

## Strengths

Steady, consistent and balanced member of the team.

Highly in tune to the environment and synergy within it.

Delivers her knowledge and wisdom objectively.

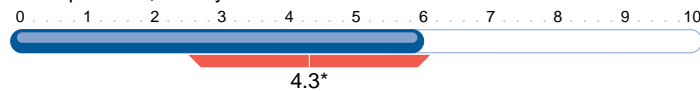
Desire for continuous learning is one of her greatest strengths.

She brings extreme detail and precision to the project in order to enhance the outcome.

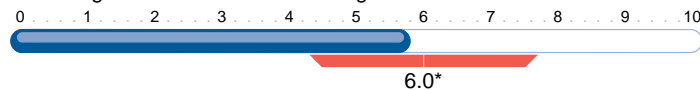
Her desire to learn more allows processes to become more effective.

## Motivators

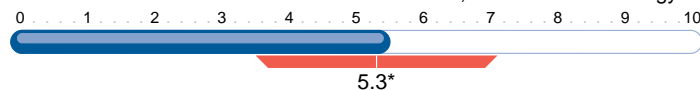
**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



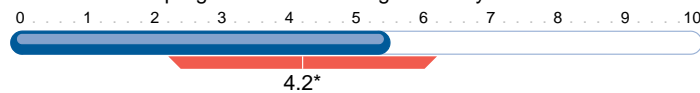
**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



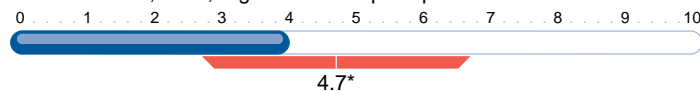
**3. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



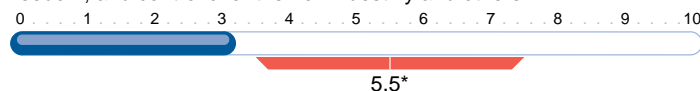
**4. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



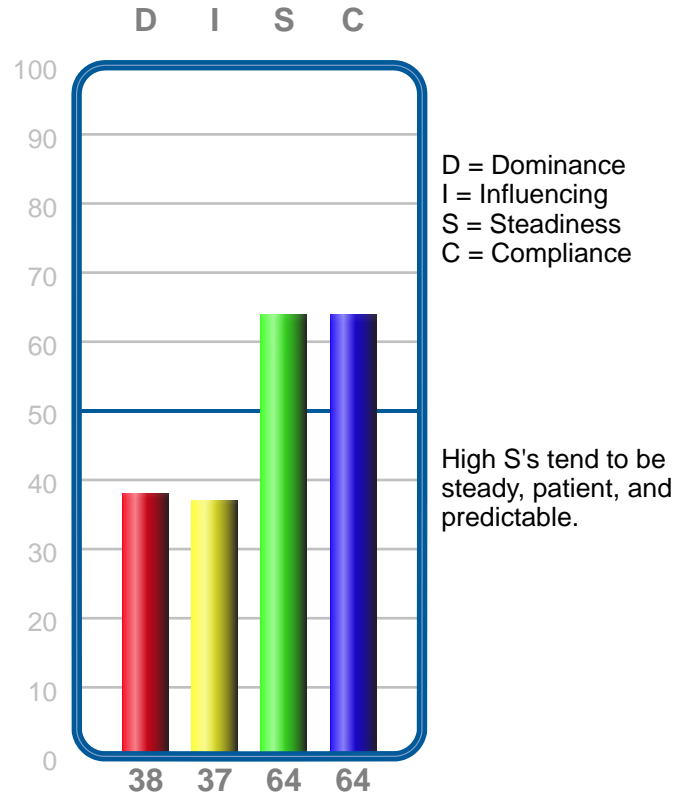
**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



## Behaviors



## Value to a Team

Works for a leader and a cause.

Defines, clarifies, gets information, criticizes and tests.

Proficient and skilled in her technical specialty.

