many sections of your report, think about:

- How will you capitalize on your strengths to ensure that your hard work translates into success as an Arizona State University student?
- How will you neutralize your challenges and even turn them into strengths?
- What actions will you take to handle the stress caused by differences in your natural and adapted styles and the addition of earning your degree to your life activities?
- Identify the causes of time wasters. Which ones are you ready to tackle and discuss with our coach?
- Do the study tips "fit" you? What additional tips will help you focus on your studies?

## SUMMARY: 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.*

- Asks many questions to find the correct answers.
- Wants to know everything about the process, which leads to high standards and results.
- Will do things the way they should be done the first time.
- Will do things the same way time and time again, while maintaining high standards.
- Will keep sensitive information under lock and key.
- Great at retrieving information for decision makers he trusts.
- Maintains long-term relationships with a strong sense of loyalty.
- Steady communicator of structure and process and the way it "should" be.

## SUMMARY: 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 be defensive when hard facts are questioned.
- Wants a consistent process but constantly looking to make sure it is correct.
- May find fault in his system, which he perceived as infallible.
- May have trouble solving unorthodox issues that require unconventional solutions.
- May not pursue knowledge if it jeopardizes his security.
- Struggles in adapting to new situations without preparation.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Can come off passive/aggressive especially when beliefs are challenged.

## SUMMARY: YOUR IDEAL WORK ENVIRONMENT

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

- Prefers technical work, specializing in one area.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Logical approach to problem solving and information-based solutions.
- Information and time to make decisions.
- An environment where adhering to ethical standards is as important as achieving results.
- A manager that provides specific detailed direction that is consistent with the organization's system, mission and vision.

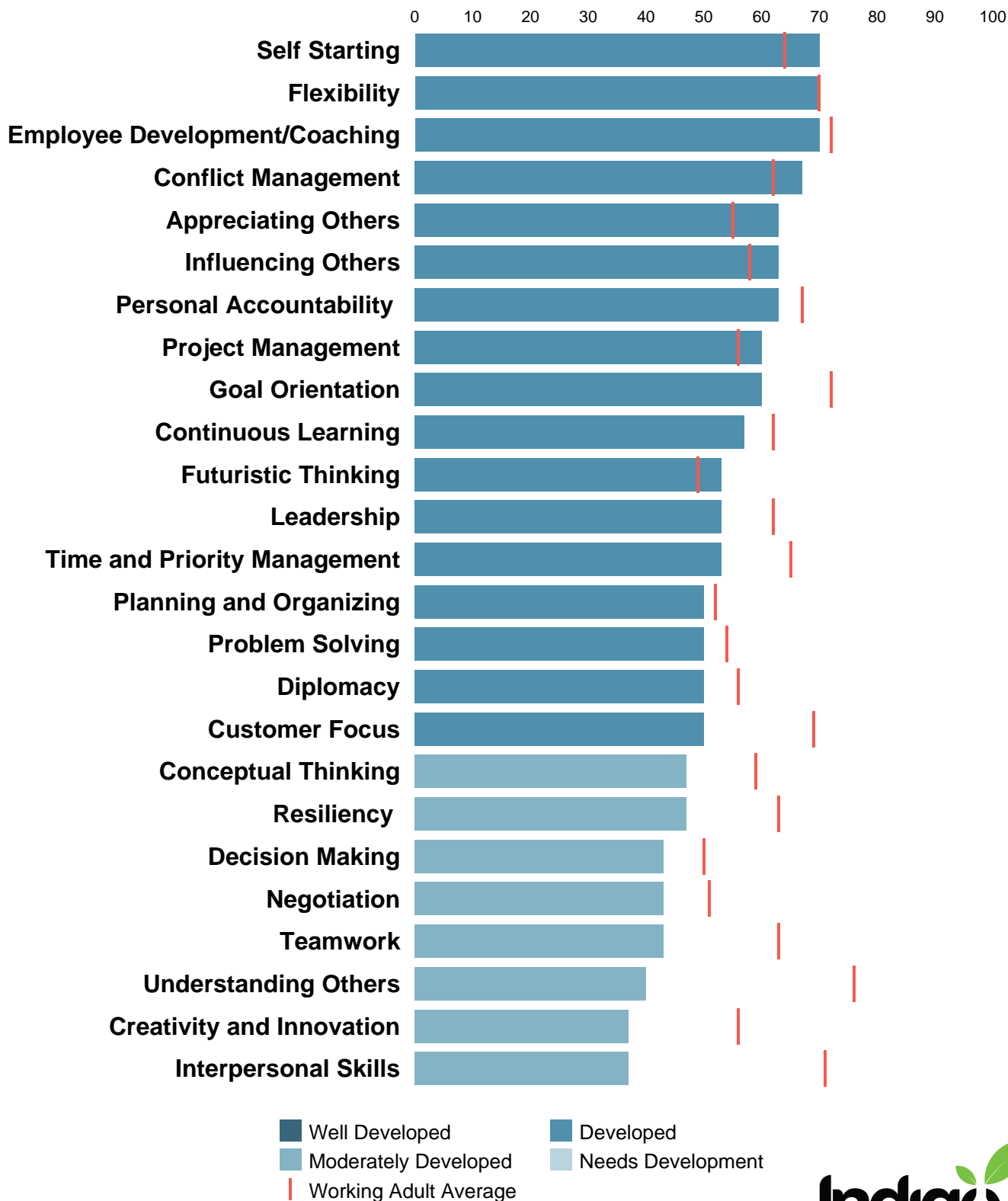
## SUMMARY: THINGS YOU MAY WANT FROM OTHERS

