

Top 5 Skills

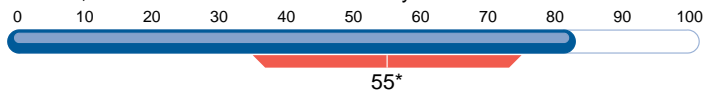
Personal Skills Ranking	
1	Presenting
2	Negotiation
3	Continuous Learning
4	Interpersonal Skills
5	Written Communication

Strengths

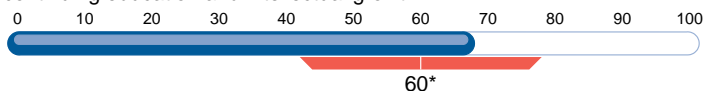
- Seeks the challenge and opportunity to win.
- Bottom-line focused when leading others.
- Uses knowledge to support his position.
- Thrives on the challenge of solving problems.
- Capable of addressing conflict in order to achieve a win-win scenario.
- Looks for the positive side of every situation.

Motivators

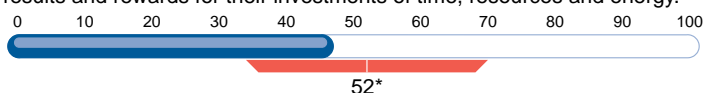
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



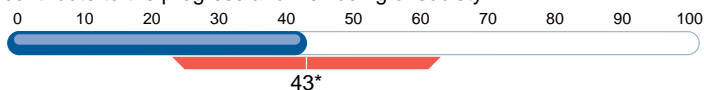
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



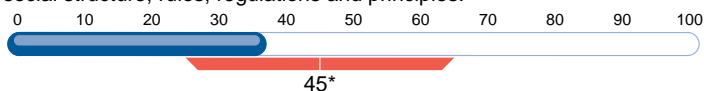
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



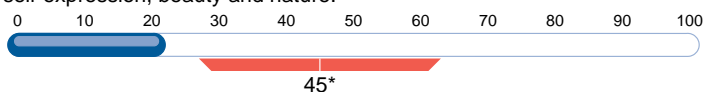
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



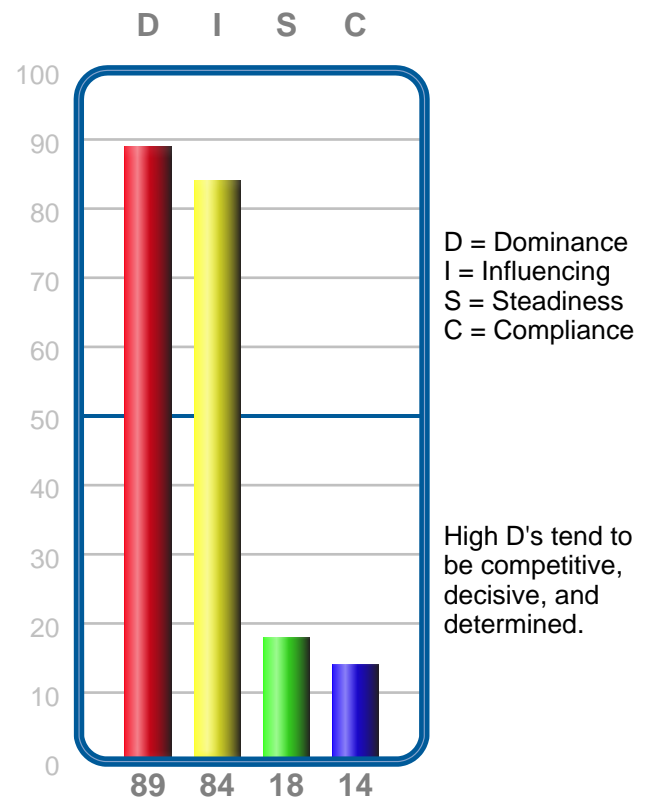
5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



Behaviors



Value to a Team

Self-reliant.

83% Will join organizations to represent the company.

Forward-looking and future-oriented.

47% Has the confidence to do the difficult assignments.

Pioneering.

43% Accomplishes goals through people.

83%

68%

47%

43%

37%

22%

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.