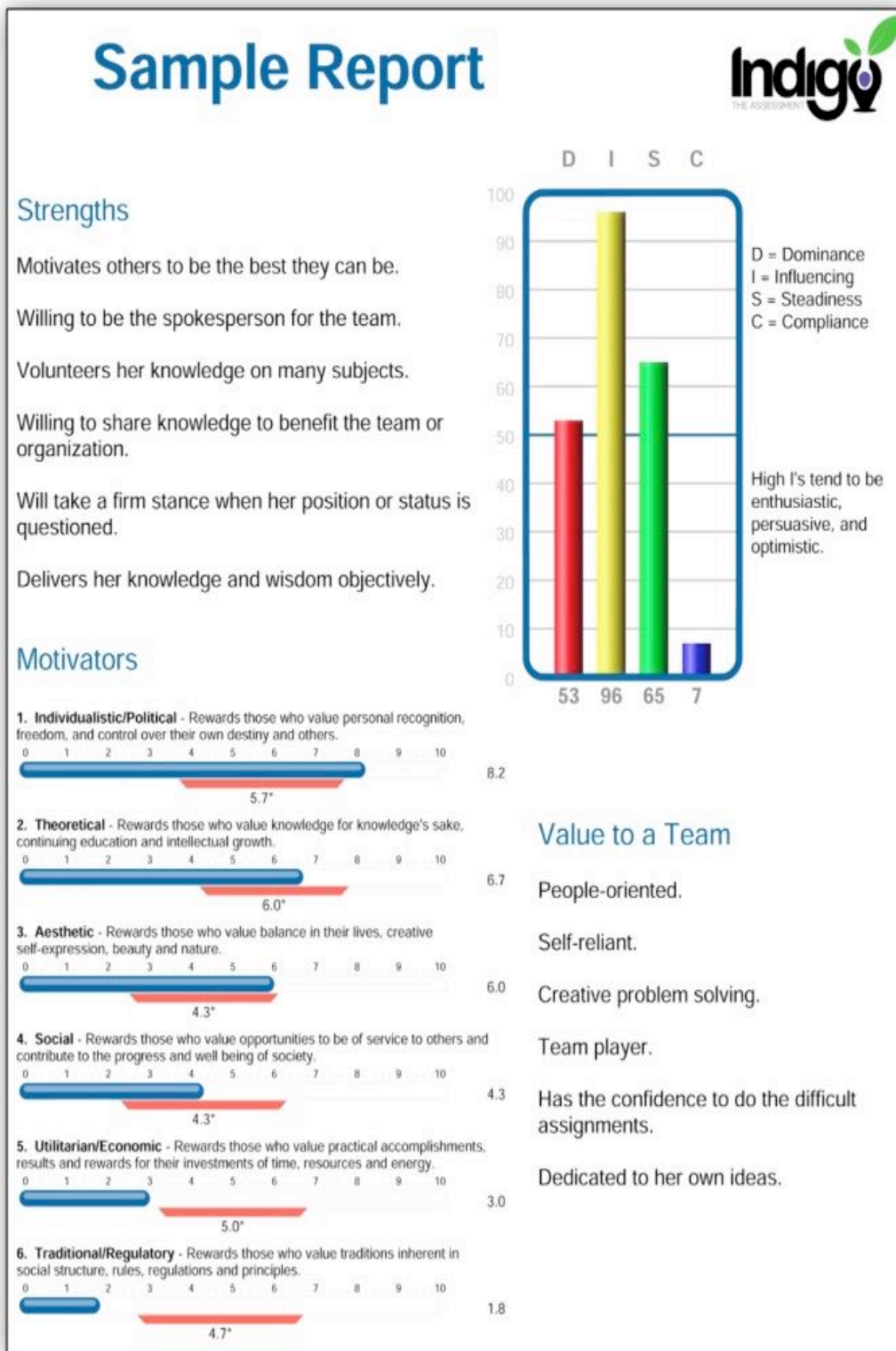
Service-oriented.

