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.*

- **Located in Scottsdale, AZ**
What we measure with the Indigo Assessment

Motivators

1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.
2. Individualistic/Patriotic - Rewards those who value personal recognition, freedom, and control over their own destiny and others.
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.
4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
5. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Behaviors

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.

Skills

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


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.

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

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
- Pinnacle Timberwolves
- STRIVE Preparatory Schools
- RiseUp Community School
- Manchester School District

Partners & Grant Providers
- Colorado Department of Education
- 2 Million & Change
- Hawaii Public Charter Schools Network
- Colorado League of Charter Schools
- The Walton Family Foundation

Non-Profit Organizations
- Junior Achievement
- Colorado Young Leaders
- Venture for America
- TEACH FOR AMERICA
- EDUCATION PIONEERS
- Project VOYCE
- Boys & Girls Clubs of America
- The Colorado Education Initiative

Post Secondary (10+)
- University of California, Irvine
- University of Denver
- University of Nebraska, Lincoln
- Arizona State University
- Grand Canyon University