

Top 5 Skills

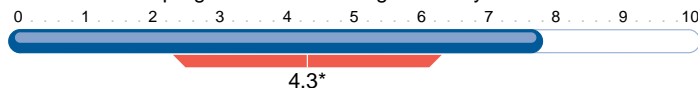
	Personal Skills Ranking
1	Personal Responsibility
2	Presenting
3	Diplomacy/Tact
4	Creativity/Innovation
5	Flexibility

Strengths

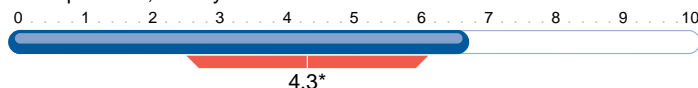
- Generous and effective with their time, talent, and resources.
- Goal focused when helping others.
- Seen as a leader in her hobbies and interests.
- Will initiate appreciation of all experiences.
- Good at promoting causes that improve society.
- Brings enthusiasm to the creative process.

Motivators

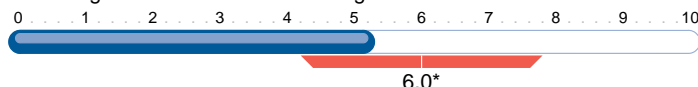
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



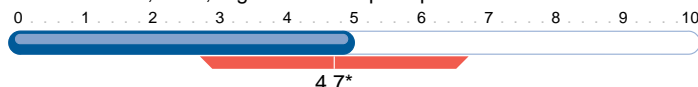
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



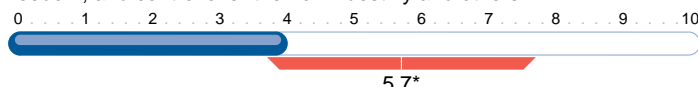
3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



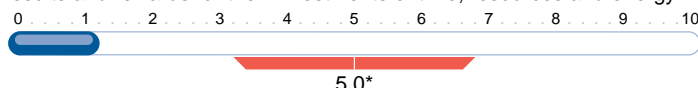
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



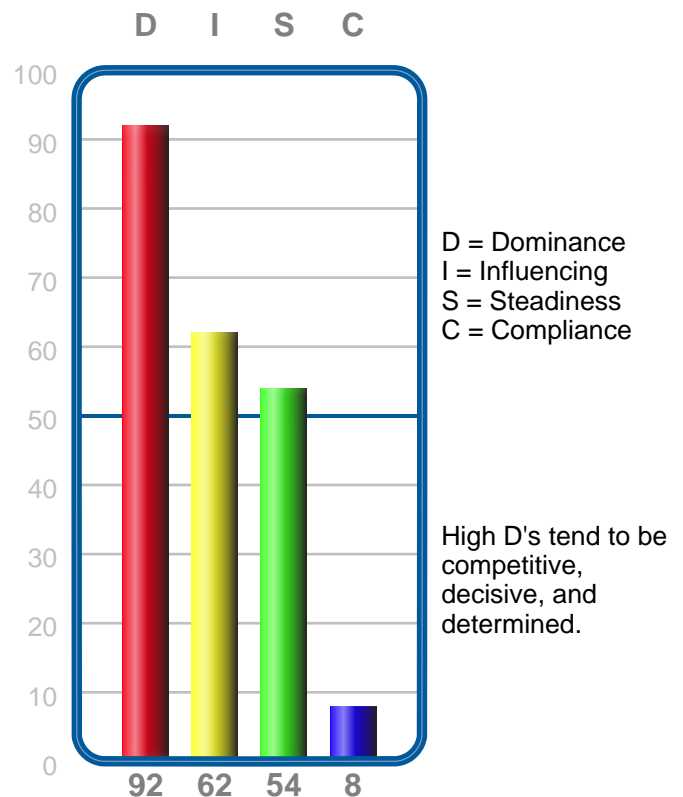
5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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

Pioneering.

Usually makes decisions with the bottom line in mind.

Self-starter.