People-oriented.

Consistent and steady.

# 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).



Lead with your strengths.



#1 and #2 Motivators are critical for personal fulfillment



#6 may be important to avoid



Behavior and Communication style



This is what you're good at.



## 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.*

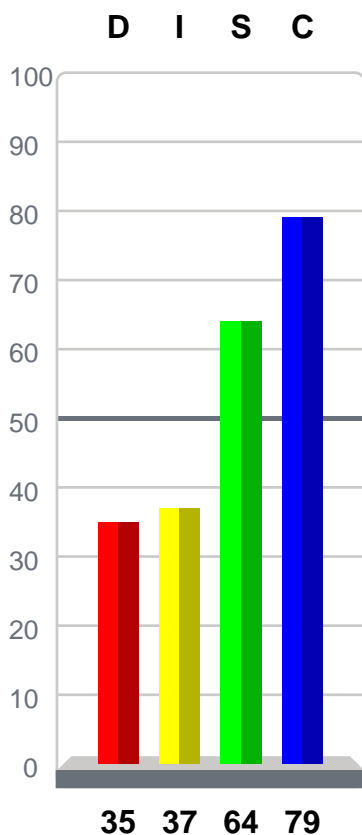
Sheri likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. She likes to start and finish activities. Others who work with her know they can depend on her. She wins through hard work and persistence. She likes to stay with one task until it is completed. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. Patience, control and deliberateness characterize her usual behavior. She is good at concentrating in order to listen and learn. She is not easily distracted by peripheral activity. She wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She likes to develop a routine in both her personal and professional life and will function best when this routine is maintained. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She likes to set her own pace. When others try to rush her, she feels threatened and may balk.

Sheri 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 may be reluctant to initiate new approaches to doing things. If she is shown the benefits, she will consider new procedures. She adheres to company policy and doesn't break the rules just for the sake of breaking them. Sheri may tend to fight for her beliefs or those things she feels passionate about. She is persistent and persevering in her approach to achieving goals. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She needs to gather data and facts in a logical fashion.

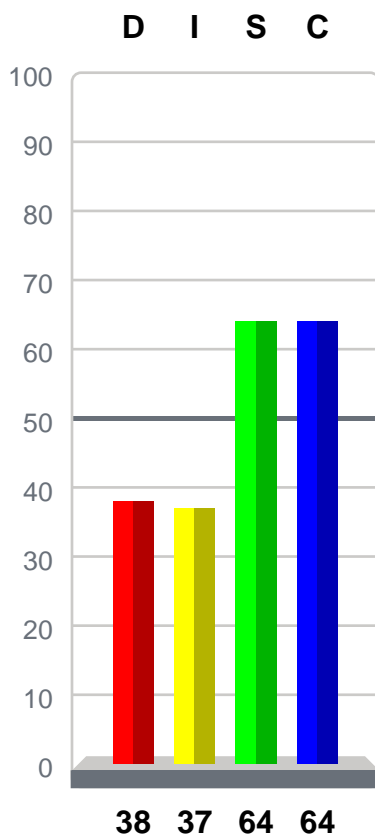
Sheri likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She can be outgoing at times. Basically introverted, she will "engage" in social conversation when the occasion warrants. She tends to be possessive of information; that is, she doesn't voluntarily share information with others outside of her team. This may be a blessing, or a curse, to her superiors. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. Rarely does she display her emotions; that is, she projects a good poker face. Others may get the feeling that she is unfriendly, when in reality she is not. She remains aloof from active participation in unfamiliar groups. She will talk more, however, in a group of people she trusts and has known for a long time. She is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. She is more motivated by logic than emotion. To her, logic represents tangible research.