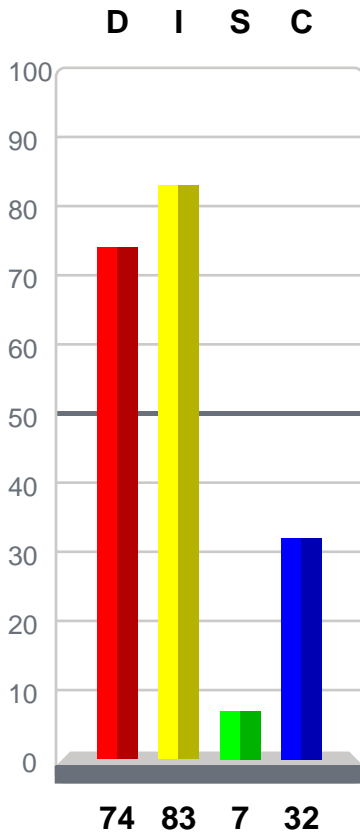
Damien is a goal-oriented individual who believes in harnessing people to achieve goals. He needs people with other strengths on his team. He wants to be viewed as self-reliant and willing to pay the price for success. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He has high ego strengths and may be viewed by some as egotistical. Damien is forward-looking, aggressive, and competitive. His vision for results is one of his positive strengths. He can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. He is extremely results-oriented, feeling a sense of urgency to complete projects quickly. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. Damien is a self-starter who likes new projects and is most comfortable when involved in a wide scope of activities. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task.

Damien is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes he becomes emotionally involved in the decision-making process. He prefers authority equal to his responsibility. He will work long hours until a tough problem is solved. After it is solved, Damien may become bored with any routine work that follows. When faced with a tough decision, he will try to sell you on his ideas. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He finds it easy to share his opinions on solving work-related problems. He should realize that at times he needs to think a project through, beginning to end, before starting the project.

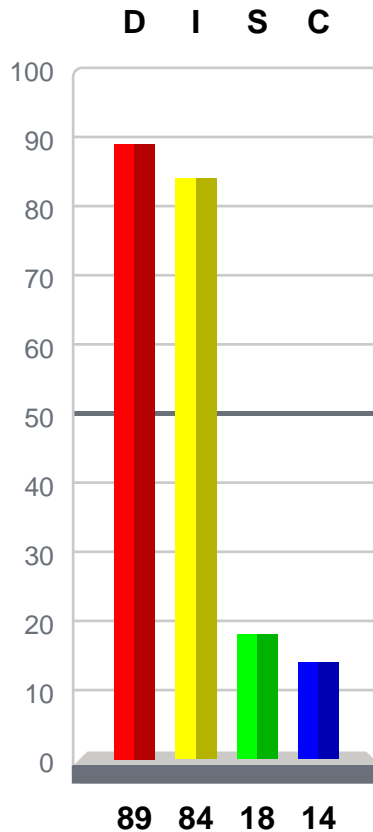
Damien tends to influence people by being direct, friendly, and results-oriented. He may lose interest in what others are saying if they ramble and fail to speak to the point. His active mind is already moving ahead. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. Damien likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He challenges people who volunteer their opinions. He tends to be intolerant of people who seem ambiguous or think too slowly. He may sometimes mask his feelings in friendly terms. If pressured, Damien'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.

