Indigo Pathway

FAMILY GUIDE

How to plan for the future, relieve stress,
and better communicate within your family

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Family Guide

IndigoPathway is an excellent tool for catalyzing powerful and meaningful conversations as a family. Results can evolve over time, and it's important to meet your children where they are now. Indigo believes that everyone was born with a specific set of strengths, interests and dispositions for a purpose. One of our roles as families is to support them in making that purpose real in the world.

See and appreciate them for who they are

Questions?

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Powerful Conversations

Top 6 things you can do together with the **IndigoPathway survey results**:

We recommend everyone in the family takes IndigoPathway and shares their results.

1. **Strengths Validation:** Read through the "About" and "Strengths" sections on the top right of the Results Summary page. Share specific experiences you've had with your child where you saw them using that strength. Be as specific and validating as possible. Ask, "When do you feel like you are able to shine?" "How does it feel when you are using your strengths?" "When have you used your strengths in a positive way?" "How can I support you in having more opportunities to grow in strength areas?"

2. **Personalized Insights:** Read through the "Personalized Insights" section at the bottom of the Results Summary page with each other and discuss it. Encourage them to modify or reframe statements they don't agree with.

3. **Communication Tips:** Read through the "Communication Tips" section on the results. Have your child identify which are MOST important to them. Talk about ways in which you can alter your current communication patterns to respect their specific communication needs.

4. **Motivators:** Identify your child's top two Motivators. Talk about what these mean for them specifically, and how this might be different or similar to your own Motivators. Use the reference guide from the report or this packet to identify ways you are currently supporting your child's Motivators and brainstorm activities that are aligned with their Motivators.

5. **Reflection Questions:** Reach each other's personalized questions. Each person picks a question they want to know most about the other. Ask and discuss with each other. You might be surprised by some of the answers!

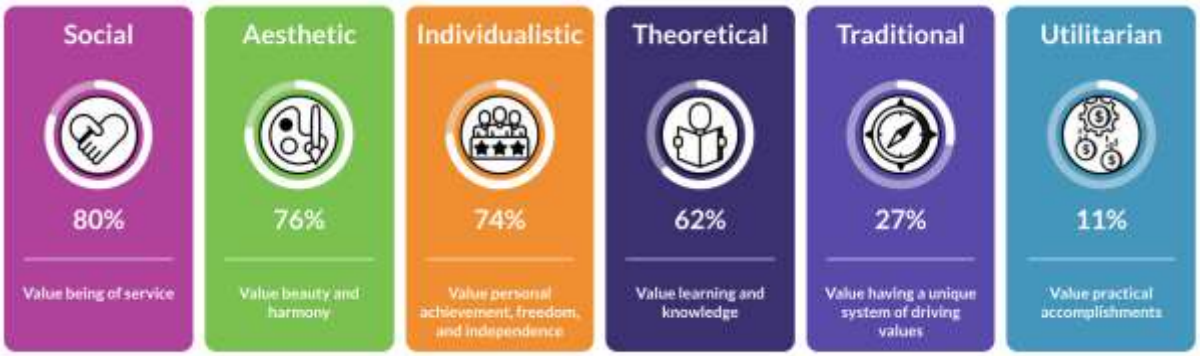
6. **Career Suggestions:** Look through the "Career Suggestions" section of the results. What careers are most interesting to your child? Which options are brand new that they've never heard of before? Check out the Industry Insider Info pages and some of the education pathways. Strategize ways to explore some of the interesting and new career ideas.

Motivators

Motivators are what drive us, like the fuel to an engine in a car. Understanding your own Motivators helps you understand yourself more clearly; understanding someone else's Motivators helps explain why they do the things they do.

Motivators = Engagement Engagement = Fulfillment

The 6 IndigoPathway Motivators



Motivators are listed in order from most important to least important on the Motivators results page.

Focusing your Analysis

Focus on the top two Motivators. These are typically the biggest driving forces behind the choices an individual makes. The third and fourth may be worth noting if their intensity is strong (above 60%).

The lowest Motivator may also be important for understanding what could be a turn off or disengaging for a person.

Ideal career environments

It's important to help students find activities and careers that align with their top two Motivators so that they will be engaged and fulfilled. See more on page 8 of this guide.

Theoretical

Driver: Learning for the sake of knowledge.

Ideal Environment: Academic challenge about a subject that matters to them.

Tips: Find out what they love to learn, and find ways to tailor their education around that passion or talent.

Individualistic

Driver: Independence, rank, recognition, freedom or power.

Ideal Environment: Autonomy in work style, chances for recognition.

Tips: Acknowledge their work when it is done well, give them room to do things their own way.

Social

Driver: Helping others or solving society's problems.

Ideal Environment: Clear connection between their work and its impact.

Tips: Discover what causes they care about, and see if they can do things in their career path that intersects with them.

Aesthetic

Driver: Form, balance, harmony, and beauty.

Ideal Environment: Workplaces that match their personal definition of balance and creativity.