# 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

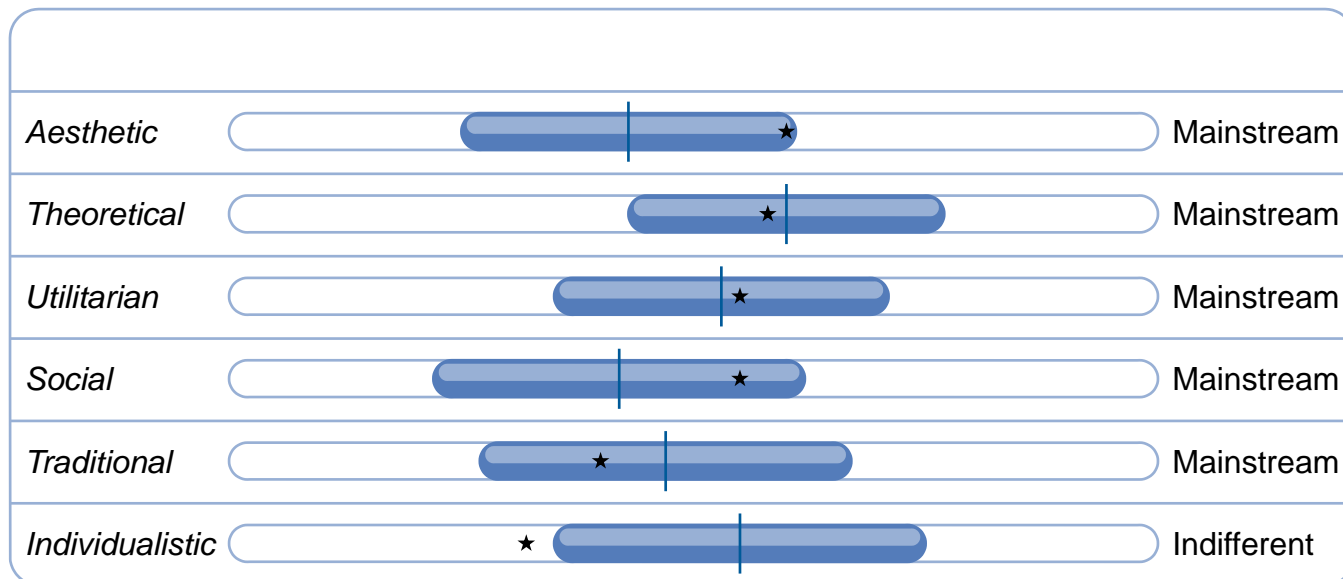
**Find your DISC Graph on the Indigo summary page:** Take note of scores furthest away from 50 on the DISC graph (high or low). These are the **behaviors that will stand out most for you**. Reference "stand-out" scores below. Various combinations of stand-out DISC factors will influence communication 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
<b>High D</b> Direct Forceful Bold	...situations where they can't express themselves. ...controlled environments. ...people without opinions.	Be clear. Don't be intimidated. <b>Get to the point.</b>	Competitive. Results-oriented. Opportunities to lead.	<b>Results-focused</b> job.
<b>Low D</b> Cooperative Agreeable Peaceful	...anger-charged situations. ...competitive projects and programs.	Connect personally. Ask questions. Stay <b>calm</b> .	Collaborative. Low conflict.	Jobs with <b>little confrontation</b> .
<b>High I</b> Talkative Sociable Enthusiastic	...lecture-based classes. ...being alone too long. ...impersonal, business-like instruction.	Be <b>friendly</b> . Act enthusiastic. Speak warmly.	Friendly. Group projects. Class discussions.	Must work with <b>people</b> .
<b>Low I</b> Reserved Reflective Listens	...facilitating groups. ...activities with prolonged interaction, especially without reflection time.	Don't crowd them. <b>Short dialogues</b> . Give time to process.	Independent projects. Classes that do not grade for verbal participation.	Jobs where you <b>don't need to talk</b> too much.
<b>High S</b> Loyal Patient Understanding	...quickly changing activity. ...chaotic classrooms. ...confusion/lack of clarity in instructions.	Be soft. Speak calmly. Be <b>patient</b> .	Well-defined expectations. Clear path to graduation/success.	Jobs with <b>stability</b> and clear expectations.
<b>Low S</b> Flexible Restless Impulsive	...monotonous classes. ...highly structured situations with minimal choice or flexibility.	Be spontaneous. <b>Show emotion</b> .	Flexible course work. Room for change and variety.	Jobs with a <b>variety of tasks</b> and adventure.
<b>High C</b> Precise Conscientious Cautious	...tasks and grading systems without clearly-defined expectations. ...risky situations.	Be <b>accurate</b> . Be factual. Be realistic.	Structured activities where quality matters. Classes with a detailed syllabus.	Jobs where <b>quality</b> and detail matter.
<b>Low C</b> Unsystematic Instinctive Avoids details	...assignments with lots of rules to follow. ...activities that demand quality and detail.	<b>Big picture</b> focus. Talk fast. Be casual.	Broad view. Low detail assignments. 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