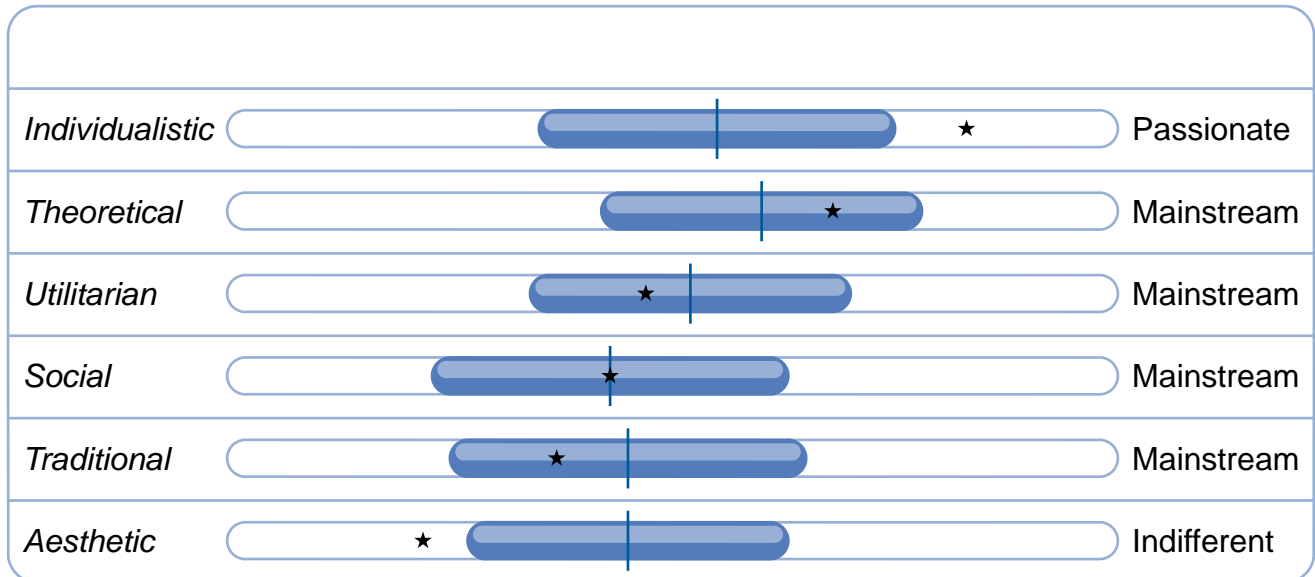
DISC REFERENCE GUIDE

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

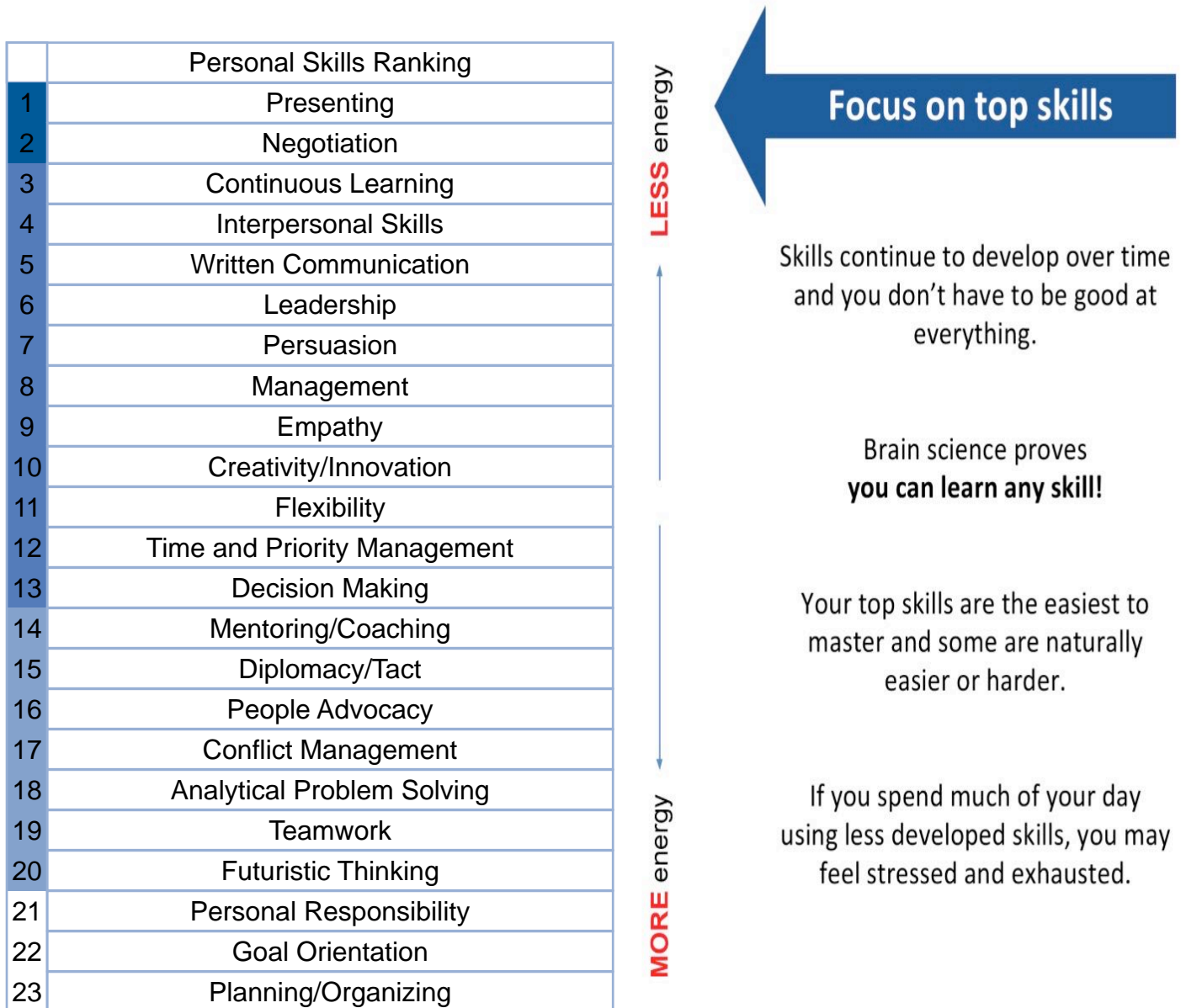
MOTIVATOR REFERENCE GUIDE

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
<p>Theoretical</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"> * Research-based tasks. * Lectures with lots of facts or high concept load. * Robotics and science clubs. * Continuous education and learning opportunities. 	<p>Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalism, Law, Medicine, Aerospace, Think Tanks, Healthcare, Psychology.</p>
<p>Utilitarian</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"> * 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. <ul style="list-style-type: none"> * Real-world mentors. * Business and finance programs. 	<p>Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Trade Jobs, Software Development.</p>
<p>Aesthetic</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"> * Beautifying the community/school. <ul style="list-style-type: none"> * Hands-on, creative self-expression of learning. * Harmony in the classroom & world. * Physical environment matters! 	<p>Visual Arts, Architecture, Event Planning, Design, Culinary Arts, Music, Environmental Studies, Landscaping, Marketing/PR, Outdoor/Adventure.</p>
<p>Social</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"> * Opportunities to help others in activities and assignments. <ul style="list-style-type: none"> * Learning about things that make a difference in the world. * Rewards for serving peers and community members. 	<p>Non-Profits, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training, Psychology.</p>
<p>Individualistic</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"> * Opportunities for public recognition in class or job. * Independent learning and freedom. <ul style="list-style-type: none"> * Control over assignments and delivery of that assignment. * Theater, student government, music performance, leadership programs. 	<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>Traditional</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"> * Opportunities to share your beliefs with others. * Assignments and activities that align with your core values. * Joining a cultural or religious group. 	<p>Government, Education, Banking, Military, Engineering, Health Services, Insurance, Religious Roles, Lobbying, Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism.</p>

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>.



Well Developed

Developed

Moderately Developed

Needs Development

T: 12:01

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.

- Clarify any parameters in writing.
- Motivate and persuade by referring to objectives and results.
- Expect him to return to fight another day when he has received a "no" answer.
- Look for his oversights.
- Flatter his ego.
- Support and maintain an environment where he can be efficient.