Tips: Ask them if certain environments make them feel "off" and figure out how their current environment is affecting them. Make time to explore their artistic or aesthetic passions.

Utilitarian

Driver: Return on investment of time, money, or energy.

Ideal Environment: Their results are rewarded practically in relation to their efforts.

Tips: Find out if they think their education is valuable – many do not – and find ways to tie their education to tangible rewards in the future.

Traditional

Driver: A set of principles or core values.

Ideal Environment: They feel like their work is tied into preserving and promoting their values.

Tips: Identify what their set of values are and how those match with their chosen career.

Motivator Reference Guide: College & Career

Motivators	Ideal Career Environments	Major/Career Ideas
Theoretical *Value learning and knowledge*	- Jobs with research opportunities - Broad or intellectually intensive subject matter. - Jobs that are intellectually challenging and push you to think at a deeper level or learn new things.	Science, R&D, Astronomy, Engineering, Law, IT, Education, Mathematics, Economics, Philosophy, Journalist, Medicine, Aerospace, Think Tanks, Engineering, Pre-med, Pre-law, Neuroscience / Psychology, Economics, STEM, Masters or PhD Programs, Anthropology, Political Science
Utilitarian *Value practical accomplishments*	- Jobs with a high starting salary. - Jobs with clear growth opportunities in terms of salary increases or bonuses. - Look for practical and hands-on programs where you get a return on investment.	Sales, Finance, Trade Schools, Entrepreneurship, Law, Computer Programming Specific Schools, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Business Management, Investment Banking, Construction Management, Hospitality and Tourism Management
Aesthetic *Value beauty, and harmony*	- You should visit potential job offices to sense the atmosphere and to see how it looks/feels to you. - Beautiful offices where you feel balanced. - Jobs that have a creative outlet or form of self-expression.	Media, Visual Arts, Architect, Therapy, Counselor, Entertainment, Event Planning, Interior Design, Fashion Design, Culinary Arts, Musician, Environmental Studies, Landscaping, Marketing/ Advertising, Journalism, Creative Writing, Horticulture, Environmental Design, Urban Planning, Theatre, Graphic Design, Film
Social *Value being of service to others*	- Companies that are making an impact on the world in a way that you care about. - Jobs with community service opportunities. - Jobs where volunteering is part of the culture at work.	Non-Profit, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training. Medicine, Social Work, Counseling / Therapy, Biomedical Engineering, Veterinarian, Public Policy, Environmental Studies, Public Health
Individualistic *Value personal recognition and independence*	- Jobs with control over your work and the structure of your days. - Jobs where you can have independence in the day-to-day. - Jobs with performance, political, or entrepreneurship opportunities where you can be in control and gain personal recognition.	Entrepreneurship, Political Science, Chef, Philosophy, Public Speaker, Litigation, Driver, Business, Actor/Singer/Artist, Music or Entertainment Industry, Outdoor or Adventure Jobs, Personal Trainer, Broadcasting / Communications, Accounting, Trade Jobs such as Welding, Plumbing, Masonry etc., Real Estate, Consulting
Traditional *Unique system of values drives you*	- Companies that support your core values and encourage you to bring them out. - Jobs where your core beliefs are valued and respected. - Groups or opportunities that align with your core values.	Government, Education, Counselor, Banking, Military, Engineering, Medicine, Philosophy, Health Services or Public Health, Insurance, Religious Roles, Lobbying, Languages (i.e. Spanish), Quality Control, Industrial or Trade Jobs, Activism, Business, Cultural Studies

Motivator Reference Guide: Activities

Motivators	Things to do / Resources to look into
Theoretical *Value learning and knowledge*	- Continuing education, online classes. - Explore your favorite topics by reading books, writing, or joining a club. - Start a blog on a topic you are interested in or conduct research on it. - Work or intern in a bookstore, museum, library, research facility, teaching assistant, etc. - Coursera: take college level classes online and for free from the best colleges in the US. - Khan Academy: learn about specific topics - EdX: take college courses online and get credits for them! - Udemy: online school for specific skills that can help you take your career to the next level
Utilitarian *Value practical accomplishments*	- Get a job with chances to get a raise or gain responsibility. - High paying or high credibility Internships to enhance your resume or make money. - Build something tangible, join a startup company, or learn a specific trade. - Read The College Investor (online blog for investing and making money) - Investopedia.com: learn how to invest through mock investing online - Learn to code, ex.: Code Academy (Online), Galvanize (In person) - Join FBLA or Robotics club: (Any club where you can build things or make money) - Udemy: online school for specific skills that can help you take your career to the next level
Aesthetic *Value beauty, and harmony*	- Volunteer or work outdoors. - Decorate your workspace. - Create your own blog. - Explore graphic design for free on canva.com - Take on real design projects and make money on designcrowd.com and 99designs.com - Make arts and crafts and sell them online - Get an internship, work, or join a club that encourages self-expression (art, music, etc.)
Social *Value being of service to others*	- Volunteer programs - Look for community service opportunities: homeless shelter, animal shelter, non-profits, grassroots campaigning, Habitat for Humanity, Red Cross, etc. - Become a mentor or a tutor. - If you have an idea for impacting the world, check out Echoing Green to apply for funding. - Join a community service group. - Lead a fundraiser for a cause that you care about
Individualistic *Value personal recognition and independence*	- Volunteer in political campaigns. - Start your own business (Look at Techstars and Kickstarter to raise money for your ideas) - Create your own music or band (upload your music on YouTube or Soundcloud) - Participate in sports or get your personal training certificate. - Join debate club, local government, entrepreneur support group, radio or TV club. - Join Toastmasters (public speaking) or do a public speaking competition. - Udemy: online school for specific skills that can help you take your career to the next level
Traditional *Unique system of values drives you*	- Help local military groups and veterans or join ROTC. - Work, volunteer, or intern with cultural groups, religious organizations or any company that aligns with your traditions. - Work or intern in government, firefighting, police, military, etc. - Start a blog, join a club, or read books related to your beliefs and traditions. - Join a grassroots campaign or volunteer for a political candidate that shares your core values.

