

Top 5 Skills

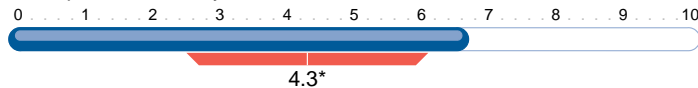
	Personal Skills Ranking
1	Teamwork
2	Planning/Organizing
3	Goal Orientation
4	Conflict Management
5	Futuristic Thinking

Strengths

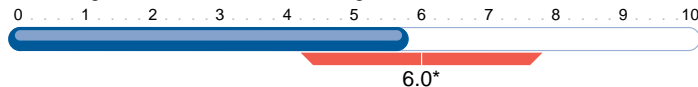
- Highly in tune to the environment and synergy within it.
- The "glue" that ties multiple visions together.
- Great at retrieving information for decision makers he trusts.
- Methodical and reliable researcher.
- Always willing to share his ideas on how to enhance the surroundings.
- Volunteers his knowledge on many subjects.

Motivators

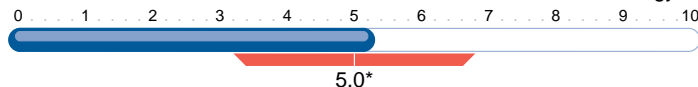
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



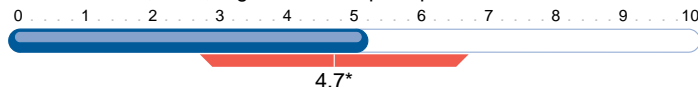
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



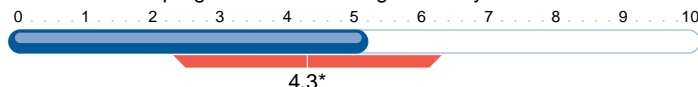
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



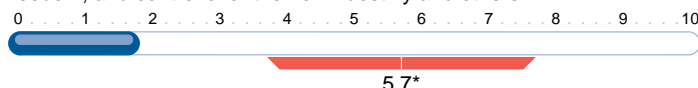
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



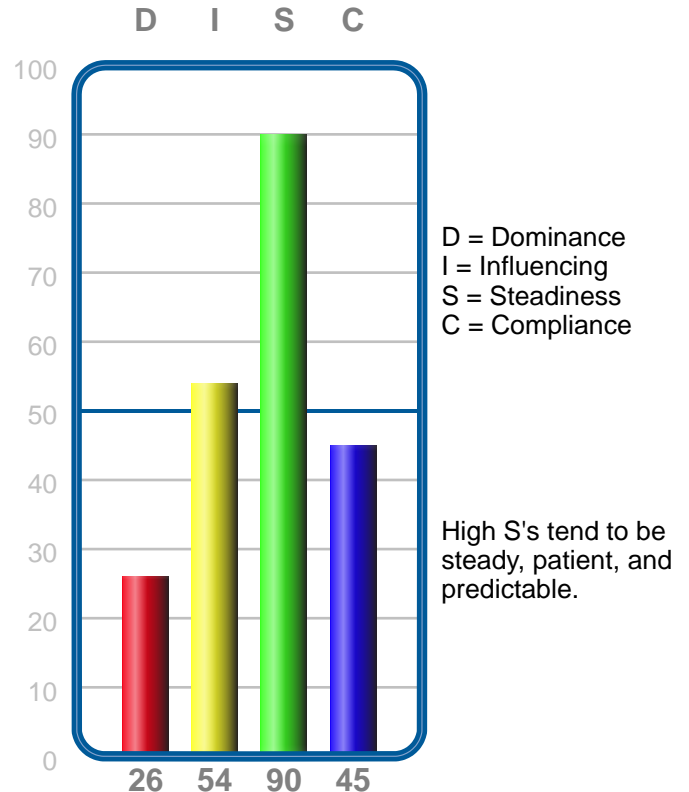
5. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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



Behaviors



Value to a Team

Turns confrontation into positives.

Works for a leader and a cause.