- Provide questions, alternatives, and choices for making his own decisions.
- Stick to business—let him decide if he wants to talk socially.
- Speak at a rapid pace.
- Be brief—be bright—be gone.
- Use a balanced, objective, and emotional approach.

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.

- Try to build personal relationships.
- Hesitate when confronted.
- Come with a ready-made decision or make it for him.
- Be paternalistic.
- Ramble or waste his time.
- Be redundant.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Muffle or overcontrol.
- Take credit for his accomplishments.
- Let disagreement reflect on him personally.
- Reinforce agreement with "I'm with you."

THINGS YOU MAY WANT FROM OTHERS

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

- A support system to do the detail work.
- Public recognition of his ideas and results.
- To be able to seek out, and share, new information that will be valuable to others.
- The opportunity to share knowledge with others.
- Recognition for leadership accomplishments and the results he receives.
- Ability to create, share, and control the vision.

YOUR IDEAL WORK ENVIRONMENT

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

- Tasks involving motivated groups and establishing a network of contacts.
- Forum to express ideas and viewpoints.
- Flexibility to attend tradeshow and seminars in order to gain information that can be shared with others.
- Ability to be an independent thinker.
- Opportunity to display excitement and fun while getting others to act.
- An environment where competition and winning is viewed as the ideal.

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.

- Takes on too much, too soon, and too fast to maintain control.
- Can set personal standards too high.
- When confronted with a major decision, he will want the facts before deciding but may make the decision anyway.
- A focus on quick results may hinder quality of information.
- Can disclose their agenda to the wrong people.
- May be viewed as someone who over promises and under delivers.
- Will tend to elaborate on limited data.
- May be too trusting of people as resources.

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.

- Innovative with strategies for success.
- Seeks the challenge and opportunity to win.
- Demonstrates a forward-looking approach to old questions.
- Initiates action to get questions answered.
- Capable of addressing conflict in order to achieve a win-win scenario.
- Being an optimistic leader.
- Looks for the positive side of every situation.
- Willing to share knowledge to benefit the team or organization.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- Has the confidence to do the difficult assignments.
- Self-reliant.
- Can support or oppose strongly.
- Usually makes decisions with the bottom line in mind.
- Change agent—looks for faster and better means.
- Challenges the status quo.
- Tenacious.
- Challenge-oriented.

