

Top 5 Skills

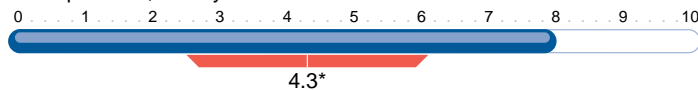
	Personal Skills Ranking
1	Goal Orientation
2	Diplomacy/Tact
3	Presenting
4	Continuous Learning
5	Creativity/Innovation

Strengths

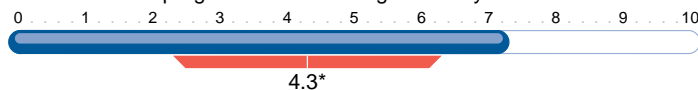
- Patient with and willing to listen to the feelings of others.
- Supports a leader and a cause that brings beauty or creativity.
- Strong supporter, therefore, always willing to help.
- Able to be a strong listener, who can become a lifelong friend.
- Will initiate appreciation of all experiences.
- Looks for a better approach to help others.

Motivators

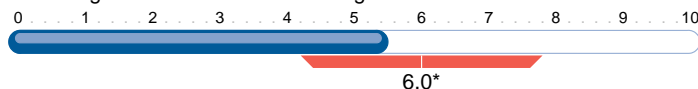
1. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



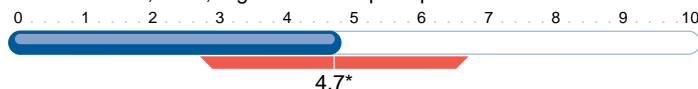
2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



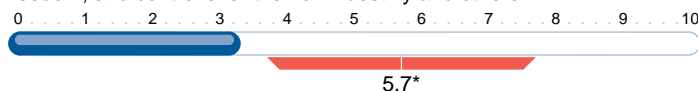
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



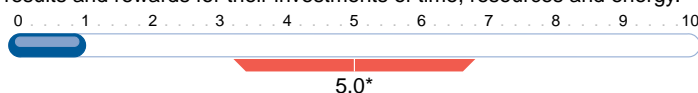
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



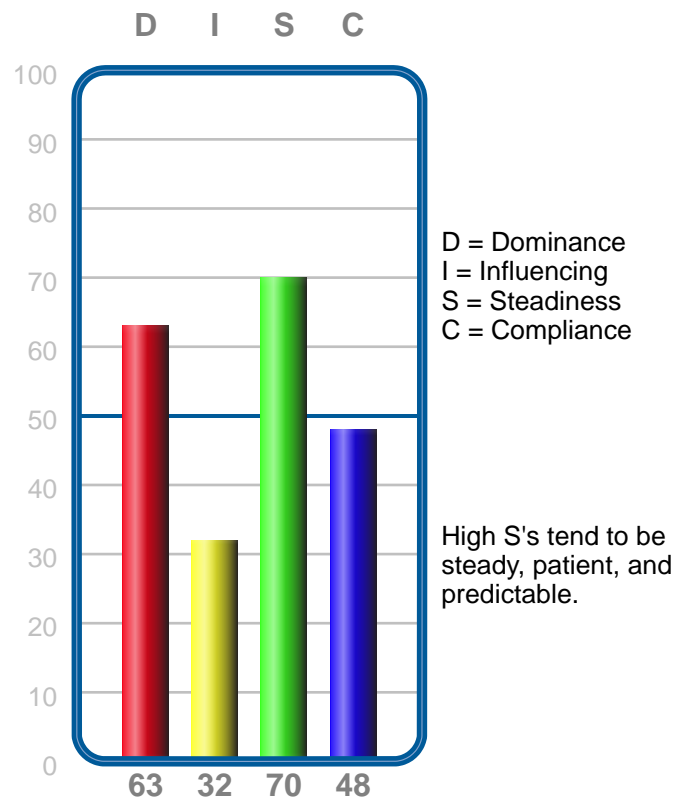
5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



Behaviors



Value to a Team

Excellent troubleshooter.

Tough-minded.

Service-oriented.