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

- Instructions so he can do the job right the first time.
- Activities he can start and finish.
- Background and detailed information on process and procedures in order to ensure they are correct.
- To support others through the gathering and delivery of information.
- Appreciation for his high standards and ability to maintain them.
- To be seen as the subject matter expert on company policies, systems and philosophies.

## SUMMARY: YOUR SKILLS

*This page shows 25 skills that are important in the world of work. The key to success is utilizing your strengths while minimizing your weaknesses. You have greater potential in areas where you have natural talent. When looking at the list, think of those skills at the top as the ones that come more naturally to you, thus requiring less energy. Think of the skills at the bottom of the list as requiring more energy. There may be skills ranked low on the list that you can learn to do well with more experience. **For more on each skill, please visit [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com).***



## STYLE: YOUR STYLE

*This describes your basic, natural behavioral style. Everyone is different and there is no right or wrong way to be.*

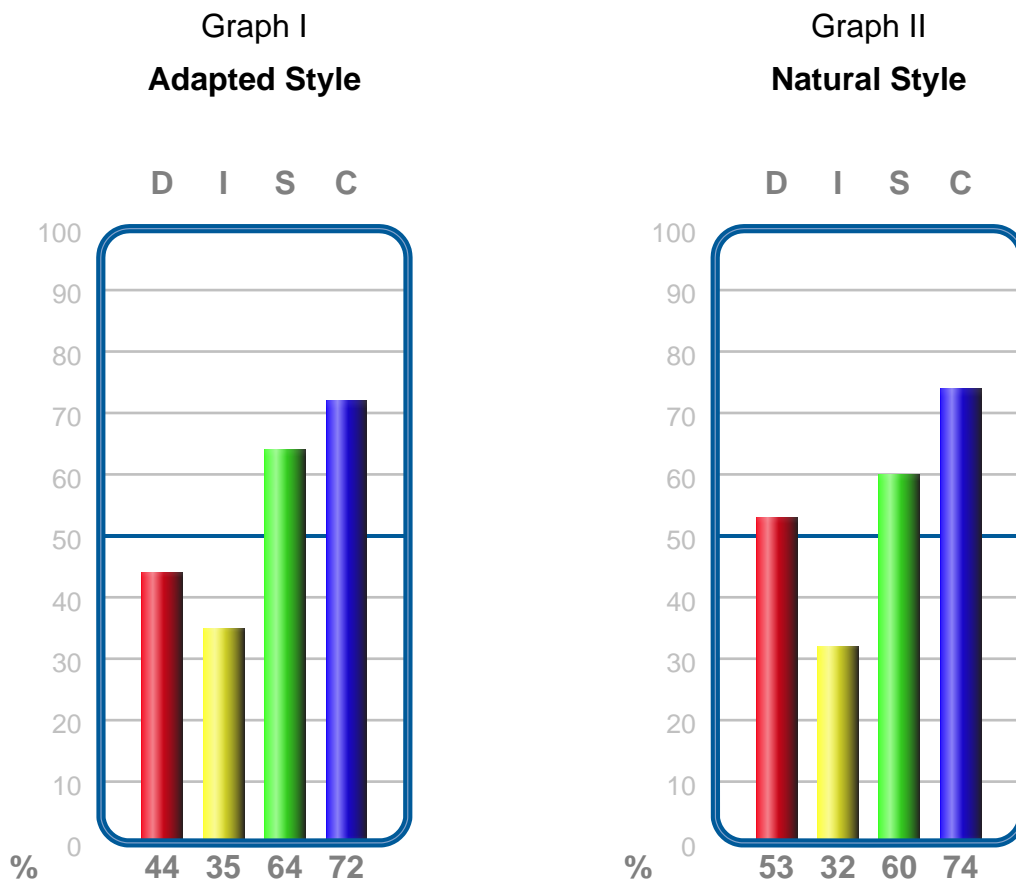
James wants to make certain that detailed reports are accurately completed. This tendency can be reassuring to James' supervisors. When James sees something that is wrong he wants to fix it. He is oriented toward achieving practical results. Some people see him as being fussy and meticulous. He takes much pride in precise and accurate work, but others may not always understand his attention to details. He may have a low trust level of others. Following procedures is his way of ensuring quality and orderly work. James can be depended upon to follow set procedures of work activity. He judges others by the quality of their work. He has such high personal standards that he expects others to have the same dedication. He doesn't appreciate a dirty or messy work station, since he equates dirt and disorganization with lower quality work. While he may not be a perfectionist with all things, he has certain activities that will always be done with the same high standards in mind. Precision and accuracy are important to him. He keeps his equipment in good working order and likes others who also use the equipment to share the same concern.