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 crisis-oriented.
- Be so concerned with the big picture that he forgets to see the details.
- Have no concept of the problems that slower-moving people may have with his style.
- Be a one-way communicator—doesn't listen to the total story before introducing his opinion.
- Resist participation as part of the team, unless seen as a leader.
- Blame, deny, and defend his position—even if it is not needed.

POSSIBLE COURSE 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

Broadcasting
Computer Science
Entertainment and Arts Management
Information Technology
International Studies and Relations
Meteorology
Political Science
Pre-Law
Radio and Broadcast Communications

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Facilities Planning and Management
General Management
Hospitality, Hotel Management
Marketing

Career and Technical

Chef, Food Preparation
Entrepreneurism

Engineering

Industrial Engineering
Operations Research

Evolving Opportunities

Community and Public Health Administration
Entrepreneurial Studies
Life Coaching
Outside Sales
Peace and Conflict Resolution Studies
Social Entrepreneurism

Health Sciences

Hospital and Health Administration
Pre-Medicine

POSSIBLE COURSE MATCHES

Pre-Ophthalmology
Pre-Veterinary Medicine
Psychology

Other Career Paths

Business Sales
Event Planning
Real Estate Development

NEXT STEPS: POSSIBLE CAREER IDEAS

Today's workplace is in constant change and careers are evolving to keep pace. It is not unusual for people to change careers 4-5 times during their lives. Research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied in their work.

Given these realities, it is more important than ever to make informed career decisions based on a solid understanding of yourself. The list of jobs below has been designed to spark your imagination and provide ideas. The message is: **"Your options are many."** These ideas are not meant to put you in a box or represent a definitive list of options. If your dream job isn't on the list, don't worry, go for it!

For more information on any job, input the listed code at the O*NET database - <http://online.onetcenter.org>.

CODE	EDUCATION	OCCUPATION
27-1011	4+	Art Director
13-1111	4+	Management Analyst
11-9039	4+	Distance Learning Coordinator
11-9032	4+	Educational Administrator, Elementary & Secondary School
11-3049	4+	Human Resources, Manager, all other
11-2031	4+	Public Relations Manager
11-2021	4+	Marketing Manager
11-2011	4+	Advertising & Promotion Manager
41-9031	4	Sales Engineer
41-4011	4	Sales Representative
41-3031	4	Securities, Commodities, Financial Services Sales Agent
41-3021	4	Insurance Sales Agent
27-3011	4	Announcer - Radio & TV
27-2032	4	Choreographer
27-2022	4	Coach & Scout
27-2021	4	Athlete & Sports Competitor
27-2012	4	Producer & Director
27-1013	4	Fine Artist, Including Painter, Sculptor & Illustrator
25-3021	4	Teacher Self-Enrichment Education
25-2022	4	Teacher, Middle School
19-3021	4	Market Research Analyst
15-1099.12	4	Electronic Commerce Specialist
13-2052	4	Personal Financial Advisor
13-1199.04	4	Business Continuity Planner
11-9111	4	Medical & Health Services Manager
11-9081	4	Lodging Manager
11-3042	4	Training & Development Manager
11-1021	4	General & Operations Manager
11-1011	4	Chief Executive
27-1022	2-4	Fashion Designer
15-1099.05	2-4	Web Administrator
41-3011	2	Advertising Sales Agent
43-5011	HS	Cargo & Freight Agent

NEXT STEPS: POSSIBLE CAREER IDEAS

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. Snap Decisions

Snap decisions in this context are those decisions that are made too quickly without having all the necessary information.

Possible Causes:

- Impatience overrides need to wait for more information
- Try to do too much
- Failure to plan in advance
- Lack specific goals

Possible Solutions:

- Ask for recommendations
- Establish process for decisions prior to situation occurring
- Establish standard operating procedures and alternative procedures for possible problems

2. 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

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

3. 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 them being anticipating and for the employee to be pro-active.

Possible Causes:

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

LIKELY TIME WASTERS

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

4. Lack of a Written Plan

A plan in this context may be an overall business plan including mission, goals, objectives, task requirements, and utilization of resources. It may also simply mean written priorities and a written daily plan of action.

Possible Causes:

- Action oriented, want to get things done now
- Priorities keep changing (self- or other-imposed)
- Have been successful without a plan in the past
- Want to "go with the flow" and not be stifled by a written daily agenda

Possible Solutions:

- Write down personal and job-related values and prioritize them
- Write out a long-term plan that will support those values
- Recognize that by having priorities clearly in mind, constant change will be replaced with change-by-design

5. 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 or the wrong priorities
- Failure to scale intensity to the situation

Possible Solutions:

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