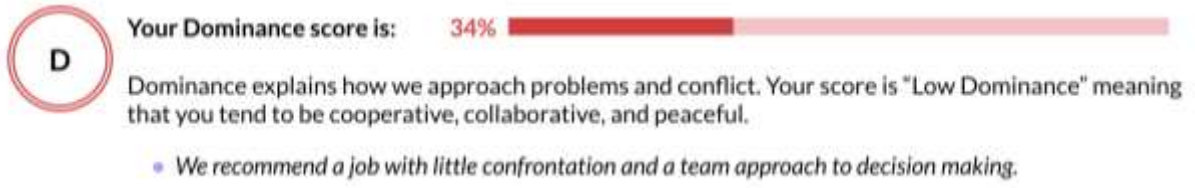
Motivator Reference Guide: Job Fulfillment

Motivators	Key points to remember if this is a top motivator
Theoretical *Value learning and knowledge.*	Make sure your job provides continuous intellectual challenge.
Utilitarian *Value practical accomplishment.*	Find a role that provides financial rewards for accomplishment. This may also take the form of desiring tangible impact for time and energy invested in projects.
Aesthetic *Value beauty and harmony.*	Find a job environment that makes you feel balanced and harmonious - whether or not you like the physical workspace will affect your performance.
Social *Value being of service to others.*	Find ways to give back to others. This can be in many forms, including corporate social responsibility, helping team members or impacting your community.
Individualistic *Value personal recognition and independence.*	Make sure your role gives you control over your own destiny and recognition for your work.
Traditional *Unique system of values drives you.*	Find a workplace where coworkers respect your traditions and values.

Behaviors (DISC)

Behaviors describe how we communicate, or "show up", when we are around people. It explains our social habits and styles.

Understanding DISC Scores



Each of the DISC scores falls somewhere between 0-100%, and is indicated by a colored bar, with the numerical score listed to the left. There is no good or bad in DISC. The score just indicates which behaviors come more naturally to a person. If a person is Low (0-40) in a certain behavior, then they will favor the tendencies described in the Low category in most situations, just as the High (60 - 100) will favor the tendencies described in their categories. People in the Middle (40 – 60 in all four categories) can swing either way depending on the context.

Someone in the Middle on all 4 Behaviors is called a "Bridge" and can adapt to a wide variety of environments, so focus more on Motivators than behavior style.

There is no "Right" or "Wrong" Style

People often want to know the best DISC combination, but there is no best combination. High performing teams and organizations have a mix of all styles because all styles can contribute their unique strengths.

There is no wrong style, but it's important to remember that there *are* wrong environments for every style.

All Styles Can Lead

All styles can lead. DISC is not a measurement of leadership potential. Your style only influences the way that you lead. However, High D's do exhibit a natural desire to lead more often than other styles.

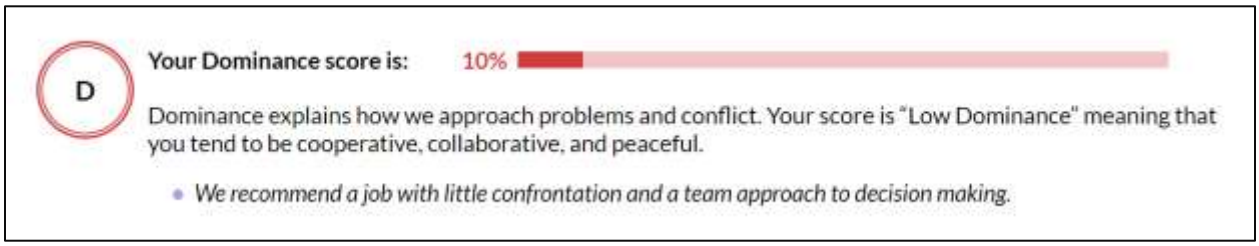
High Dominance

Style: Direct, opinionated, takes initiative

Ideal Work Environment: Results oriented, competition encouraged

When you communicate with a High D person: Be clear, don't be intimidated, get to the point