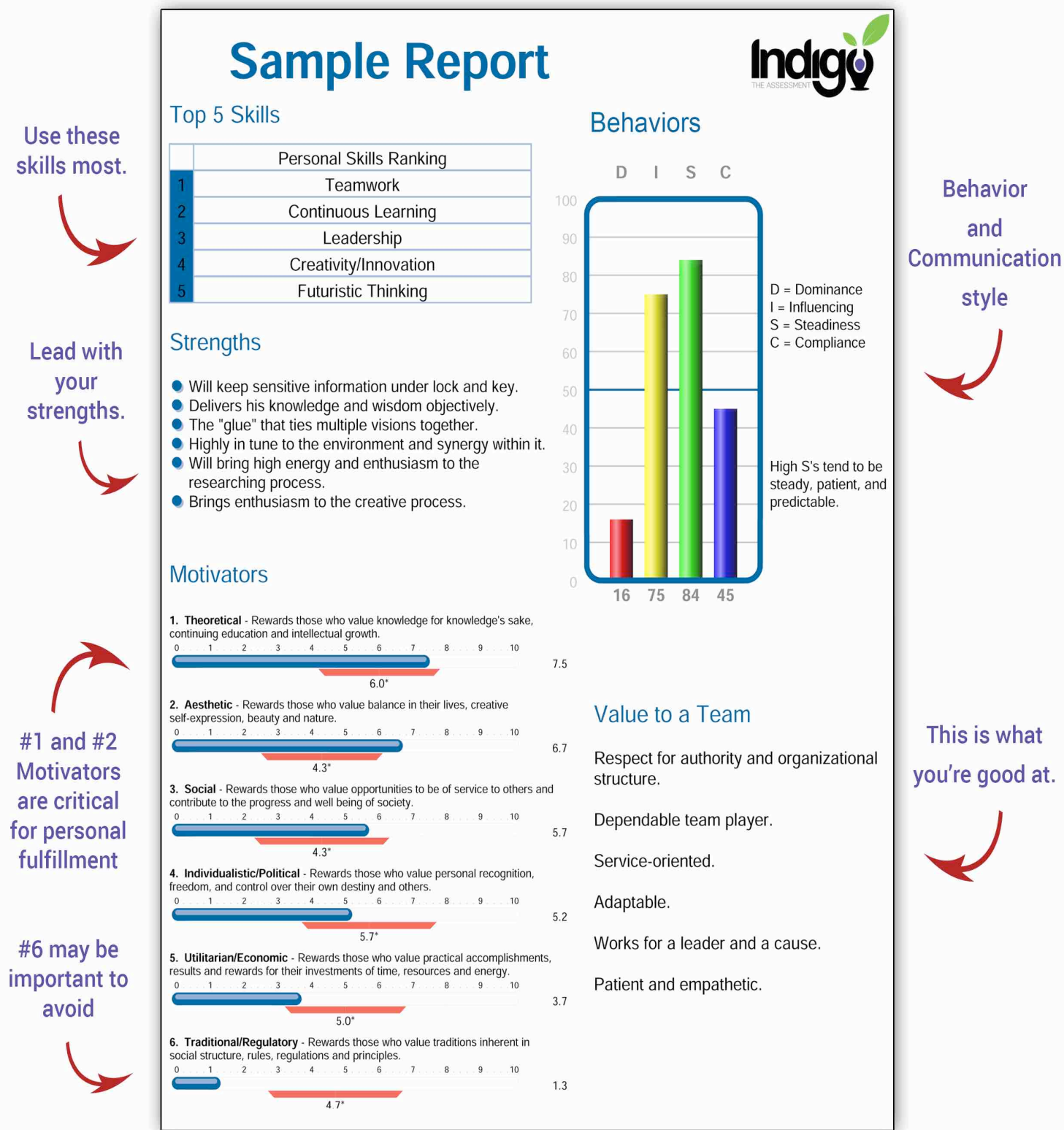
Has the confidence to do the difficult assignments.

Challenge-oriented.

Forward-looking and future-oriented.

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.

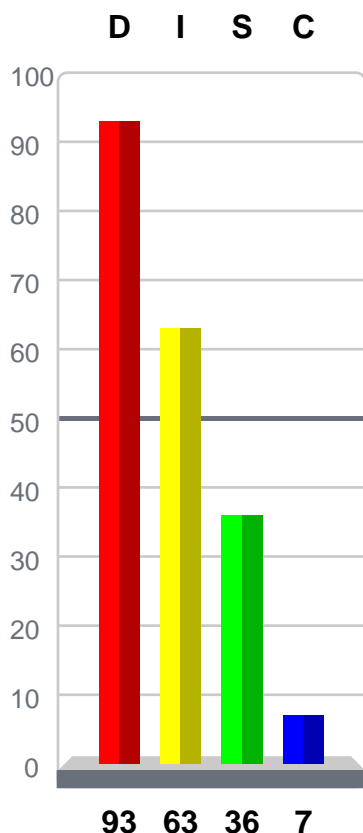
Molly displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. She embraces visions not always seen by others. Molly's creative mind allows her to see the "big picture." Some may view her as being stubborn and opinionated. She views it as the price you must pay for success. She may try to "explain" her stubbornness in positive terms. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. Molly has high ego strengths and may be viewed by some as egotistical. She appreciates others who are team players and will reward those who are loyal. She wants to be viewed as self-reliant and willing to pay the price for success. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. Molly wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works.