Dependable team player.

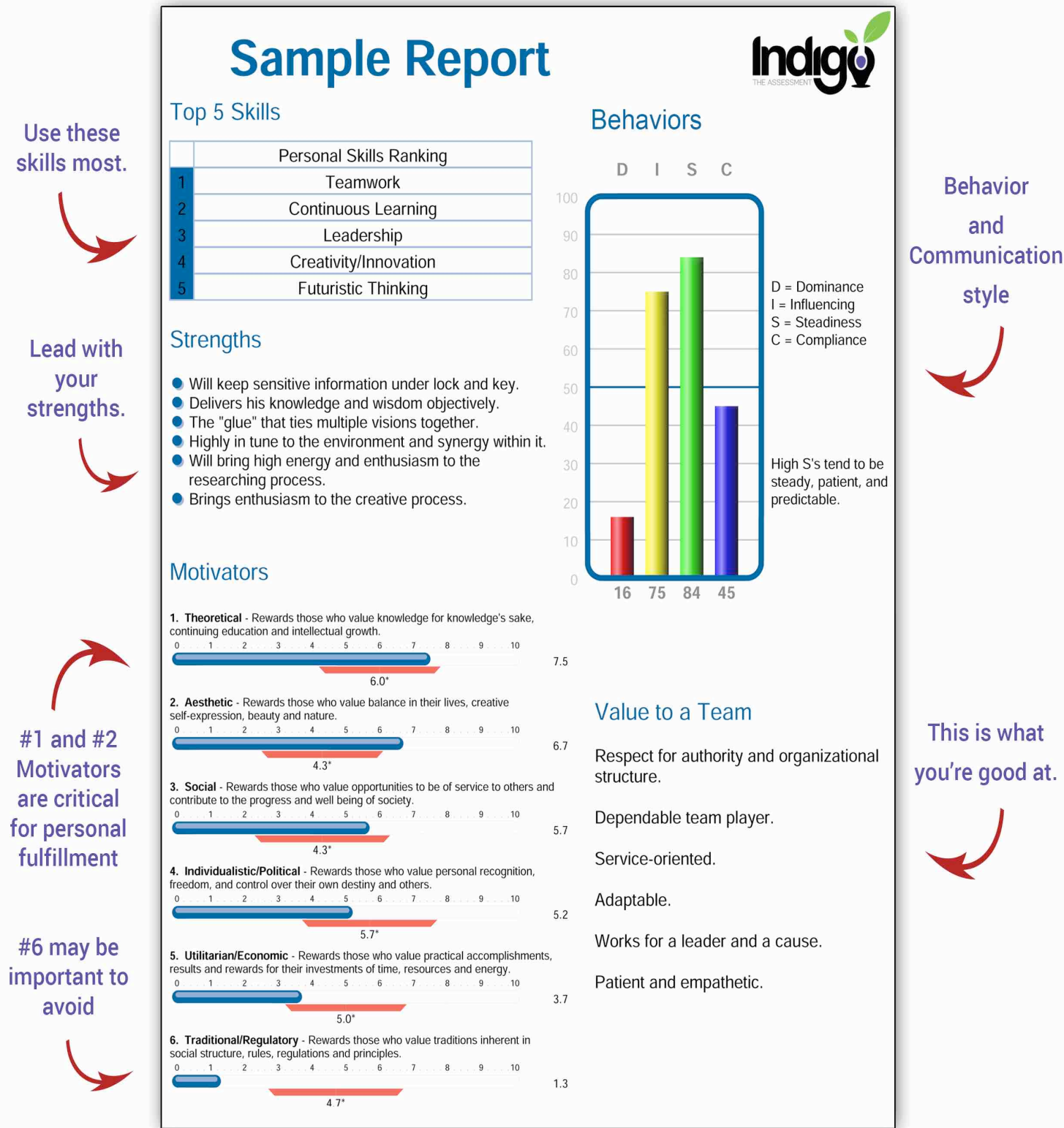
People-oriented.