**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
<p><b>Theoretical</b></p>  <p><i>Value learning and knowledge.</i></p>	<p>Continuing education. Start a blog. Research. Experiment. Work in a bookstore.</p>	<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>	<p>Science, R&amp;D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalism, Law, Medicine, Aerospace, Think Tanks, Healthcare, Psychology.</p>
<p><b>Utilitarian</b></p>  <p><i>Value practical accomplishments.</i></p>	<p>Get a paying job. Internships to enhance your resume. Build something tangible.</p>	<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.                             <ul style="list-style-type: none"> <li>* Real-world mentors.</li> </ul> </li> <li>* Business and finance programs.</li> </ul>	<p>Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Trade Jobs, Software Development.</p>
<p><b>Aesthetic</b></p>  <p><i>Value beauty and harmony.</i></p>	<p>Volunteer outdoors. Decorate your room. Participate in a local music or art festival.</p>	<ul style="list-style-type: none"> <li>* Beautifying the community/school.                             <ul style="list-style-type: none"> <li>* Hands-on, creative self-expression of learning.</li> </ul> </li> <li>* Harmony in the classroom &amp; world.</li> <li>* <b>Physical environment matters!</b></li> </ul>	<p>Visual Arts, Architecture, Event Planning, Design, Culinary Arts, Music, Environmental Studies, Landscaping, Marketing/PR, Outdoor/Adventure.</p>
<p><b>Social</b></p>  <p><i>Value being of service.</i></p>	<p>Peer Mentor/Tutor. Community Service. Non-profits. Homeless volunteering. Animal care.</p>	<ul style="list-style-type: none"> <li>* Opportunities to <b>help others</b> in activities and assignments.                             <ul style="list-style-type: none"> <li>* Learning about things that make a difference in the world.</li> </ul> </li> <li>* Rewards for serving peers and community members.</li> </ul>	<p>Non-Profits, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training, Psychology.</p>
<p><b>Individualistic</b></p>  <p><i>Value personal achievement, freedom, and independence.</i></p>	<p>Assist a local political campaign. Start your own business. Create your own music. Participate in individual sports.</p>	<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>	<p>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.</p>
<p><b>Traditional</b></p>  <p><i>Unique system of driving values.</i></p>	<p>Help local military groups and veterans. Volunteer at your religious institution. Work with cultural or government groups. Family time.</p>	<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>	<p>Government, Education, Banking, Military, Engineering, Health Services, Insurance, Religious Roles, Lobbying, Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism.</p>

## 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 her time to verify reliability of your actions; be accurate, realistic.
- Provide solid, tangible, practical evidence.
- Look for hurt feelings or personal reasons if you disagree.
- Follow through, if you agree.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Give her time to be thorough, when appropriate.
- Prepare your "case" in advance.
- Define clearly (preferably in writing) individual contributions.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.
- Support her principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Make an organized contribution to her efforts, present specifics and do what you say you can do.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.