Molly finds it easy to share her opinions on solving work-related problems. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Logic and people who have the facts and data to support this logic influence her. She admires the patience required to gather facts and data. When faced with a tough decision, she will try to sell you on her ideas. Molly prefers authority equal to her responsibility. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes she becomes emotionally involved in the decision-making process. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process.

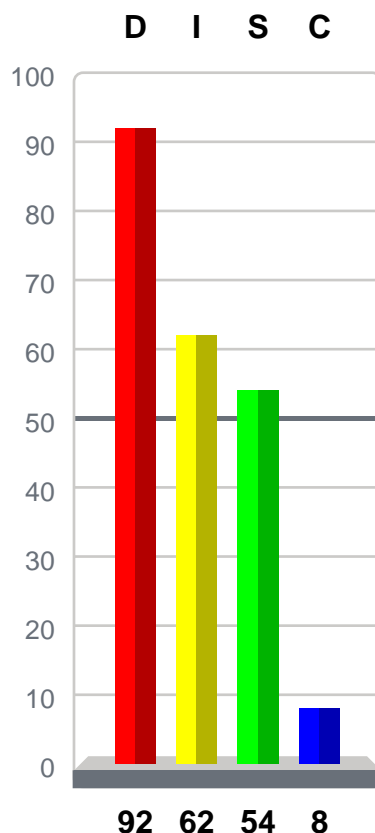
Molly is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. She has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just her way of getting the appropriate facts. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. Molly tends to influence people by being direct, friendly and results-oriented. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She challenges people who volunteer their opinions. She may sometimes mask her feelings in friendly terms. If pressured, Molly's true feelings may emerge.

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.

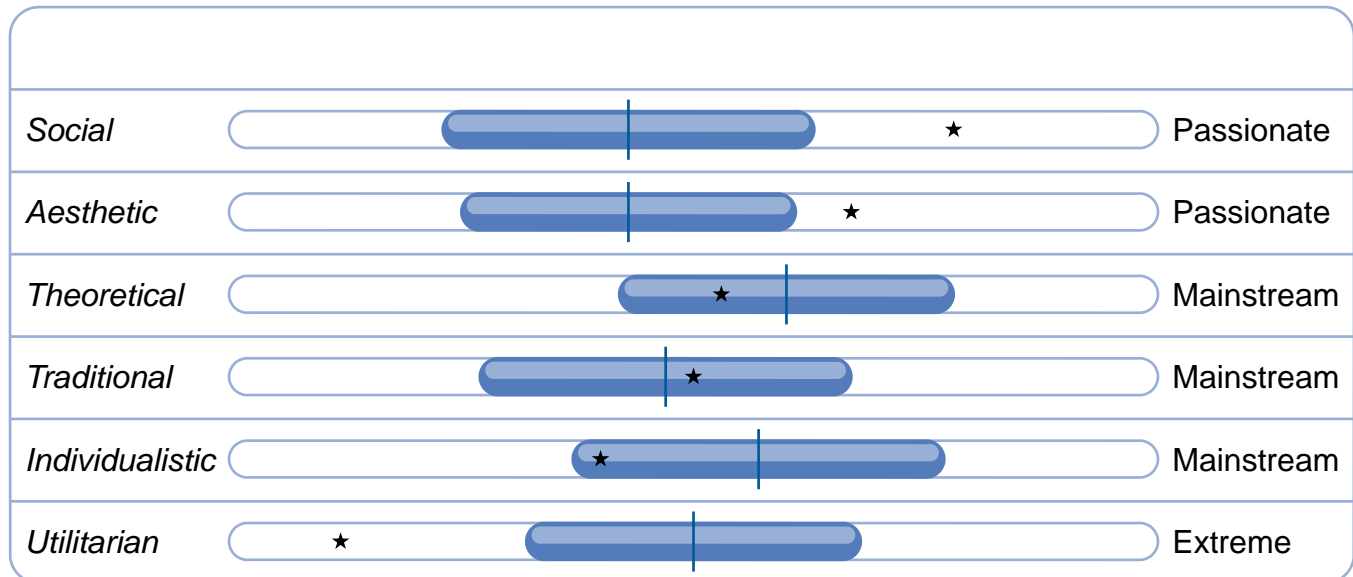
DISC REFERENCE GUIDE

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

T: 15:15

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.

- Support the results, not the person, if you agree.
- Appeal to the benefits she will receive.
- Expect her to return to fight another day when she has received a "no" answer.
- Understand her defiant nature.
- Motivate and persuade by referring to objectives and results.
- Stick to business--let her decide if she wants to talk socially.
- Provide solutions--not opinions.
- Provide facts and figures about probability of success, or effectiveness of options.
- Read the body language--look for impatience or disapproval.
- Provide questions, alternatives and choices for making her own decisions.
- Support and maintain an environment where she can be efficient.
- Look for her oversights.
- Be clear, specific, brief and to the point.