James is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." 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 can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. He has an acute awareness of social, economic and political implications of his decisions. James is a critical and systematic thinker, and this strength may not be easily recognized by others. He places an emphasis on the cognitive process and logic when making decisions. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject.

James' work represents his true self and he will take issue when people attack the quality of his work. People may often see James as formal and reserved. He may be assessing the situation before "letting his guard down" and may do so only when he feels comfortable with the circumstances. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. He has a low trust level with strangers. This becomes apparent when he asks specific and perhaps blunt questions. James likes to know what is expected of him 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. Because James wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. People who show up early or late for appointments may upset him, since his work plans are disrupted. James makes an agenda and prefers that others not change it. When James is deeply involved in thinking through a project, he may appear to be cool and distant.

## 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.*

## STYLE: WHAT OTHERS MAY VALUE IN YOU

- Comprehensive in problem solving.
- Proficient and skilled in his technical specialty.
- Suspicious of people with shallow ideas.
- Tough-minded.
- Defines, clarifies, gets information, criticizes and tests.
- Maintains standards.
- Always looking for logical solutions.
- Objective and realistic.

## 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.*

- Hesitate to act without precedent.
- Want full explanation before changes are made to ensure his understanding.
- Fail to tell others where he stands on an issue.
- Be defensive when threatened and use the errors and mistakes of others to defend his position.
- Have difficulty making decisions because he's mostly concerned about the "right" decision. If precedent does not give direction, his tendency is to wait for directions.



## 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.*

- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Use expert testimonials.
- Provide solid, tangible, practical evidence.
- Be prepared with the facts and figures.
- Prepare your "case" in advance.
- Have the facts in logical order.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Show him a sincere demeanor by careful attention to his point of view.
- Respect his quiet demeanor.
- Follow through, if you agree.
- Provide details in writing.
- Make an organized presentation of your position, if you disagree.

