



## EMPOWERING STUDENTS PERSONALIZING EDUCATION

*Joel Kaplan (Director), Indigo Education Company*



## WHAT IS INDIGO ?



**OUR  
MISSION**



**30 YEARS OF  
RESEARCH**



**3 LEVELS  
FOR CHANGE**

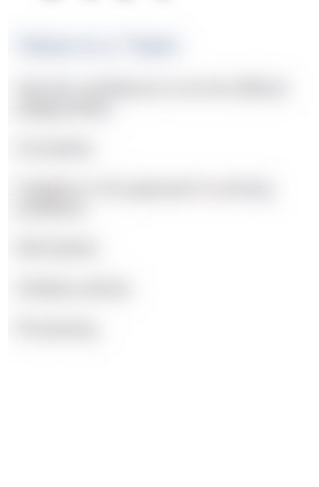


**STUDENT  
EXPERIENCE**



### Strengths

- Generous and effective with their time, talent, and resources.
- Tough but fair when others are involved.
- A strong influencer.
- Bottom-line focused when leading others.
- Demonstrates a will and desire to help others in the organization.
- Capable of addressing conflict for a win-win scenario.



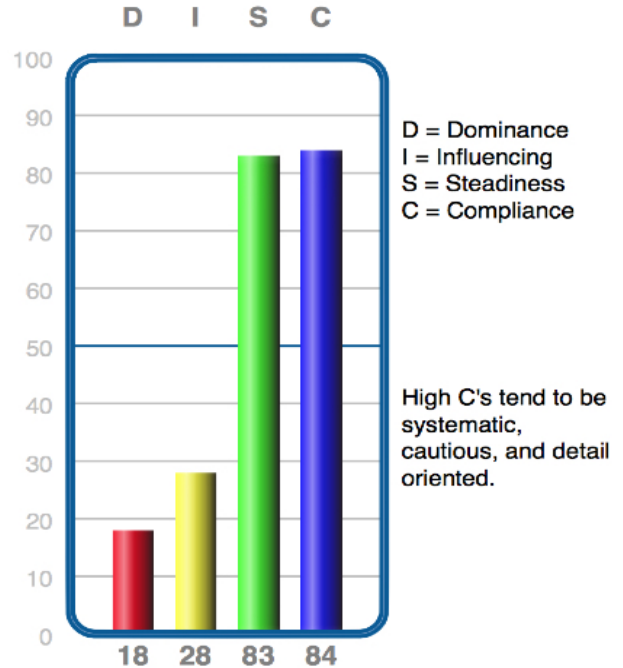
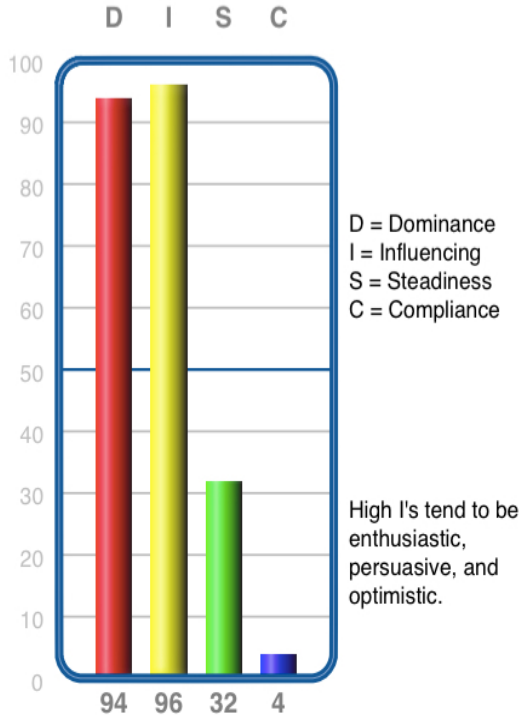


**SHARE  
ONE OF YOUR  
STRENGTHS**

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**HOW DOES THAT  
STRENGTH DRIVE THE  
WORK THAT YOU DO  
AS A LEADER?**

# BEHAVIOR STYLES



# DOMINANCE

- Direct
- Bold
- Results Oriented
- Determined
- OK with Conflict
- Competitive
- Comfortable taking risk.