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.

- Reinforce agreement with "I'm with you."
- Direct or order.
- Be redundant.
- Ramble on, or waste her time.
- Try to build personal relationships.
- Let her overpower you with verbiage.
- Ask rhetorical questions, or useless ones.
- Come with a ready-made decision, or make it for her.
- Muffle or overcontrol.
- Be paternalistic.
- Take credit for her accomplishments.
- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.

THINGS YOU MAY WANT FROM OTHERS

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

- To be trusted.
- To be seen as a leader.
- The experience of the people and the surroundings to be happy and balanced.
- Positive and open interactions between co-workers and management.
- Recognition for helping others and being the catalyst for changing the world for the better.
- To be seen as an internal resource for people to express problems and challenges.

YOUR IDEAL WORK ENVIRONMENT

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

- Democratic supervisor with whom she can associate.
- Freedom from controls, supervision and details.
- A fun and creative working environment.
- Ability to develop new and out-of-the box ideas with others.
- A results-driven environment where people are respected and appreciated.
- A forum to advocate for the greater good as it relates to moving the organization forward.

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.

- Method of helping others is not negotiable.
- May have difficulty deciding between results or helping others.
- Will want balance and harmony immediately.
- May over focus on standards of beauty.
- Would rather take responsibility for others' actions than have a difficult conversation with a direct report.
- High trust and a desire to help could lead to being taken advantage of.
- Can over share personal feelings or emotions.
- Spends too much time self-reflecting and not enough time following through.

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.

- Tough but fair when others are involved.
- Generous and effective with their time, talent, and resources.
- May take a leadership position with ideas on protecting or preserving.
- Initiates action to create or enhance.
- Good at promoting causes that improve society.
- Always willing to offer her time and perspective.
- Brings enthusiasm to the creative process.
- Brings balance to the organization in a positive and friendly way.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- Innovative.
- Can support or oppose strongly.
- Will join organizations to represent the company.
- Self-starter.
- Pioneering.
- Has the confidence to do the difficult assignments.
- Self-reliant.
- Accomplishes goals through people.

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.

- Set standards for herself and others so high that impossibility of the situation is common place.
- Dislike routine work or routine people--unless she sees the need to further her goals.

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

Art History
Botany
Broadcasting
Entertainment and Arts Management
Geology, Earth Sciences
Literature Studies, Classics
Meteorology
Paleontology
Philosophy, Religious Studies
Theology

Business

Advertising

Engineering

Bio Engineering
Environmental Engineering

Environmental, Agriculture and Food

Animal Sciences

Evolving Opportunities

Alternative Medicine, Holistic Health
Community and Public Health Administration
Environment, Conservation and Sustainability
Life Coaching
Outdoor Studies, Outdoor Leadership
Peace and Conflict Resolution Studies
Renewable Energy
Social Entrepreneurism
Social Work
Yoga Therapy and Training

Health Sciences

Possible Degree Matches

Counseling
Exercise Science
Kinesiology
Psychology

Other Career Paths

Camp Operations
Ministry

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. Crisis Management

Crisis Management is defined as a management style that is consistently driven by uncontrolled external issues as the preferred method of managing. This style allows crises to precipitate rather than anticipating them and being pro-active.

Possible Causes:

- Lack planning
- Place unrealistic time requirements on people and tasks
- Always looking for problems to solve

Possible Solutions:

- Have a well defined operational plan
- Target key individuals to handle specific problems
- Ask for recommendations from key people
- Delegate authority and responsibility when possible

2. Firefighting

Firefighting is often defined as being pulled away from priority tasks to answer questions, offer solutions, delegate or solve problem-related minor issues. These issues usually "flare up" quickly and are "put out" quickly.

Possible Causes:

- Desire to solve problems quickly and sometimes without adequate information
- Lack of delegation
- Lack of standard operating procedures
- Poor/wrong priorities
- Failure to fit intensity to the situation

Possible Solutions:

- Establish a plan
- Create operational procedures for tasks and known problems
- Establish a "management by objectives" approach

3. Poor Delegation

Poor delegation usually means the inability to discriminate between tasks needing your time and attention, and those others are capable of accomplishing.

Possible Causes:

- Do not want to give up control
- Do not trust the abilities of others
- Do not understand the abilities of others
- Fear the talents of others
- Do not want to overload others

LIKELY TIME WASTERS

Possible Solutions:

- Train and mentor others
- Develop a support team
- Give people the opportunity to help
- Recognize the time spent training others on routine tasks will result in gained cumulative time for higher priority tasks