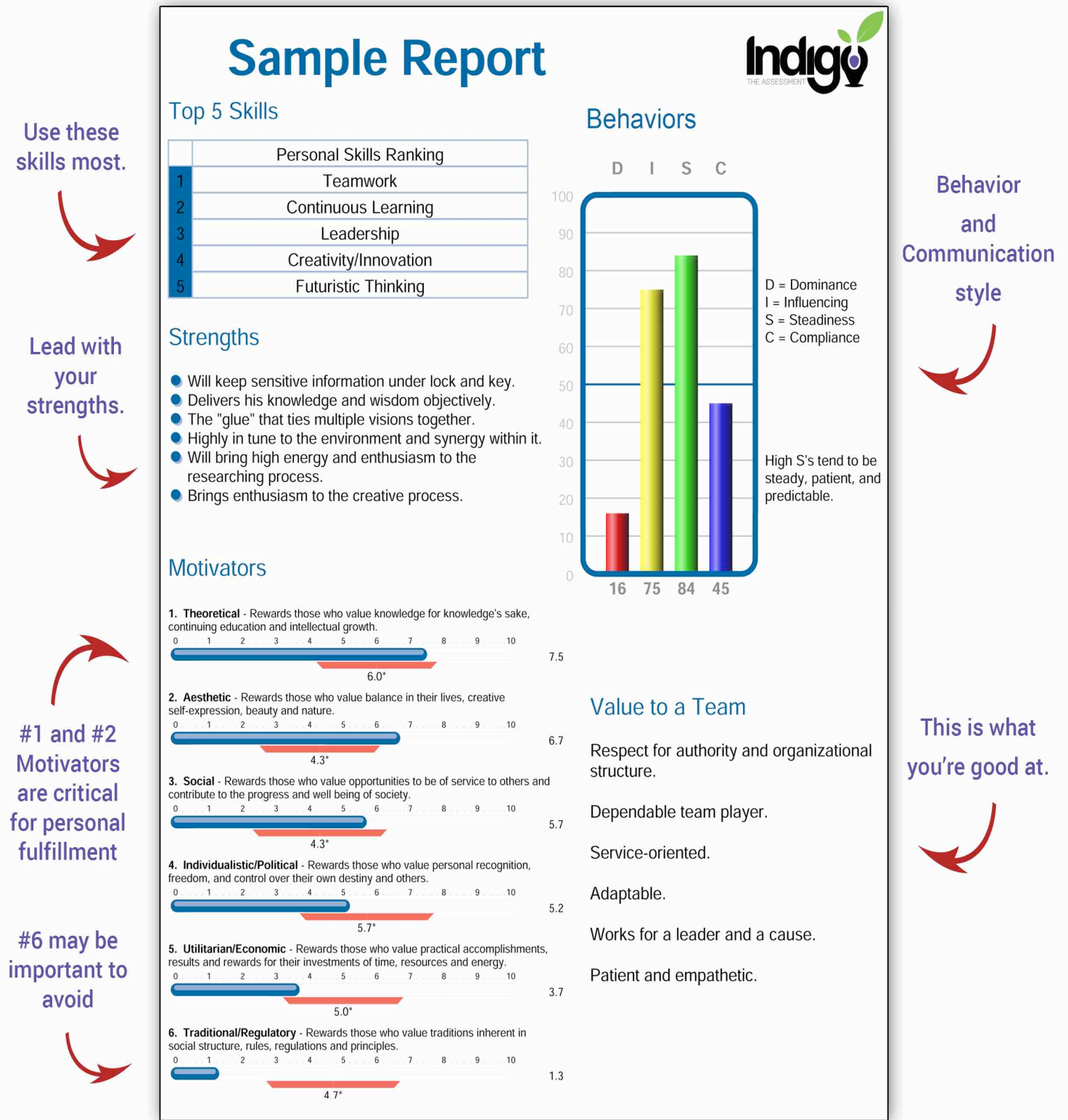
People-oriented.

Suspicious of people with shallow ideas.

Always looking for the logical solutions.

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.

Molly can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. Once Molly has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. At times she can be quite skeptical. Others may misinterpret this strength as a negative one, but she is only seeking needed data. She wins through hard work and persistence. She likes to stay with one task until it is completed. At times, Molly would like to slow the world down and cut out some of the activities people want her involved in. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends.

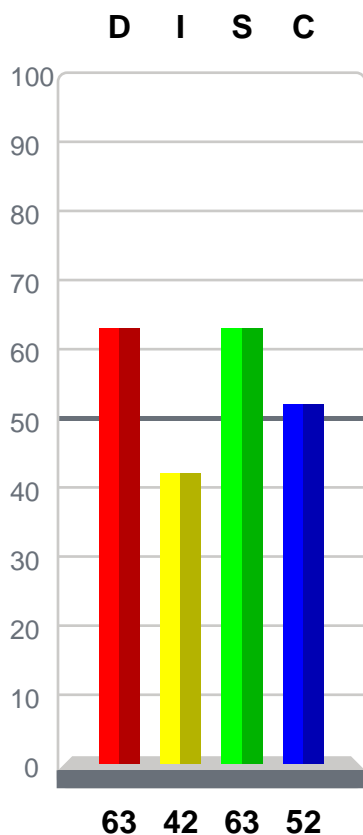
Molly prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She uses logic to assist her in decision making. This tendency is helpful to others in her group. Logic is important when trying to influence her. She pays more attention to logic than emotional "hype." She is persistent and persevering in her approach to achieving goals. Molly finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. Once she makes a decision, she can be organized in carrying it out. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