Low Dominance

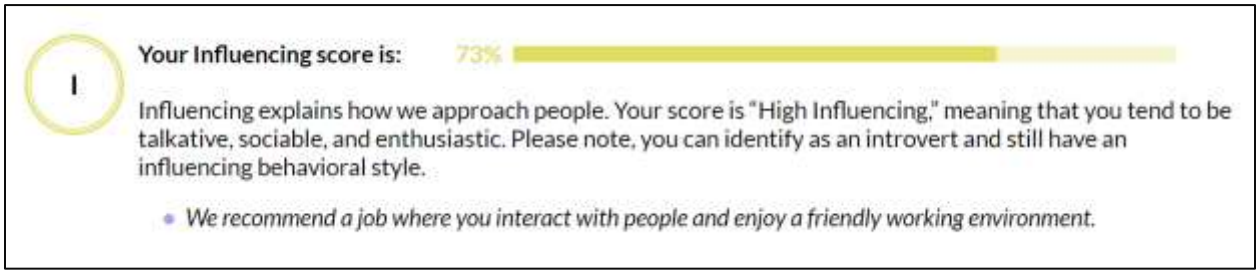


Style: Cooperative, agreeable, peaceful

Ideal Work Environment: Collaboration, no unnecessary conflict

When you communicate with a Low D person: Connect on a personal level, ask questions, don't be aggressive

High Influencing

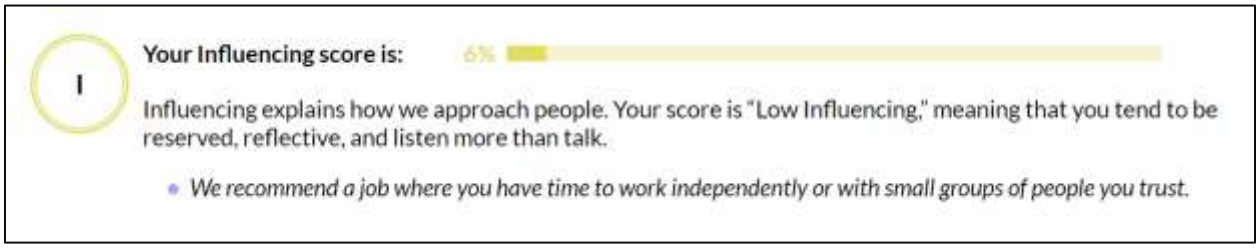


Style: Talkative, friendly, enthusiastic

Ideal Work Environment: Group projects, lively discussions

When you communicate with a High I person: Be friendly, speak warmly, act enthusiastic

Low Influencing

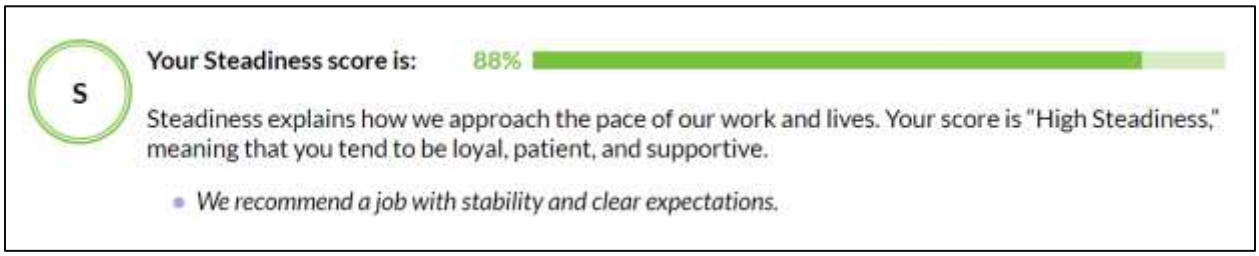


Style: Reserved, analytical, matter of fact

Ideal Work Environment: Independent projects, analytical activities

When you communicate with a Low I person: Don't crowd them, keep dialogues short, give them time to process

High Steadiness

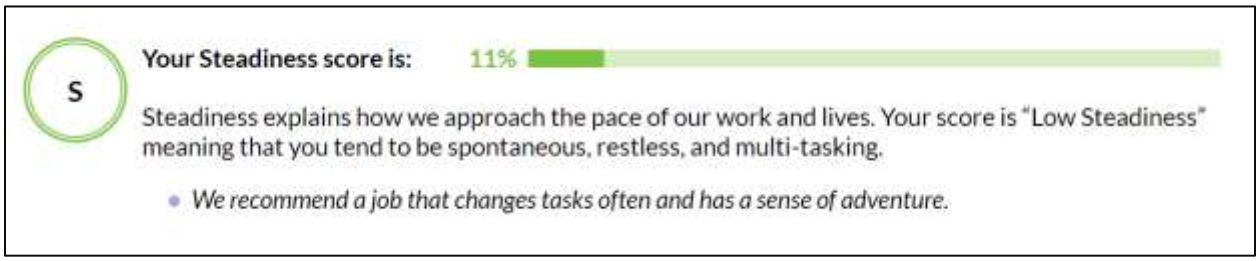


Style: Patient, understanding, loves consistency

Ideal Work Environment: Well defined projects, clear path to completion

When you communicate with a High S person: Don't be all over the place, explain structure clearly, be patient