# INFLUENCING

- Expressive
- Friendly
- Optimistic
- Talkative
- Persuasive
- Enthusiastic
- Enjoys People





# STEADINESS

- Loyal
- Patient
- Empathetic
- Like consistency
- Routine-driven
- Predictable
- Supportive

# S



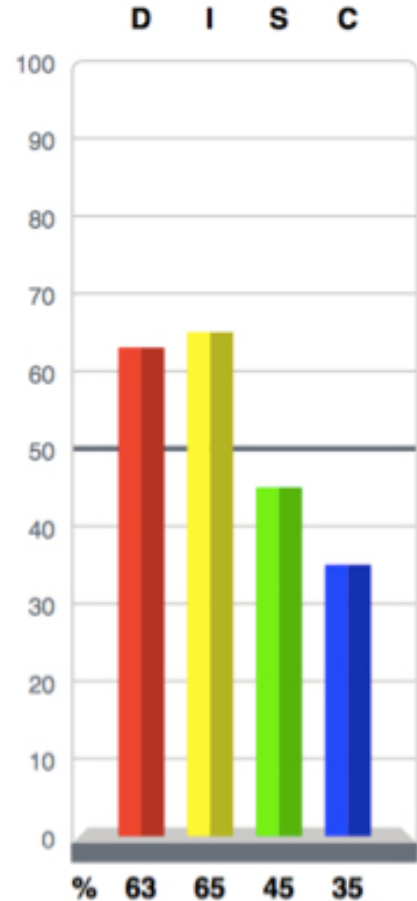
# COMPLIANCE

- Logical
- Analytical
- Cautious
- Detail-oriented
- Follow the rules
- Strive for high quality
- Calculates risk.



# THE BRIDGE

- Adaptable
- Flexible
- The glue in team.
- Can thrive in any environment.
- Can get along with a wide range of people.

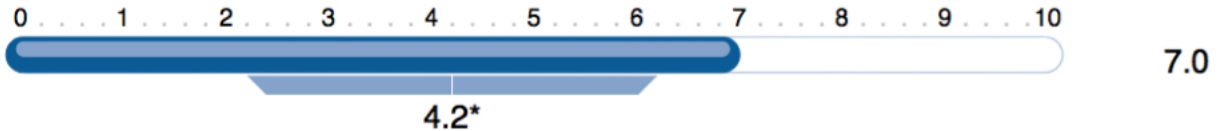


HOW DOES YOUR DISC IMPACT  
COMMUNICATION WITH YOUR TEAM AND  
INFLUENCE YOUR DECISION MAKING?

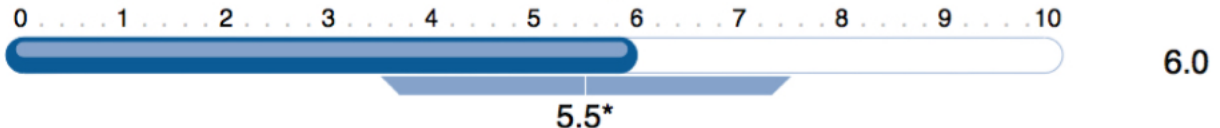


# MOTIVATORS

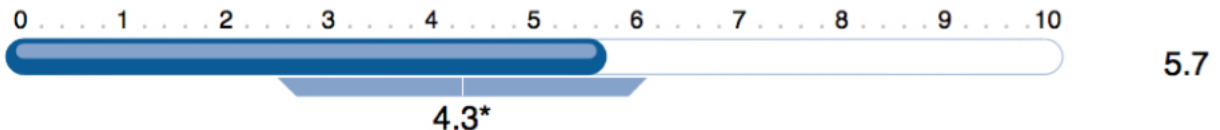
**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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