Patient and empathetic.

Respect for authority and organizational structure.

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.



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.

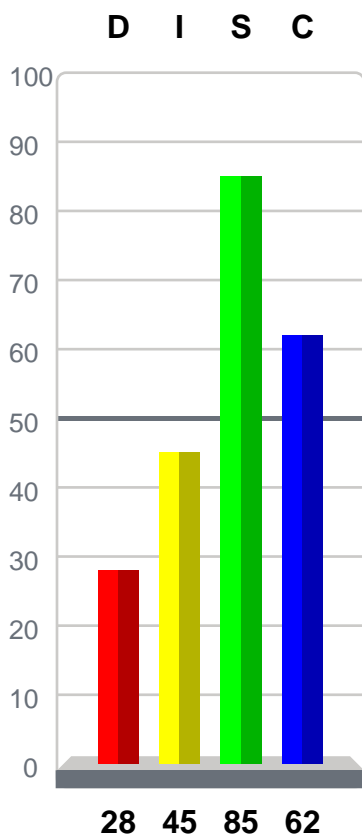
Ty's flexibility will allow him to fit into almost any environment. He wins through hard work and persistence. He likes to stay with one task until it is completed. He may not project a sense of urgency like some people with different behavioral styles. At times, Ty would like to slow the world down and cut out some of the activities people want him involved in. Ty is usually steady, easygoing and relaxed. When people are involved, he may not always be precise about the use of his time. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. Ty is often seen as practical and objective. When challenged, he becomes more objective.

Ty is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He often thinks over major decisions before acting. He is persistent and persevering in his approach to achieving goals. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Ty can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. He prefers to plan his work and work his plan. Others may find it refreshing to have him on their team.

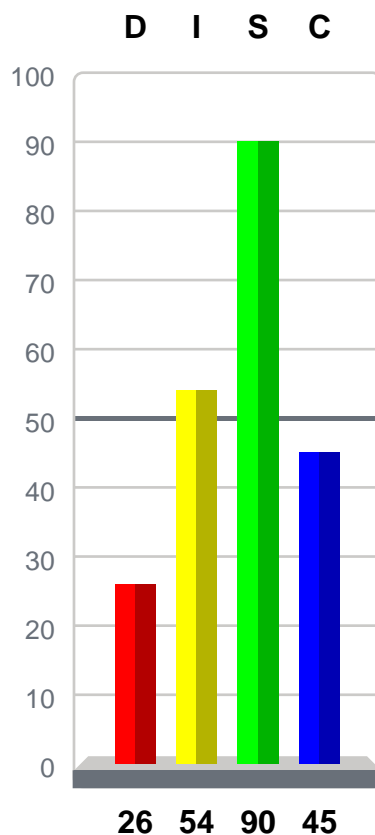
Ty likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He likes a friendly, open style of communication. He will be open with those he trusts; however, reaching the required trust level may take time. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. Ty is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group.

YOUR NATURAL AND ADAPTED BEHAVIORAL STYLES

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.