Low Steadiness

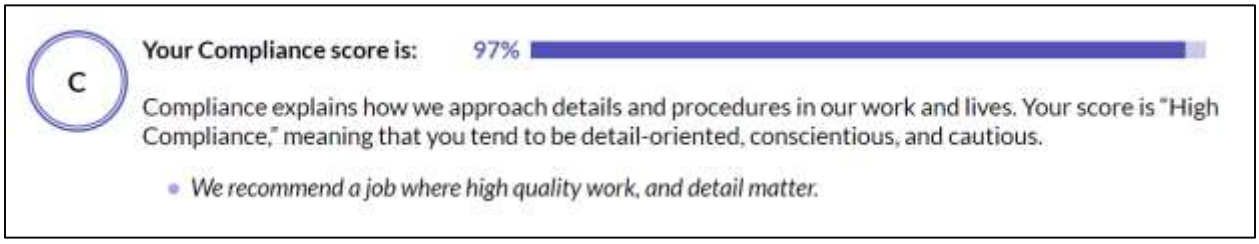


Style: Flexible, restless, change oriented

Ideal Work Environment: Room for variety, juggling multiple priorities

When you communicate with a Low S person: Be spontaneous, don't make them sit down and listen, show emotion

High Compliance

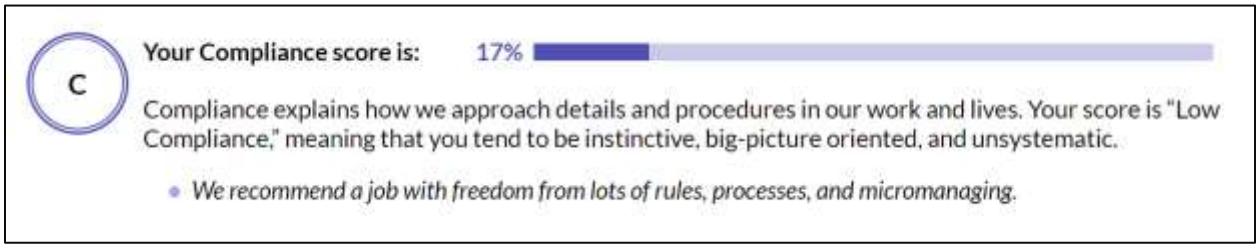


Style: Precise, conscientious, cautious

Ideal Work Environment: Jobs where quality matters, details are important

When you communicate with a High C person: Be accurate, be factual, be realistic

Low Compliance



Style: Big picture, unsystematic, independent

Ideal Work Environment: Minimal rules, focus on broad topics

When you communicate with a Low C person: Talk about vision, be casual, avoid details

DISC Reference Guide: College & Career

Behaviors	You Should Avoid	Ideal Career Environment	Major or Job Fit
High D Direct Competitive Opinionated	- Situations where you can't express yourself or be direct with others - Jobs that have little room for opinions. - Controlling bosses that treat you paternalistically - Calm jobs with little to no challenge.	- Careers where competition is encouraged. - Jobs that are results-oriented and encourage risk-taking. - Opportunities to lead and take initiative. - Places where you can be direct with others and share your opinions. - High intensity environments	Political Science, Philosophy, Law, Business Management, Entrepreneurship, Surgeon / Intense Medical Paths, Firefighting, Real Estate, Armed Forces, Sports Management, Investment Banking, Consulting, Personal Training, Emergency Personnel
High I Talkative Friendly Enthusiastic	- Being alone too long. - Bosses who appear cold and distant. - Solo projects - Jobs without collaboration. - Jobs where you are not encouraged to raise your voice.	- Friendly environments. - Group projects. - Careers with a lot of collaboration time and open discussion. - Careers with a lot of face time with other people. - Environments where you can express thoughts and feelings out loud.	Broadcasting / Communications, Education, Theatre, Public Relations, Marketing / Advertising, Journalism, Music and Entertainment, Field Researcher, Liberal Arts, Community Programs, Comedy, Actor / Singer, Personal Training
High S Loyal Patient Understanding	- Changing and unstable situations. - Lack of consistency. - Jobs that are open-ended and require a lot of improvisation. - Situations where the expectations are not clear.	- Jobs where you can clearly see the structure of your work tasks. - You should know what is expected from you on day one all the way until completion. - Supportive, calm, and understanding environments. - Minimal surprises or change. - Jobs that encourage a patient, understanding, and calm approach.	Nursing, Education, Social Work, Medicine, Counselor / Advisor, STEM, Psychology, Research Driven Majors, Accounting, Health Care and Social Services, Biology, Chemistry, Therapy, Librarian, Industrial Engineering, Airplane Steward or Pilot, Administration
High C Precise Conscientious Cautious	- Jobs without clear expectations. - High risk environments. - Jobs where the result is much more important than the process. - Jobs that force you to think "big picture" only and not prioritize the details.	- Structured jobs where quality, the process, and the details matter. - Jobs that require a step-by-step approach. - Jobs that encourage you to pay attention to all of the details and follow a process the "right" way. - Jobs that encourage an analytical, systematic, or logical approach or mindset.	Medicine, Engineering, STEM, Computer Science, Finance, Data Analysis, Data Scientist Law, Mathematics, Physics, Research driven majors. PhD programs, Architecture, Sociology and Psychology (Research Based), Pilot, Law Enforcement, Administration, Computer Systems, IT

