Assessment Validity, Reliability, Measurement Variables Competitor Landscape, Customers & Partners

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Indigo Validity & Reliability

Indigo uses a **validated multi-factor assessment** combining four sciences to measure behaviors, motivators, social emotional, and skills.

The **most comprehensive** assessment tool on the market, currently used extensively in the corporate world (90 countries and 40 languages).

The Indigo Assessment is EEOC and OFCCP compliant. There are **no adverse impacts** for socio-economic class, race, gender, or disability.
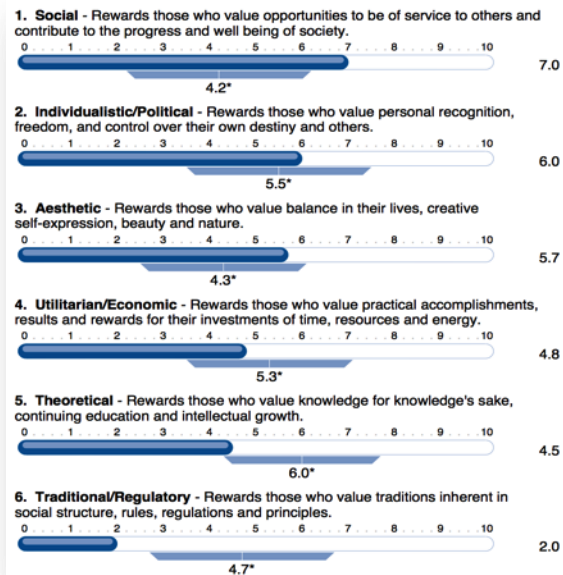
Our technology partner, Target Training International (TTI), has been researching and validating assessment technologies for **over 30 years**.

*Technical reports are available with detailed adverse impact, reliability, and validity studies.*

Target Training International
Located in Scottsdale, AZ

What we measure with the Indigo Assessment

Motivators	Behaviors	Skills

MOST — Graph I — Adapted Style

D I S C — 84 82 22 12

LEAST — Graph II — Natural Style

D I S C — 88 78 32 12

Personal Skills Ranking

1. Interpersonal Skills
2. Goal Orientation
3. Leadership
4. Creativity/Innovation
5. Futuristic Thinking
6. Decision Making
7. Teamwork
8. Presenting
9. Customer Service
10. Written Communication
11. Personal Effectiveness
12. Persuasion
13. Self-Management (time and priorities)
14. Conflict Management
15. Planning/Organizing
16. Empathy
17. Continuous Learning
18. Diplomacy
19. Management
20. Flexibility
21. Negotiation
22. Analytical Problem Solving
23. Employee Development/Coaching

6 Driving Motivators – the key element to understanding student engagement. Use to provide coursework and activities that will appeal to all learners.
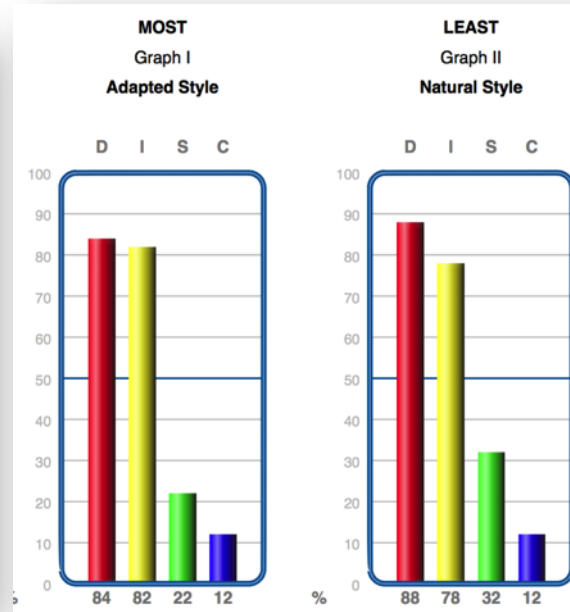
Natural & Adapted DISC
D stands for Dominance;
I is Influencing;
S is Steadiness;
C is Compliance.
Large differences between natural and adapted graphs will cause student **stress.**

23 Non-Academic Skills - measured and compared to norms in the corporate workforce. These can indicate school specific instructional focus.

Social Emotional data is in the assessment backend and is analyzed separately.

