Andrew Corporon

Indigo
THE ASSESSMENT

Top 5 Skills

|	Personal Skills Ranking
1	Presenting
2	Persuasion
3	Creativity/Innovation
4	Personal Responsibility
5	Decision Making

Strengths

- Tends to be futuristic and entrepreneurial in attaining results.
- Sees the positive in all resources and will want to use resources accordingly.
- Utilizes people to win and accomplish goals.
- Motivates others to be the best they can be.
- Can be resourceful in influencing others to get results.
- A strong influencer.

Behaviors

D = Dominance
I = Influencing
S = Steadiness
C = Compliance

High I's tend to be enthusiastic, persuasive, and optimistic.

| D	I	S	C
67	72	54	18

Motivators

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

0 10 20 30 40 50 60 70 80 90 100

52*

87%
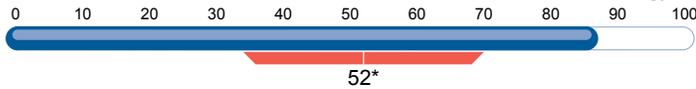
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

0 10 20 30 40 50 60 70 80 90 100

55*

60%
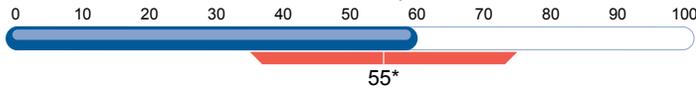
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

0 10 20 30 40 50 60 70 80 90 100

45*

45%
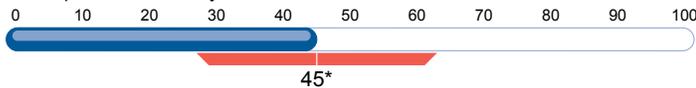
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
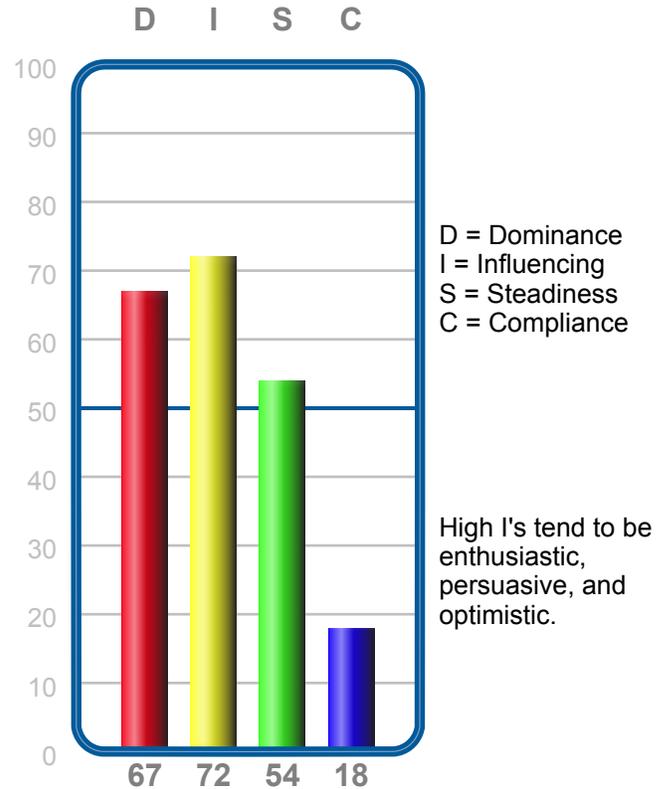
0 10 20 30 40 50 60 70 80 90 100

60*

38%

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

0 10 20 30 40 50 60 70 80 90 100

45*

38%
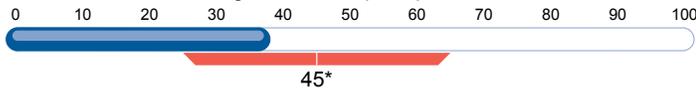
6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

0 10 20 30 40 50 60 70 80 90 100

43*

32%
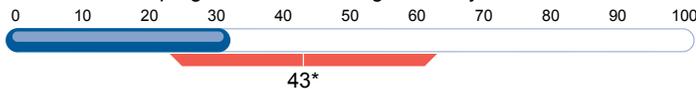
Value to a Team

Verbalizes his feelings.

Self-reliant.

Has the confidence to do the difficult assignments.