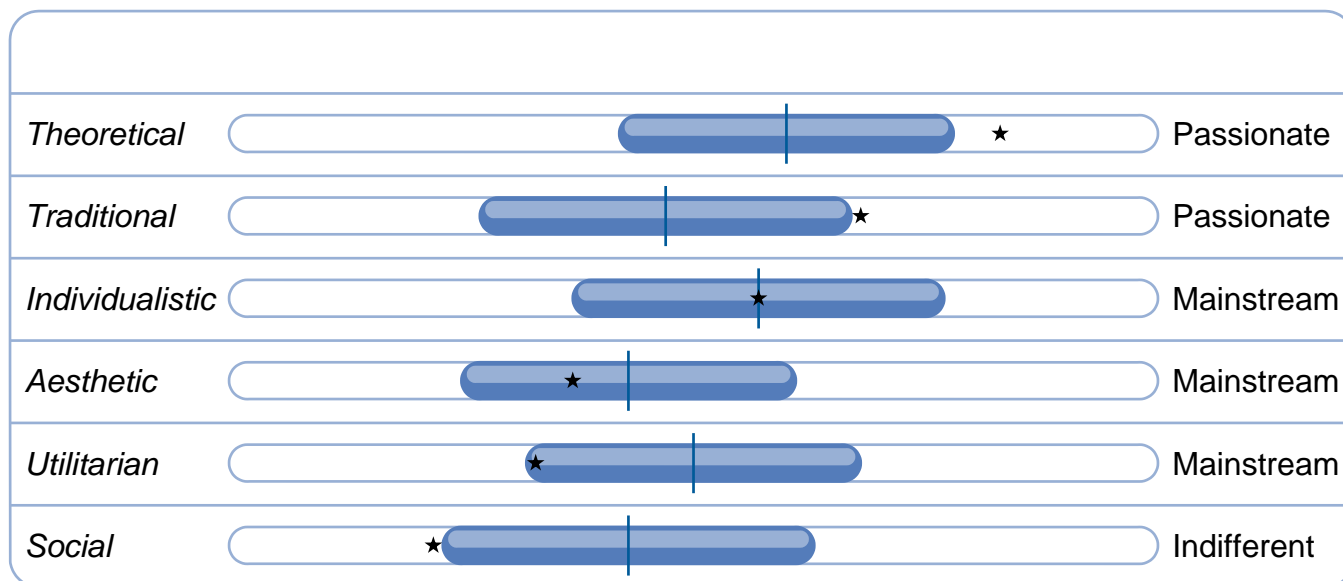
## STYLE: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

*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.*

- Dillydally, or waste time.
- Be redundant.
- Use gimmicks or clever, quick manipulations.
- Say "trust me"--you must prove it.
- Threaten, cajole, wheedle, coax or whimper.
- Leave things to chance or luck.
- Use testimonies of unreliable sources; don't be haphazard.
- Touch his body when talking to him.
- Leave things open to interpretation.
- Make statements you cannot prove.
- Make statements about the quality of his work unless you can prove it.

## 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 life and career choices because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting work that relates to 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

**Theoretical** - Desire to learn for the sake of knowledge.

**Utilitarian** - Desire for a return on investment of time, energy or money.

**Aesthetic** - Desire for form, harmony and beauty.

**Social** - Desire to help others and solve social problems.

**Individualistic** - Desire for control, rank and power.

**Traditional** - Desire to live by a set of rules, principles or beliefs.

### How to read the motivators graph

Your score is represented by the \* and the line is the national mean for working adults. The shaded/blue bar area for each driving force represents 68 percent of the population. This graph reveals areas where your motivators may be outside the mainstream (the blue bar) and could lead to conflict. The further above the mean and outside the mainstream you are, the more people will notice your passion about that motivator. The further below the mean and outside the mainstream you are, the more people will notice your avoidance or indifference regarding that motivator.

## 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.*

- Adding to the body of knowledge may be more important than the application of the knowledge.
- Many may see him as an intellectual.
- James never walked by a bookstore or library he didn't want to visit.
- People who talk on a subject without adequate knowledge will frustrate him and cause him to lose interest in the conversation.
- He may have difficulty putting down a good book.
- James will be comfortable in any position that requires knowledge to excel.
- James will use his knowledge to sell others on his ideas and beliefs.
- James will seek the "truth," yet "truth" is relative and will be defined by his own standards.
- The process is not as important to him as the results.

## 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 "traditionalists" 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.*

- James lets his conscience be his guide.
- James likes unity and order in his life.
- Following proven procedures is more important than quick fixes.
- He is true to his personal vision.
- He will evaluate others based on his rules for living.
- He believes strongly in his opinions.