Molly is somewhat reserved with those she doesn't trust or know. After trust has been established, she may be open and candid. 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 may guard some information unless she is asked specific questions. She will not willingly share unless she is comfortable with the knowledge she possesses about the topic. 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. Molly usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She 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. Sometimes she will withdraw from a verbal battle. If she feels strongly about an issue, she may retreat to gather her resources and then return to take a stand!

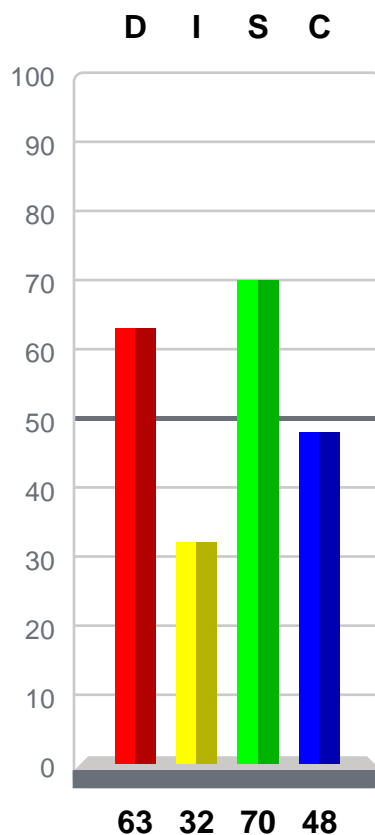


YOUR NATURAL AND ADAPTED BEHAVIORAL STYLES

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.

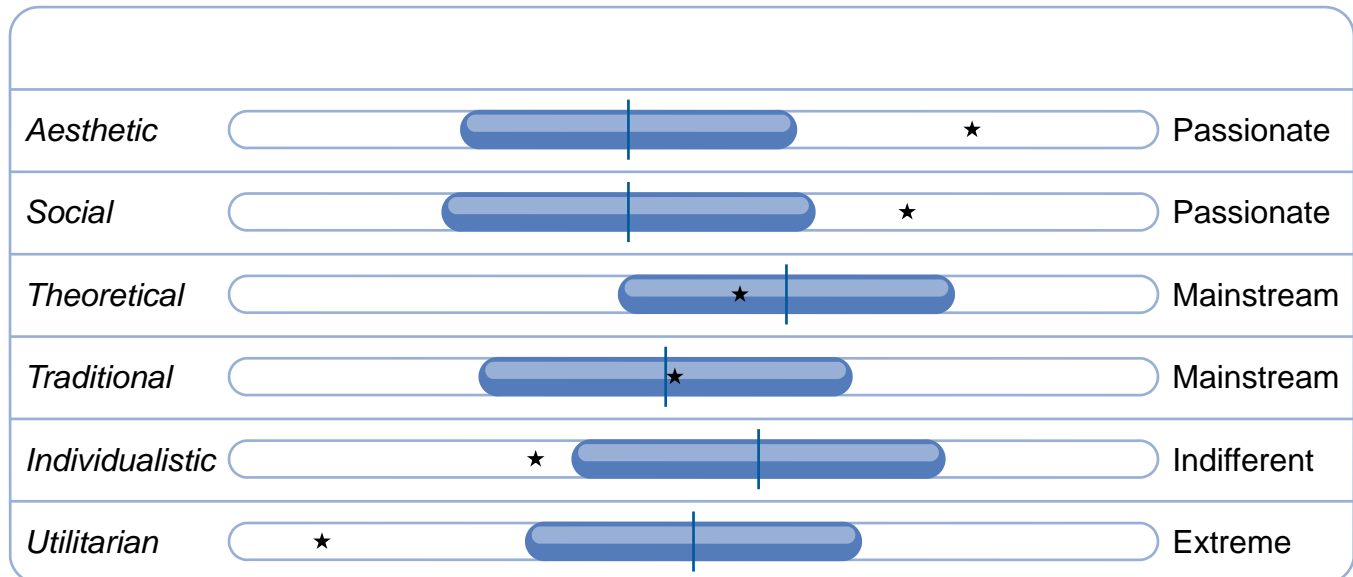
DISC REFERENCE GUIDE

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>.