Can support or oppose strongly.

Pioneering.

Positive sense of humor.

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.

Andrew likes to get results through others. He is at his best when he has people working with him. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He likes freedom from many controls. He wants to be seen not only as a team player, but also as a leader of the team. Andrew believes in getting results through other people. He prefers the "team approach." He is gregarious and sociable. He will be seen as a good mixer, both on or off the job. He is optimistic and usually has a positive sense of humor. He likes public recognition for his achievements. One of his motivating factors is recognition and praise. Andrew prefers working for a participative manager. He does his best work in this kind of environment. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations.

Andrew is good at solving problems that deal with people. He likes working for managers who make quick decisions. He may leap to a favorable conclusion without considering all the facts. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him, and to see him as receptive and helpful. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner.

Andrew has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others, and focusing on the real impact of his decisions and actions. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is both a good talker and a good listener. Communication can extend from friendly to argumentative discourse with Andrew. Andrew is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Andrew will attempt to put them at ease. It is important for Andrew to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He judges others by their verbal skills and warmth. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person.

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YOUR NATURAL AND ADAPTED BEHAVIORAL STYLES

Adapted Style
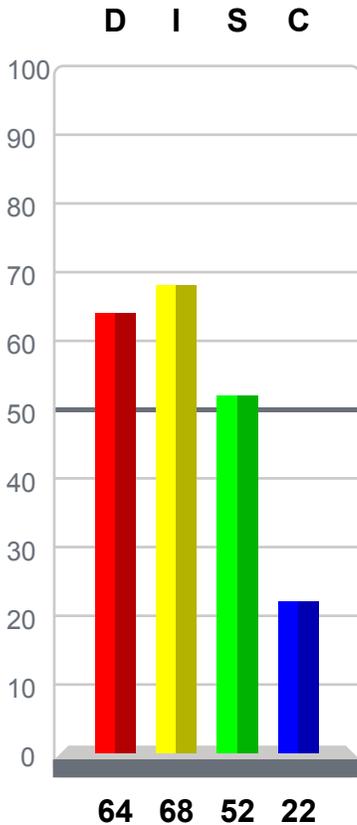
Natural Style
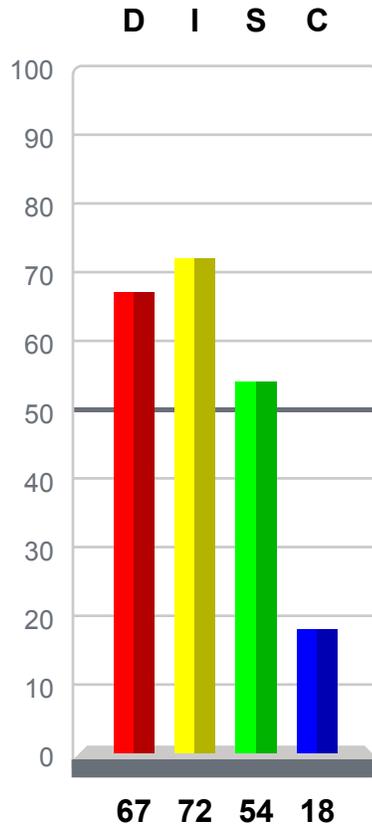
The graphs represent your behavioral styles based on the DISC model.

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.