## 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.*

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

## 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.*

- There could be a specific area that is of great interest to him. For instance, he 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 him.
- At times James will look for the beauty in all things.
- James may desire fine things for his spouse or family members.

## 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.*

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

## 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.*

- James is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - he feels things must be earned, not given.
- James will be torn if helping others proves to be detrimental to him.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- James' passion in life will be found in one or two of the other dimensions discussed in this report.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

## Possible ASU Online 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. To explore these and other ASU degree programs, go to Degree Search at <https://webapp4.asu.edu/programs/t5/>*

### Art

Art History (BA)  
Film - Film & Media Studies (BA)

### Business

Applied Business Data Analytics (Undergraduate Certificate)  
Business Analytics (MS)  
Technological Entrepreneurship and Management (BS)

### Communication

English (BA/MA)

### Culture

Anthropology (BA)  
Geography (BA/BS)  
Interdisciplinary Studies (BA)  
Interdisciplinary Studies – Organizational Studies (BA)  
Philosophy (BA)  
Religious Studies (BA)

### Education

Curriculum and Instruction: Gifted (MEd)  
Educational Technology (MEd)

### Engineering

Electrical Engineering (BSE/MSE)  
Engineering Science (Software Engineering) (MSE)  
Engineering: Embedded Systems (MEng)  
Engineering: Quality, Reliability, Statistical Engineering (MEng)  
Engineering: Systems Engineering (MEng)  
Materials Science and Engineering (MS)

### Health

Applied Behavior Analysis (Graduate Certificate)  
Behavior Health (Clinical) (DBH)  
Biomedical Diagnostics (MS)

## Possible ASU Online Degree Matches

Clinical Research Management (MS/Graduate Certificate)  
Clinical Research Management – Regulatory Science (MS)

### Legal Studies

Legal Studies (MLS)

### Science + Math

Business Data Analytics (BS)  
Nuclear Power Generation (Graduate Certificate)

### Technology

Information Technology (BS)  
Internet & Web Development (Applied Science BAS)

## TIME WASTERS

*This section of your report is designed to identify time wasters that may impact your overall time use effectiveness. Possible causes and solutions will serve as a basis for creating an effective plan for maximizing your use of TIME and increasing your PERFORMANCE.*

### 1. Fear of Mistakes

Fearing mistakes is the mental process of focusing on negative outcomes and is often a preoccupation with past mistakes.

#### **Possible Causes:**

- Want to avoid criticism
- Take criticism personally
- Want to be seen as efficient and competent

#### **Possible Solutions:**

- Practice focusing on past successes
- For every mistake that you think might happen, write down two positive possible outcomes for a completed task
- Focus on several possible future outcomes

### 2. 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

#### **Possible Solutions:**

- Ask questions
- Share initial evaluation/opinion with others

### 3. Overreacting To Constructive Criticism

Overreacting to constructive criticism is the inappropriate overt or covert response to feedback and recommendations.

#### **Possible Causes:**

- Have a high comfort level with past methods
- Have high standards for work performance
- Think that your way is the correct way
- Don't see the benefit of doing things differently

#### **Possible Solutions:**

- Practice listening without evaluating comments from others
- Begin responding mentally with "that's interesting" or "that's a possibility" as a way of controlling immediate negative response
- Communicate feelings with peers and supervisors



## TIME WASTERS

### 4. 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

## STUDY TIPS

In addition to these study tips, check out the following resources ASU has created to ensure your academic success:

**Online Tutoring:** <https://tutoring.asu.edu/online-tutoring>

**Succeed Online:** <http://succeedonline.asu.edu/>

Cheers to your success at ASU Online!

- Set goals that are challenging.
- Volunteer to answer questions in class.
- Break your habit of studying alone and study with friends.
- Listen for ideas and think how they may apply to your future.
- Think positive about your ability to pass every class with high marks.
- Join in on class discussion.
- Plan your study week on Sunday.
- Think positive about each class and display your interest by your facial expressions.
- Ask yourself questions - either from the book or ones you make-up.
- Don't listen so critically that you miss the intended ideas.
- Make sure you understand instructions before leaving class.
- Listen and think positive about the subject and the teacher.