## 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.*

- Use testimonies of unreliable sources; don't be haphazard.
- Make statements about the quality of her work unless you can prove it.
- Be vague; don't offer opinions and probabilities.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Leave things to chance or luck.
- Push too hard, or be unrealistic with deadlines.
- Be abrupt and rapid.
- Manipulate or push her into agreeing because she probably won't fight back.
- Offer assurance and guarantees you can't fulfill.
- Debate about facts and figures.
- 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.
- Rush headlong into business or the agenda.



## THINGS YOU MAY WANT FROM OTHERS

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

- Time to adjust to change.
- No sudden changes in procedure.
- To have the right information to support others so she can feel secure with how the job is being done.
- The time to research and layout information in a methodical way.
- Management to understand that she will focus on keeping up morale and the balance of the organization.
- To focus on long-term stability which will lead to a lasting impact on the functionality of the organization.

## YOUR IDEAL WORK ENVIRONMENT

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

- Little conflict between people.
- An environment dictated by logic rather than emotion.
- Time necessary to gather enough information in order to move forward.
- Information and time to make decisions.
- Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
- Time and opportunity to create in solitary.

## 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.*

- Not willing to share opinions until comfortable about how others will receive it.
- Difficulty dealing with diverse situations involving objective views.
- Resents change without logical facts and reasoning behind the change.
- May have difficulty sharing subjective information.
- Feels a better job could be done if more focus was on the experience of the project.
- While highly in tune to the vibe of a situation, she can come across as absolute.
- Never enough facts to prove the new theory.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.

## 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.*

- Highly in tune to the environment and synergy within it.
- Accommodating team member that brings balance to the organization.
- Great at retrieving information for decision makers she trusts.
- Delivers her knowledge and wisdom objectively.
- She brings extreme detail and precision to the project in order to enhance the outcome.
- Builds something of form and beauty that structurally will last forever.
- Her desire to learn more allows processes to become more effective.
- Detailed and compliant about the research process.

## WHAT OTHERS MAY VALUE IN YOU

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

- Accurate and intuitive.
- People-oriented.
- Service-oriented.
- Patient and empathetic.
- Conscientious and steady.
- Comprehensive in problem solving.
- Proficient and skilled in her technical specialty.

## 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 too conservative--bides time and avoids much that is new.
- Not take action against those who challenge or break the rules or guidelines.
- Not let others know where she stands on an issue.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Take criticism of her work as a personal affront.
- Hold a grudge if her personal beliefs are attacked.

## 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  
Interior Design  
Web Design, Web Administration

### Business

Human Resources, Organizational Development

### Career and Technical

Biomedical Equipment Technician  
Dental Assistance  
Drafting

### Engineering

Aerospace Engineering  
Bio Engineering  
Civil Engineering  
Electrical Engineering  
Environmental Engineering  
Materials Engineering  
Mechanical Engineering  
Nuclear Engineering

### Environmental, Agriculture and Food

Forestry, Natural Resources  
Landscape Architecture  
Natural Sciences

### Evolving Opportunities

Computer Graphics, Animation  
Desktop Publishing  
Ecommerce  
Graphic Design  
Medical Ethics  
Nutrition and Diet Science

## Possible Degree Matches

Online Marketing, Social Media  
Outdoor Studies, Outdoor Leadership  
Renewable Energy  
Videography

## Health Sciences

Clinical Research  
Nursing  
Pharmaceutical  
Pre-Medicine

## Other Career Paths

Apparel Fashion



## 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. 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

## LIKELY TIME WASTERS

### 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

#### 4. 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

### 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"

#### 5. Not Exercising Authority

Not exercising authority is the inability to make decisions that might adversely impact some people and compromises the success of task accomplishment. It is also the resistance to making the tough calls.

### Possible Causes:

- Want to be seen as supportive
- Believe people will do what is right
- Fear offending others
- Fear creating conflict between team members

### Possible Solutions:

- Have clearly defined and written performance objectives
- Have clearly written rationale for specific decisions
- Assign decision reporting to the deputy/assistant
- Appoint a strong deputy or assistant
- Have a "Good Guy/Bad Guy" image agreement with deputy/assistant