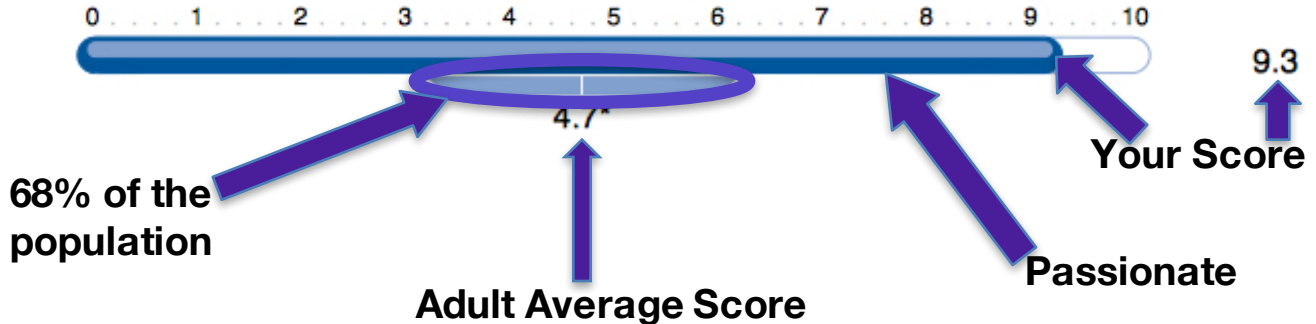


**3. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.




# HOW TO READ THE MOTIVATOR GRAPH

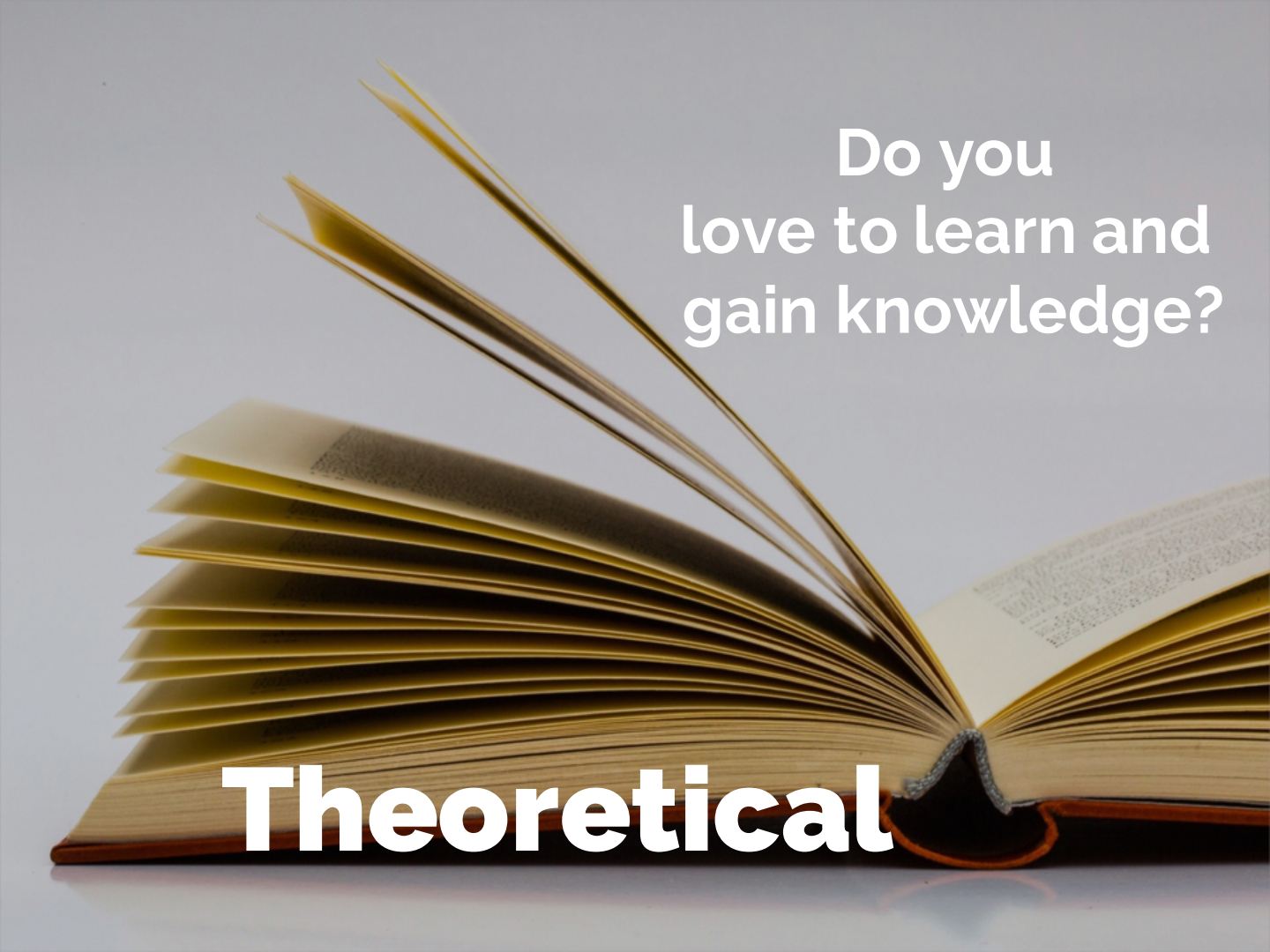
**1. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



# **Social**

A pair of human hands, one from the top and one from the bottom, are shown holding a small, realistic globe of the Earth. The globe is centered in the frame, showing continents and oceans. The background is a dark blue space filled with numerous small white stars, suggesting a cosmic or global perspective. The hands are positioned as if they are gently cradling or supporting the planet.

**Do you want to help people or make  
the world a better place?**

An open book with its pages fanned out, creating a dynamic, almost sculptural effect. The pages are a warm, yellowish-tan color, suggesting age or a classic text. The book is set against a plain, light gray background. The lighting is soft, highlighting the texture of the paper and the depth of the book's spine.

Do you  
love to learn and  
gain knowledge?

**Theoretical**



**Do you want control over your own future?**

**Seek personal recognition  
or power?**

**Individualistic**



Do you seek harmony  
or balance?