DISC Stress Tips

Dominance

High Dominance

What Causes Stress?

- Not feeling in control (external)
- Feeling helpless/ unable to take action
- Not being communicated with

Behavior Under Stress

- Be angry
- Exaggerate
- Focus on themselves
- Don't listen well

How Can You Help Them Reduce Stress?

- Encourage exercise
- Praise them for taking the actions they can
- Don't order them, ask them questions
- Let them lead something

Low Dominance

What Causes Stress?

- Anger-charged situations
- Being challenged/ bossed around
- High D's

Behavior Under Stress

- Withdraw
- Be passive aggressive
- Blow-up under extreme pressure

How Can You Help Them Reduce Stress?

- Give space for collaborative ideas
- Use a quiet, calm voice
- Suggest activities where everyone can succeed

DISC Stress Tips

Steadiness

High Influencing

Feeling alone

Having to "bottom-line" their thoughts and/or actions

Having hard deadlines

What Causes Stress?

Behavior Under Stress

Talk too much, faster

Act impulsively

Don't think before speaking

Mask their sadness

How Can You Help Them Reduce Stress?

Encourage interaction with others

Allow frequent breaks

Provide praise and enthusiastic feedback

Suggest fun experiences

Low Influencing

Group activities

Prolonged interaction

Having to verbalize feelings

Mandatory participation

What Causes Stress?

Behavior Under Stress

Withdraw more

Speak softly

Varies based on their other DISC styles

How Can You Help Them Reduce Stress?

Consider ways to communicate non-verbally

Make sure they have enough alone time

Suggest journaling, drawing

DISC Stress Tips

Steadiness

High Steadiness

What Causes Stress?

- Chaos and change
- Feeling out of control (internal)
- No time to plan/ feeling rushed
- Surprises

Behavior Under Stress

- Get more controlling externally
- Internalize emotions
- Take things personally

How Can You Help Them Reduce Stress?

- Help them create a schedule
- Allow personal time
- Encourage them to make a list and focus on one task at a time

Low Steadiness

What Causes Stress?

- Feeling confined
- Unvarying routines
- Highly structured activities
- Not having choices

Behavior Under Stress

- Act more impulsively
- Excessive emotion
- Create chaos
- Become frantic

How Can You Help Them Reduce Stress?

- Provide flexible activities with choices
- Change locations
- Activities with movement
- Encourage spontaneous (safe) actions

DISC Stress Tips

Compliance

High Compliance

What Causes Stress?

- Tasks without clear expectations
- Risky Situations
- Perceived failure
- Heightened emotion

Behavior Under Stress

- Either withdraw or ask a lot of questions
- Decision paralysis
- Become more self-critical

How Can You Help Them Reduce Stress?

- Provide them all the details they need (or ways to get them)
- Give authentic validation
- Help them define a clear success plan

Low Compliance

What Causes Stress?

- Lots of rules
- Detail and precision
- Too many questions
- Mistakes viewed as failures

Behavior Under Stress

- Take too many risks
- Ignore important details
- Act out in a high DISC style

How Can You Help Them Reduce Stress?

- Help them identify where they have freedom
- Focus on results, not process
- Focus on the big picture

IndigoPathway
DISC Communication Tips

The IndigoPathway results section only includes communication tips for your high or low DISC scores. The next three pages show all styles and how they like to communicate.

KEY:

- High = over 60
- Low = under 40
- Bridge = between 40 and 60 in all 4 DISC categories

If you are a **Bridge DISC** - Adaptive Communication Style . . .

- You have a "Bridge" DISC style, which means all four of your scores are between 40 and 60. This means you have the most adaptable communication style and can usually relate to both high and low styles in each category.
- You might be excellent at helping people on a team better understand each other and bring together opposite points of view.
- An unintended impact of a bridge style might be that people have a hard time reading you or knowing how to communicate back.

If you are a **High D** - Direct Communication Style . . .

- You prefer a direct, unfiltered communication style where people are clear and get to the point quickly.
- Be aware that some people who may be intimidated by your direct communication style might try to speak in a slower and more collaborative manner.
- An unintended impact of your high level of directness is that people might misinterpret your behavior as overly competitive or opinionated.

If your scores are in the middle . . .

- You may identify with characteristics and tips from both the high and low communication style boxes. Read both and identify what is true for you.