Adapted Style — D I S C
64 68 52 22

Natural Style — D I S C
67 72 54 18

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).
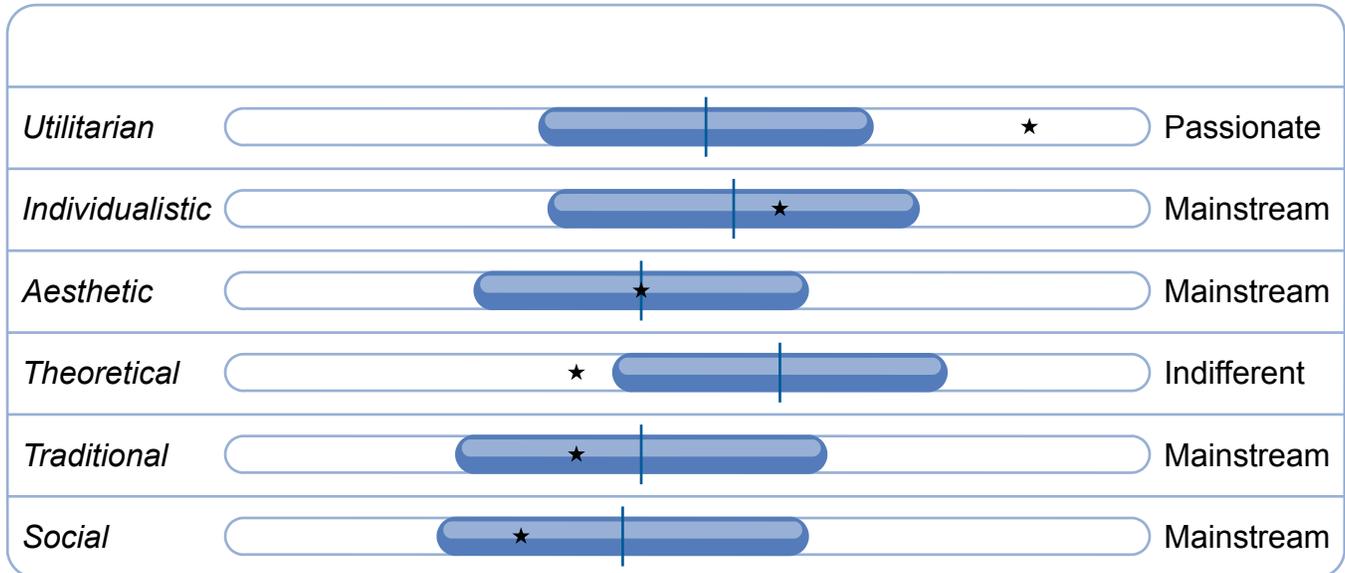*Famous low C's are Rosa Parks, Ellen Degeneres, Han Solo (Star Wars), and Justin Bieber.*

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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.

Utilitarian		Passionate
Individualistic		Mainstream
Aesthetic		Mainstream
Theoretical		Indifferent
Traditional		Mainstream
Social		Mainstream

- 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 *Value learning and knowledge.*	Continuing education. Start a blog. Research. Experiment. Work in a bookstore.	* 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 *Value practical accomplish-ments.*	Get a paying job. Internships to enhance your resume. Build something tangible.	* 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 *Value beauty and harmony.*	Volunteer outdoors. Decorate your room. Participate in a local music or art festival.	* 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 *Value being of service.*	Peer Mentor/Tutor. Community Service. Non-profits. Homeless volunteering. Animal care.	* 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 *Value personal achievement, freedom, and independence.*	Assist a local political campaign. Start your own business. Create your own music. Participate in individual sports.	* 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 *Unique system of driving values.*	Help local military groups and veterans. Volunteer at your religious institution. Work with cultural or government groups. Family time.	* 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.

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

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: N/A

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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.

- Expect him to return to fight another day when he has received a "no" answer.
- Look for his oversights.
- Offer special, immediate, and continuing incentives for his willingness to take risks.
- Ask for his opinions/ideas regarding people.
- Read the body language for approval or disapproval.
- Provide "yes" or "no" answers—not maybe.
- Provide a warm and friendly environment.
- Define the problem in writing.
- Understand his defiant nature.
- Use a balanced, objective, and emotional approach.
- Leave time for relating and socializing.

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.

- Be paternalistic.
- Leave decisions hanging in the air.
- Be curt, cold, or tight-lipped.
- Let him overpower you with verbiage.
- Ramble.
- Be dictatorial.
- Dream with him or you'll lose time.
- Drive on to facts, figures, alternatives, or abstractions.
- Give him your opinion unless asked.
- Talk down to him.
- Legislate or muffle—don't overcontrol the conversation.

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THINGS YOU MAY WANT FROM OTHERS

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

- Opportunity to verbalize his ideas and demonstrate his skills.
- Participation in meetings on future planning.
- Freedom to get desired results through efficiency and a "can do" attitude.
- The ability to express accomplishments to others at a large scale.
- Opportunities for advancement and new experiences.
- Space and latitude to do what it takes to get the job done.

YOUR IDEAL WORK ENVIRONMENT

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

- An innovative and futuristic-oriented environment.
- Forum to express ideas and viewpoints.
- Key performance measured on results and efficiency rather than people and processes.
- Rewards for being quicker, faster, and better.
- A forum to celebrate successes as an individual.
- Opportunity to assertively express his desire to control his own destiny and potentially that of others.