Data points measured by Indigo

Non-Academic Competencies (21st Century Skills): Analytical Problem Solving, Conflict Management, Continuous Learning, Creativity, Customer Service, Employee Development, Decision Making, Diplomacy, Empathy, Flexibility, Futuristic Thinking, Goal Orientation, Interpersonal Skills, Leadership, Management, Negotiation, Personal Effectiveness, Persuasion, Planning and Organization, Presenting, Teamwork, Written Communication.
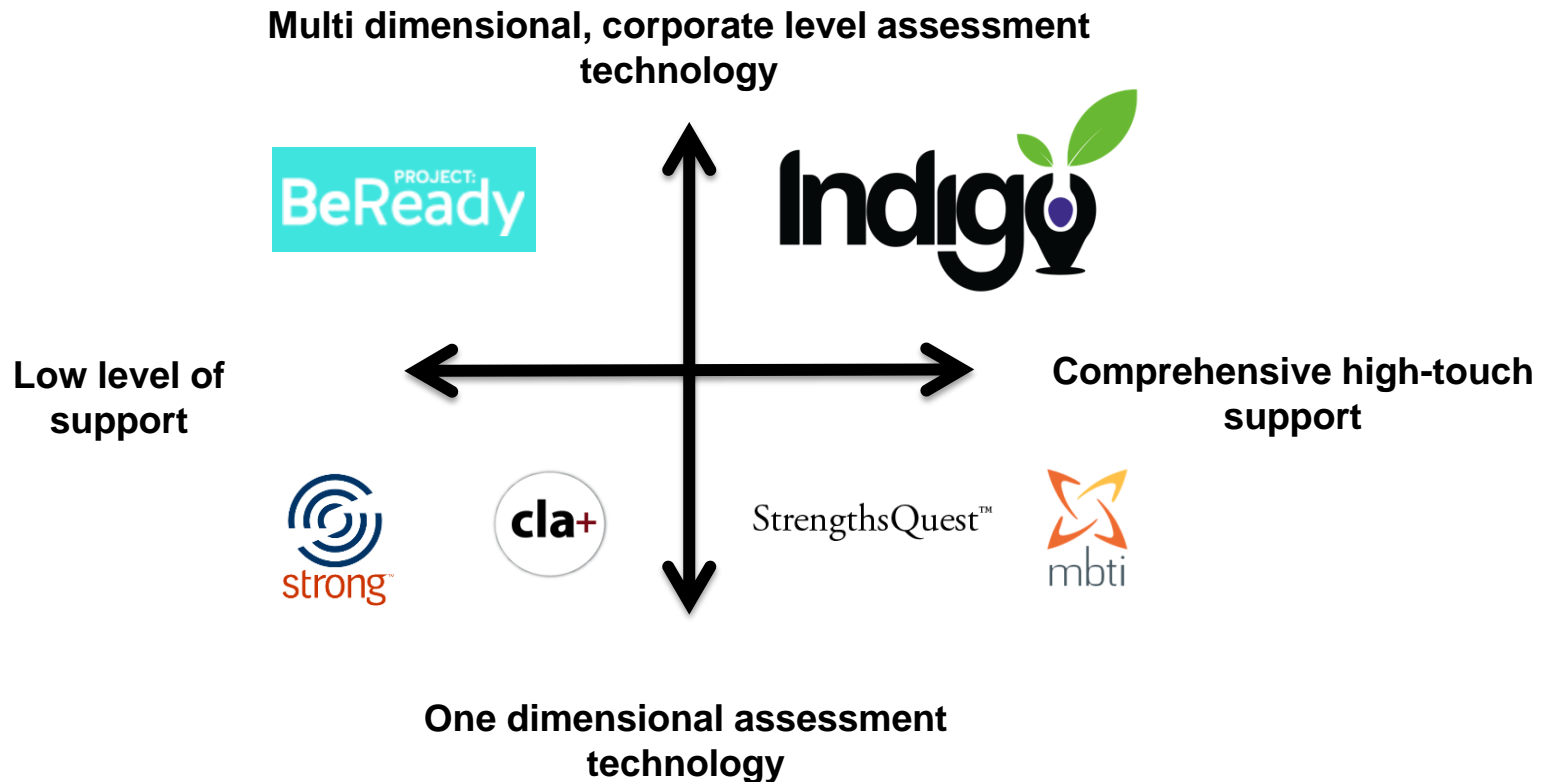
Motivators: Aesthetic, Individualistic/Political, Theoretical, Social, Traditional/Regulatory, Utilitarian/Economic.

Behaviors: Analysis of Data, Competitiveness, Consistency, Relations, Frequent Change, Frequent Interaction with Others, Following Policy, Follow-up and Follow Through, Organized Workplace/School, People Oriented, Urgency, Versatility.

Social Emotional: Accountability for Others, Attitude Toward Others, Emotional Control, Empathetic Outlook, Evaluating Others, Following Directions, Handling Rejection, Handling Stress, Integrative Ability, Intuitive Decision Making, Personal Accountability, Personal Drive, Personal Relationships, Realistic Expectations, Relating to Others, Respect for Policies, Self Assessment, Self Confidence, Internal Self Control, Self Direction, Sense of Self, Self Management, Sense of Belonging, Sensitivity to Others, Systems Judgment, Using Common Sense, Accountability for Others, Practical Thinking, Flexibility, Influencing Others, Personal Accountability, Resiliency.

Indigo's Difference - Competitors

Multi dimensional, corporate level assessment technology

Low level of support

Comprehensive high-touch support

One dimensional assessment technology

Indigo offers the most comprehensive metrics and support on the market.

Sampling of Who We Work With

High Schools/Districts (*50+ schools*)

Boulder Valley School District · BASIS Schools Inc. · Prospect Ridge Academy · Montebello Unified School District · St. Xavier · Great Hearts · Pinnacle Timberwolves · STRIVE Preparatory Schools · RiseUp Community School *Keep Growing.* · MSD Manchester School District

Partners & Grant Providers

CDE Colorado Department of Education · Staples Make more Happen 2million&change · Hawaii Public Charter Schools Network · Colorado League of Charter Schools *focus on achievement* · The Walton Family Foundation

Non-Profit Organizations

Junior Achievement · Colorado Young Leaders · Venture For America · Education Pioneers · Good Life Unity Through Expression · Teach For America · Project VOYCE · Boys & Girls Clubs of America · The Colorado Education Initiative

Post Secondary (10+)

Grand Canyon University · University of California Irvine · University of Denver · gschool · CU · ASU Arizona State University · University of Nebraska Lincoln