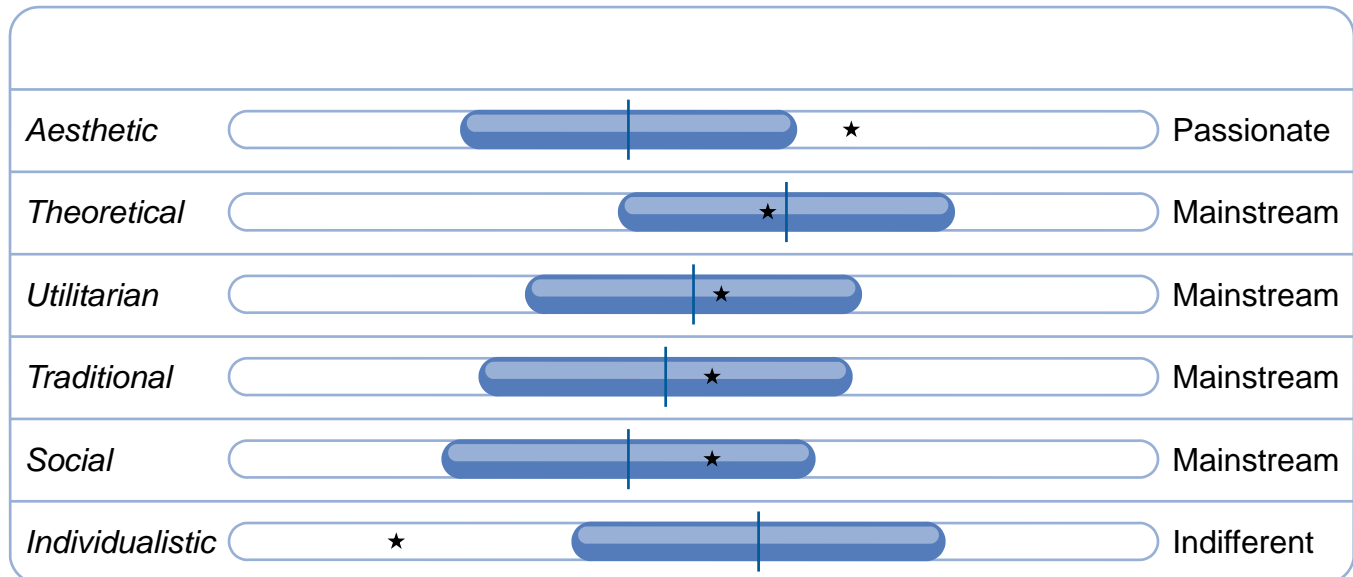
DISC REFERENCE GUIDE

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

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

YOUR SKILLS

This page shows 23 skills that are important in the world of work. The key to success is utilizing your strengths while minimizing your weaknesses. You are more likely to excel with your top skills. For more information visit <http://www.indigotheassessment.com>.



Well Developed
 Developed
 Moderately Developed
 Needs Development

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.

- Give him time to ask questions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Define clearly (preferably in writing) individual contributions.
- Be sincere and use a tone of voice that shows sincerity.
- Ask "how?" questions to draw his opinions.
- Be prepared.
- Provide a friendly environment.
- Start, however briefly, with a personal comment. Break the ice.
- Support your communications with correct facts and data.
- Move casually, informally.

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.

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

THINGS YOU MAY WANT FROM OTHERS

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

- Identification with fellow workers.
- Public recognition of his ideas and results.
- To have the right information to support others so he can feel secure with how the job is being done.
- An opportunity to methodically layout research and work through the information-gathering process.
- The experience of the people and the surroundings to be happy and balanced.
- A proper work/life balance and a physical space that feels like home.

YOUR IDEAL WORK ENVIRONMENT

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

- A stable and predictable environment.
- Assignments with a high degree of people contacts.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Information to support the reasons for change.
- A fun and creative working environment.
- An environment that supports time-tested, proven processes for completing tasks.

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.

- Keeps to himself resulting in unexpressed viewpoints.
- Not willing to share opinions until comfortable about how others will receive it.
- Struggles in adapting to new situations without preparation.
- Will have difficulty in establishing priorities in learning new matters.
- Over emphasizes the experience compared to the results.
- Spends too much time self-reflecting and not enough time following through.
- May present facts and figures with too much emotion.
- Will tend to elaborate on limited data.

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.

- The "glue" that ties multiple visions together.
- Highly in tune to the environment and synergy within it.
- Desire for continuous learning is one of his greatest strengths.
- Will keep sensitive information under lock and key.
- Always willing to share his ideas on how to enhance the surroundings.
- Brings balance to the organization in a positive and friendly way.
- Volunteers his knowledge on many subjects.
- Looks for the positive side of every situation.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- Works for a leader and a cause.
- Turns confrontation into positives.
- Builds good relationships.
- Dependable team player.
- Flexible.
- Respect for authority and organizational structure.
- Patient and empathetic.
- Adaptable.

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.

- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not let others know where he stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Hold a grudge if his personal beliefs are attacked.
- Take criticism of his work as a personal affront.
- Be too conservative--bides time and avoids much that is new.
- Dislike change if he feels the change is unwarranted.
- Be defensive when risk is involved--move towards maintaining status quo.

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

Architecture
 Biochemistry, Biophysics
 Botany
 Composition, Writing
 Geography
 Geology, Earth Sciences
 Information Technology
 Interior Design
 Microbiology
 Paleontology
 Web Design, Web Administration

Business

Human Resources, Organizational Development
 Marketing

Career and Technical

Dental Assistance
 Drafting
 Electrician
 Electronics, Appliance Installation and Repair
 Rehabilitation Therapy
 Welding

Engineering

Bio Engineering
 Civil Engineering
 Electrical Engineering
 Environmental Engineering
 Materials Engineering
 Mechanical Engineering

Environmental, Agriculture and Food

Fish, Game and Wildlife
 Forestry, Natural Resources
 Natural Sciences

Evolving Opportunities

Possible Degree Matches

Alternative Medicine, Holistic Health
Biotechnology
Computer Graphics, Animation
Desktop Publishing
Diagnostic, Scanning Technician
Ecommerce
Environment, Conservation and Sustainability
Graphic Design
Health Technology
Medical Ethics
Nutrition and Diet Science
Online Marketing, Social Media
Peace and Conflict Resolution Studies
Renewable Energy
Social Work
Videography
Yoga Therapy and Training

Health Sciences

Counseling
Exercise Science
Human Development and Family Services
Kinesiology
Pharmaceutical

Other Career Paths

Child Care, Family Services

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. Resisting Change

Resisting change is the process of consciously or subconsciously not participating in the change process. Measures of resistance may be active or passive, not doing things the new way, or making excuses for not having tasks accomplished.

Possible Causes:

- Need a high degree of security
- Like to maintain the status quo
- Routine/procedures have worked in the past
- One specific aspect of a proposed change violates sense of values
- A specific change is not seen as contributing to successful accomplishments

Possible Solutions:

- Acknowledge that change is a natural part of any job
- Develop the habit of writing down all of the pros and cons of a specific change
- Evaluate each objection to a change
- If there is one specific objection that is overriding the ability to change, share the specific concern with those involved and seek advice or input from others

2. Postpone The Unpleasant

Postponing the unpleasant is similar to procrastinating but is usually a continual reprioritizing of daily tasks. It is often a way to delay something that is not enjoyable.

Possible Causes:

- Like low-conflict environments and relationships
- Want to feel the success of accomplishment so the simple tasks are done first

Possible Solutions:

- Change your routine and, for one week, do the unpleasant tasks first
- See the accomplishment of unpleasant tasks as an equal or even greater achievement of success
- Reward yourself for every unpleasant task that you complete without postponing
- Confront those people who are causing you discomfort and discuss the problems

3. Failure To Clarify Precise Responsibilities With Manager

The failure to clarify precise responsibilities with your manager assumes that you have a full understanding of his/her expectations. It infers that your manager understands your job and concurs with your assessment of requirements.

Possible Causes:

- Unsure of how you will be perceived
- Don't want to overstep authority
- Want to be a team player
- Want to help everyone so you don't object to the manager when requests are being made that are not your responsibility

LIKELY TIME WASTERS

Possible Solutions:

- Have informal conversations with the manager about his/her expectations
- Share with manager your expectations
- Clarify with peers and other managers your duties and responsibilities
- Read and discuss articles on "management by objectives"

4. Habits

A habit is a specific thought, behavior or way of doing something that was acquired by repetition or by reinforcement from self and/or others.

Possible Causes:

- Have established routines that are comfortable
- Routine creates a feeling of security
- Resist change for change's sake
- Have been praised repeatedly for a specific behavior

Possible Solutions:

- Evaluate habits and decide which contribute to your accomplishments and which deter you from success
- Try new ways of performing a certain task
- Ask others for recommendations on different approaches
- Consciously practice changing your routine