If you are a **Low D** - Reflective Communication Style . . .

- You prefer a collaborative communication style that is calm and free from direct confrontation.
- When communicating in groups or with someone who is bold and aggressive, be willing to speak up for those things that are most important to you.
- An unintended impact of your reflective communication style is that people might be unsure of your true thoughts or try to push their own agenda.

If you are a **High I** - Outgoing Communication Style . . .

- You prefer a friendly, enthusiastic, and warm communication style.
- Be aware that communicating with someone who isn't as talkative as you isn't an indication that they aren't interested. Instead, appreciate their ability to listen and do your best to reciprocate and carefully consider their words when they do speak.
- Unintended impacts of your outgoing communication style are the tendency to talk too much and becoming insecure wondering if people like you.

Some people who are outgoing communicators appear to be Extroverted to others but identify as Introverts. Introverted high I's need time alone to recharge and reflect internally even though they still prefer a job with a high degree of people interaction.

If your scores are in the middle . . .

- You may identify with characteristics and tips from both the high and low communication style boxes. Read both and identify what is true for you.

If you are a **Low I** - Reserved Communication Style . . .

- You listen carefully to what other people are saying and prefer communicating in ways that include non-verbal communication via email or text.
- When communicating with someone who is talkative and loud, be willing to speak up on topics that are important to you because others will benefit greatly from your wisdom.
- Unintended impacts of your reserved communication style are that people might not realize how much you really have to say about a topic or may misinterpret your quietness for disinterest.

If you are a **High S** - Steady Communication Style . . .

- You prefer consistently-paced communication with plenty of time to process information.
- When communicating with someone who is speaking too quickly or haphazardly, try to keep them focused on what you really want to discuss by asking questions.
- An unintended impact of your steady communication style is that people might not be able to read your emotions or they might think you are not moving fast enough.

If your scores are in the middle . . .

- You may identify with characteristics and tips from both the high and low communication style boxes. Read both and identify what is true for you.

If you are a **Low S** - Dynamic Communication Style . . .

- You prefer fast-paced, demonstrative conversations with people quickly moving from topic to topic.
- When communicating with someone who is thoughtful and patient, try to slow down and pay close attention to what they are saying.
- An unintended impact of your dynamic communication style is that people might get the feeling you are not listening, unfocused, or chaotic.

If you are a **High C** - Precise Communication Style . . .

- You prefer analytical, realistic conversations where people stick to the facts and share important details or instructions.
- When communicating with someone who focuses on intangibles or the big picture, try to ask them questions about the most important points and share why these details matter to you.
- An unintended impact of your precise communication style is that you may become perfectionistic and self-critical; you might spend too much time getting things "right" before making a decision.

If your scores are in the middle . . .

- You may identify with characteristics and tips from both the high and low communication style boxes. Read both and identify what is true for you.

If you are a **Low C** - Pioneering Communication Style . .

- You prefer to discuss the big-picture in conversations, not waste time analyzing too many figures and facts.
- When communicating with someone who is analytical and structured, try to understand their desire to minimize risk and provide more details and answer their questions.
- An unintended impact of your pioneering communication style is that you might miss important details and seem impulsive or careless to people with other styles of communication (especially if you are both Low Steadiness and Low Compliance).

Engagement Tips: Theoretical

Students who have a high Theoretical Motivator want to go deep into their interest areas, so look for additional ways to support their learning. If **Theoretical** is your child's top Motivator, find their highest and lowest DISC below for engagement tips.

	High	Low
Dominance	**High D** Let them be in charge of their learning. Look for ways they can teach the topics to someone else.	**Low D** Look for ways they can learn in a safe, non-competitive way.
Influencing	**High I** Help them find a group of peers or mentors to learn with. Encourage them to talk about what they're learning.	**Low I** Give them lots of space to dig deeply into learning topics on their own.
Steadiness	**High S** Help them keep track of their learning goals. Tackle one subject at a time and one task at a time.	**Low S** Let them jump from topic to topic while learning.
Compliance	**High C** Provide ample time for research and learning in their interest areas. Make sure they know the guidelines for success.	**Low C** Provide a big picture perspective on what they're learning and how it applies to the real world.

Engagement Tips: Aesthetic

Students who have a high Aesthetic Motivator would benefit from going outside, practicing mindfulness, and spending time on artistic expression/music. If **Aesthetic** is your child's top Motivator, find their highest and lowest DISC traits below for engagement tips.

	High	Low
Dominance	**High D** Provide space for them to express emotion however they need to. Let them redecorate their room.	**Low D** Do low stress artistic/ nature/ or mindfulness based activities.
Influencing	**High I** They might prefer moving meditation like dance or walking and talking in nature.	**Low I** Purchase materials for art projects or software to support aesthetic pursuits.
Steadiness	**High S** Create a vision board. Do nature/ mindfulness activities. Create a balanced schedule.	**Low S** Let them express their aesthetic pursuits boldly and explore new interests.
Compliance	**High C** Provide lots of time for them to reflect internally. Purchase guides/ materials for aesthetic projects.	**Low C** Let them come up with new, creative, non-rigid ways to express themselves and pursue aesthetics.