	Personal Skills Ranking
1	Goal Orientation
2	Diplomacy/Tact
3	Presenting
4	Continuous Learning
5	Creativity/Innovation
6	Flexibility
7	Planning/Organizing
8	People Advocacy
9	Personal Responsibility
10	Leadership
11	Management
12	Conflict Management
13	Empathy
14	Negotiation
15	Teamwork
16	Mentoring/Coaching
17	Analytical Problem Solving
18	Time and Priority Management
19	Decision Making
20	Futuristic Thinking
21	Persuasion
22	Interpersonal Skills
23	Written Communication

LESS energy



MORE energy

Focus on top skills

Skills continue to develop over time and you don't have to be good at everything.

Brain science proves
you can learn any skill!

Your top skills are the easiest to master and some are naturally easier or harder.

If you spend much of your day using less developed skills, you may feel stressed and exhausted.

 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.

- Respect her quiet demeanor.
- Use the proper buzz words that are appropriate to her expertise.
- Have the facts in logical order.
- Be prepared with the facts and figures.
- Provide a friendly environment.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Give pros and cons on ideas.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide details in writing.
- Define clearly (preferably in writing) individual contributions.
- Start, however briefly, with a personal comment. Break the ice.
- Listen to her.
- Use expert testimonials.

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.

- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Leave things open to interpretation.
- Be vague; don't offer opinions and probabilities.
- Be redundant.
- Offer assurance and guarantees you can't fulfill.
- Patronize or demean her by using subtlety or incentive.
- Rush headlong into business or the agenda.
- Be superficial.
- Pretend to be an expert, if you are not.
- Be abrupt and rapid.
- Use high speed, intense inputs.
- Use inappropriate buzz words.

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.
- Activities that don't infringe on family life.
- The understanding from management that just working isn't the desired outcome; the result has to fit into the overall feel of the organization or project.
- Things done now and to the highest level of appeal possible in a streamlined way.
- To be the "doer" of helping the cause and the organization, not the spokesperson.
- To develop methodical and fair ways to help others.

YOUR IDEAL WORK ENVIRONMENT

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

- Nonroutine work with challenge and opportunity.
- An innovative and futuristic-oriented environment.
- A forum to express ideas and concepts in an assertive way.
- Freedom to decorate office area with a status-conscience efficiency.
- Work on a team that has common interests and desires.
- An opportunity to help others without being in the limelight.

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.

- Wants to enhance surroundings, but struggles with the need to change.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- Can take a long time in addressing sensitive issues that could help others.
- May have difficulty correcting others as she wants to help but not offend.
- May over focus on standards of beauty.
- Will want balance and harmony immediately.
- Can sometimes lack diplomacy in offering assistance.
- May set standards too high that causes others to fall short.

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.

- Supports a leader and a cause that brings beauty or creativity.
- Accommodating team member that brings balance to the organization.
- Able to be a strong listener, who can become a lifelong friend.
- Will be persistent about moving toward the greater cause.
- Will initiate appreciation of all experiences.
- Initiates action to create or enhance.
- Looks for a better approach to help others.
- Tough but fair when others are involved.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- Service-oriented.
- Always looking for the logical solutions.
- People-oriented.
- Tough-minded.
- Builds good relationships.
- Presents the facts without emotion.

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.

- Not take action against those who challenge or break the rules or guidelines.
- Hold a grudge if her personal beliefs are attacked.
- Have difficulty establishing priorities. Have a tendency to make all things a number one priority--may have trouble meeting deadlines.
- Need help in prioritizing new assignments.
- Take criticism of her work as a personal affront.

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

Anthropology
Archaeology
Architecture
Art History
Botany
Chemistry
Education Counselor
Geography
Geology, Earth Sciences
History
Interior Design
Literature Studies, Classics
Neuroscience
Paleontology
Philosophy, Religious Studies
Theology

Business

Facilities Planning and Management
Human Resources, Organizational Development

Engineering

Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences
Fish, Game and Wildlife
Forestry, Natural Resources
Plants and Horticulture

Evolving Opportunities

Computer Graphics, Animation
Environment, Conservation and Sustainability
Nonprofit Management
Nutrition and Diet Science
Outdoor Studies, Outdoor Leadership
Renewable Energy
Social Work
Videography

Possible Degree Matches

Wilderness Education

Health Sciences

Human Development and Family Services

Other Career Paths

Camp Operations

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. 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

2. Failure To Share Information

The failure to share information is the inability or unwillingness to discuss with others.

Possible Causes:

- Don't think others want to know the information
- Unclear of the way the information will be used/received
- Wait until asked before sharing information

Possible Solutions:

- Let others know that they need to ask for information
- Share with those whose opinions you trust