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.

- Efficiency is diminished with small talk.
- May overlook details when weighing results.
- As a leader, may overfocus on the self and his own needs.
- He may overestimate his authority.
- May tend to flaunt success and use money as a scorecard.
- May offend others with too much discussion of results.
- Takes on too much, too soon, and too fast to maintain control.
- May not realize the negative consequences of his quick decisions.

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.

- Resourceful and influential in creating effective results.
- Optimistic in process improvement.
- Utilizes people to win and accomplish goals.
- Motivates others to be the best they can be.
- Can be resourceful in influencing others to get results.
- Makes decisions based on saving time, resources, and improving efficiency.
- A strong influencer.
- Willing to make high-risk decisions.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- Can support or oppose strongly.
- Team player.
- People-oriented.
- Negotiates conflicts.
- Verbalizes his feelings.
- Optimistic and enthusiastic.
- Builds confidence in others.

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 optimistic regarding possible results of his projects or the potential of his people.
- Trust people indiscriminately if positively reinforced by those people.
- Be unrealistic in appraising people—especially if the person is a "friend."
- Act impulsively—heart over mind, especially if his security is not perceived to be threatened.
- Overuse praise in motivating others.
- Be too verbal in expressing criticism.
- Be so enthusiastic that he can be seen as superficial.

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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
Meteorology
Radio and Broadcast Communications

Business

Advertising
Business Communications, Public Relations
Business Management, Consulting
Construction Management
Facilities Planning and Management
Finance and Investments
General Business
General Management
Labor and Industrial Relations
Marketing

Career and Technical

Entrepreneurism

Engineering

Industrial Engineering
Operations Research

Environmental, Agriculture and Food

Landscape Architecture

Evolving Opportunities

Ecommerce
Entrepreneurial Studies
Inside Sales
Online Marketing, Social Media
Outside Sales
Social Entrepreneurism

POSSIBLE COURSE MATCHES

Health Sciences

Exercise Science

Other Career Paths

Apparel Fashion
Business Sales
Interior Design
Real Estate Development
Recreation and Tourism

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. Open Door Policy

An open door policy in this context refers to giving unlimited and unmonitored access to anyone who wishes to see you.

Possible Causes:
- Want to be seen as supportive and available
- Want the social interaction of people dropping by
- Have a difficult time saying "no"
- Use people interruptions as a way of procrastinating or justifying missed deadlines

Possible Solutions:
- Set aside time to "close your door" and work on projects
- Set aside time to interact with co-workers
- Learn to prioritize activities and say "no" to low priorities
- Place your desk so that it is not always in "view" of those who pass by
- Avoid eye contact with people who walk by your desk or office

2. Cluttered Desk

A cluttered desk is one that is overloaded by papers, supplies and equipment to the point of impacting the ability to be productive.

Possible Causes:
- See organizing and filing activities as a waste of time
- Want everything at fingertips
- Do not conceptualize a system for grouping information and materials
- Have not established a timeline for tasks or projects

Possible Solutions:
- Handle each piece of mail only once, i.e. pitch it, file it or delegate it
- Set up (or have someone else set up) an information storage and retrieval system
- Get off mailing lists that are of no interest to you
- Remind yourself that the time it takes to open "junk" mail robs you of time for more important tasks
- Establish a time limit for certain projects and only have current project material on your desk

LIKELY TIME WASTERS

3. ## Procrastination

Procrastination is the process of delaying action. It is also the inability to begin action.

Possible Causes:
- Priorities have not been set
- Do not see projects or tasks clearly
- Overwhelmed with commitments
- Hope that time will solve or eliminate the problem
- Fear of failure

Possible Solutions:
- Set goals and establish priorities
- Break large projects into small steps and do one at a time
- Agree to follow established priorities
- Consider consequences if it doesn't get done
- Remind yourself that you will avoid the stress of putting something off until the last minute

4. ## Poor Filing System

A poor filing system is one that has no predetermined method for subject matter grouping. It is one that you may understand but is not usable by others who may need to retrieve information from your files.

Possible Causes:
- Have not determined or prioritized subject matter groupings
- Categorize by emotions

Possible Solutions:
- Set up a cataloging system that you AND others can use easily
- Have someone assist you in setting up a system
- Use cross-referencing indexes
- Computerize information