Engagement Tips: Utilitarian

Students who have a high Utilitarian Motivator want to use their time efficiently so help them make and achieve goals. If **Utilitarian** is your child's top Motivator, find their highest and lowest DISC traits below for engagement tips.

	High	Low
Dominance	**High D** Create mini competitions. Pay them for work they do around the house. Let them win.	**Low D** Make sure their schedule is efficient and helps them achieve their goals.
Influencing	**High I** Ask them to talk about their dreams. Create real-world projects you can work on together.	**Low I** Have them create a goal journal. Help them streamline their work/ schedule.
Steadiness	**High S** Have them come up with a plan for achieving their goals. Create processes to improve efficiency.	**Low S** Create mini goals for quick rewards. Have a menu of paying chores they can do.
Compliance	**High C** Build in safety for making mistakes. Calculate financial gains. Pursue money making activities.	**Low C** Focus on their results, not process and brainstorm with them about ways to make money quickly.

Engagement Tips: Social

Students who have a high Social Motivator want to find a way to serve their family or community. If **Social** is your child's top Motivator, find their highest and lowest DISC traits below for engagement tips.

	High	Low
Dominance	**High D** Listen to and support their ideas regarding how they want to make a difference.	**Low D** Provide a safe space for them to help others and feel like they are making a difference.
Influencing	**High I** Point out ways they help around the house. Let them stay connected to friends online.	**Low I** Point out ways they can help around the house or help people without a lot of interaction.
Steadiness	**High S** Keep existing service-oriented activities on the schedule. Let them help the family.	**Low S** Find new and interesting ways for them to help out.
Compliance	**High C** Allow them to use their detailed/ analytical nature to help the family/others and solve problems.	**Low C** Help them think about social problems they want to solve and how they can contribute towards that.

Engagement Tips: Individualistic

Students who have a high Individualistic Motivator want to find a way for them to lead, perform or uniquely express themselves. If **Individualistic** is your child's top Motivator, find their highest and lowest DISC traits below for engagement tips.

	High	Low
Dominance	**High D** Give lots of choices and put them in charge of something for the family.	**Low D** Give lots of choices and let them put their own unique spin on things.
Influencing	**High I** Let them lead something in the family. Encourage music, dance, theater performances.	**Low I** Give them opportunities to be in control of their own environment and style.
Steadiness	**High S** Let them create their own routine or structure. Provide recognition for even small wins.	**Low S** Don't box them in and give them freedom express their individuality.
Compliance	**High C** Let them ask as many questions as they want and allow them to come up with their own rules.	**Low C** Choice and freedom are critical. Let them feel in control of their destiny and praise them.

Engagement Tips: Traditional

For students who have a high Traditional Motivator, it's important to create daily rituals, not miss holidays, and dig deep into cultural/faith influences. If **Traditional** is your child's top Motivator, find their highest and lowest DISC traits below for engagement tips.

	High	Low
Dominance	**High D** Let them lead a family/ religious/ cultural or holiday gathering.	**Low D** Make family/ religious/ cultural or holiday gatherings special and safe.
Influencing	**High I** Talk about beliefs/ traditions that you share. Share beliefs/ values with others.	**Low I** Try to maintain a sense of normalcy and read about/ explore family traditions/culture/ holidays.
Steadiness	**High S** Try to maintain a sense of normalcy and spend even more time on family traditions/ holidays.	**Low S** Let them explore beliefs/ traditions the matter to them. Express all that is good in your family.
Compliance	**High C** Let be involved with planning family traditions/ holidays/ rituals ensuring the details are preserved.	**Low C** Include them in family traditions/ holidays/ rituals without being too rigid.

Additional Resources

These resources are great places to look for more information.

Indigo Video Library	Webpage of videos explaining Indigo Attributes: indigoeducationcompany.com/indigo-video-library/
Indigo Workbook	Indigo's Assessing your Genius 101 Workbook is available as a PDF.
Industry Insider Info Pages	Find out what your future industry is really like with articles on growing career fields written by industry experts. *https://www.indigopathway.com/database/industry-insider-pages*
Alternatives to College	A comprehensive list of all non-college programs in the United States that can help expand your search for new educational opportunities away from pricey degrees. *https://www.alternativestocollege.com*
Noodle	Discover schools, connect with education experts, and find helpful information during your college search. *http://noodle.com*
Udemy	The world's largest selection of online courses! Learn a new skill or develop an old one with free and paid courses. Other online course sites like Coursera, EdX, and LinkedIn Learning are also worth exploring (we highly recommend creating a LinkedIn profile if you don't already have one). *https://www.udemy.com*

The IndigoPathway Survey and education database is free and available to use for teachers, professors and schools via the 501c3 arm of Indigo Education Company (IEC). IEC offers more robust assessments, online courses, an AI educator dashboard, and professional development.

IEC was founded in 2013 and works in middle schools, high schools, and colleges.

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