Do you value self-  
expression?

**Aesthetic**



Do you want to  
make money or  
build things?

Want to get  
something out of  
your efforts?

A hand is shown from the top, holding a US quarter coin and dropping it into the slot of a pink piggy bank. The piggy bank is a classic pig shape with a curly tail and a small coin slot on its back. The background is a plain, light-colored surface.

**Utilitarian**

A line of military officers in dress uniform saluting. The officer in the foreground is wearing a white cap and a dark jacket with gold braiding. He is saluting with his right hand. Other officers are visible in the background, also saluting. The background is blurred, showing a crowd of people.

# Traditional

Do you have  
core set of  
traditions,  
values or  
principles?

# HOW DOES YOUR TOP MOTIVATOR SHAPE YOUR SCHOOL OR DISTRICT'S PHILOSOPHIES AND PRACTICES?

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**SOCIAL**

**INDIVIDUALISTIC**

**THEORETICAL**

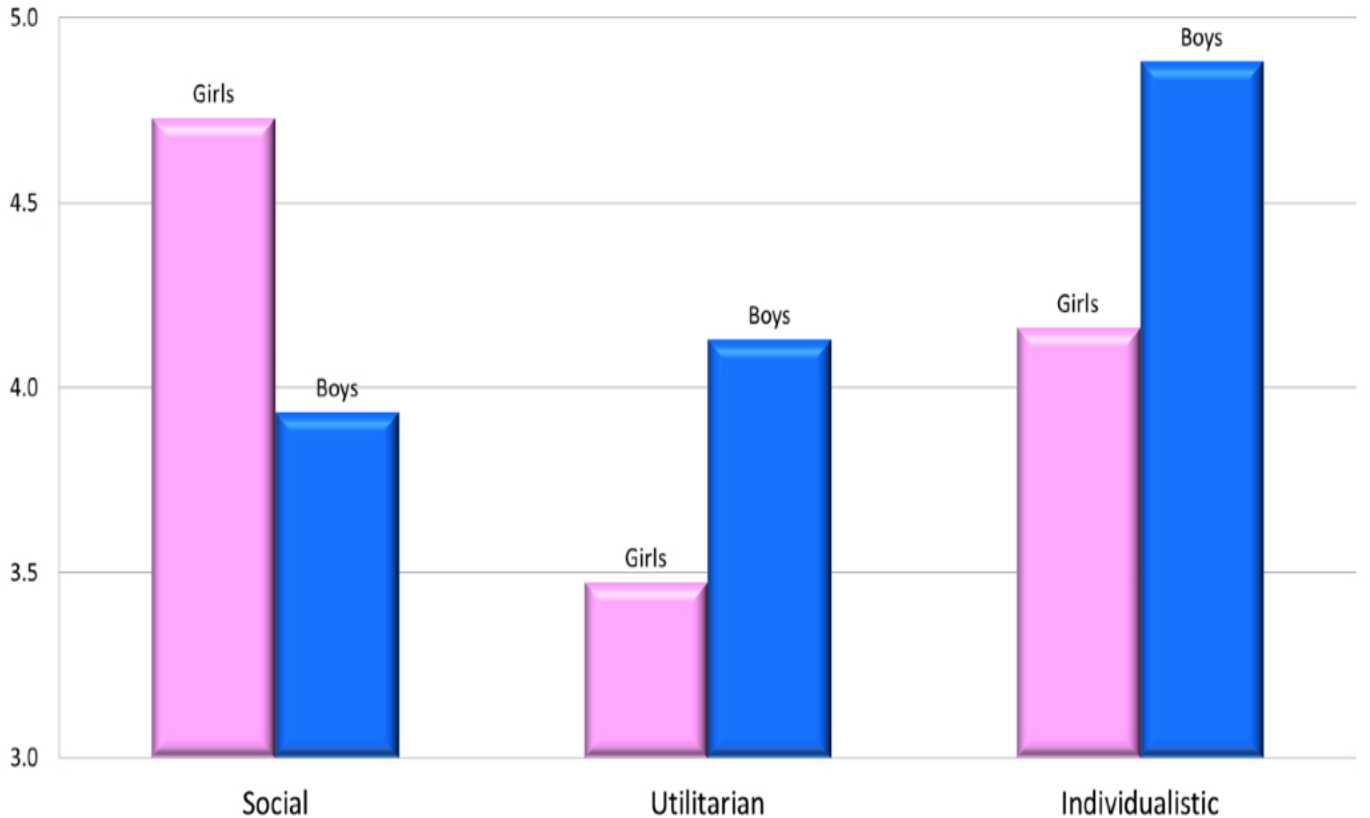
**AESTHETIC**

**UTILITARIAN**

**TRADITIONAL**

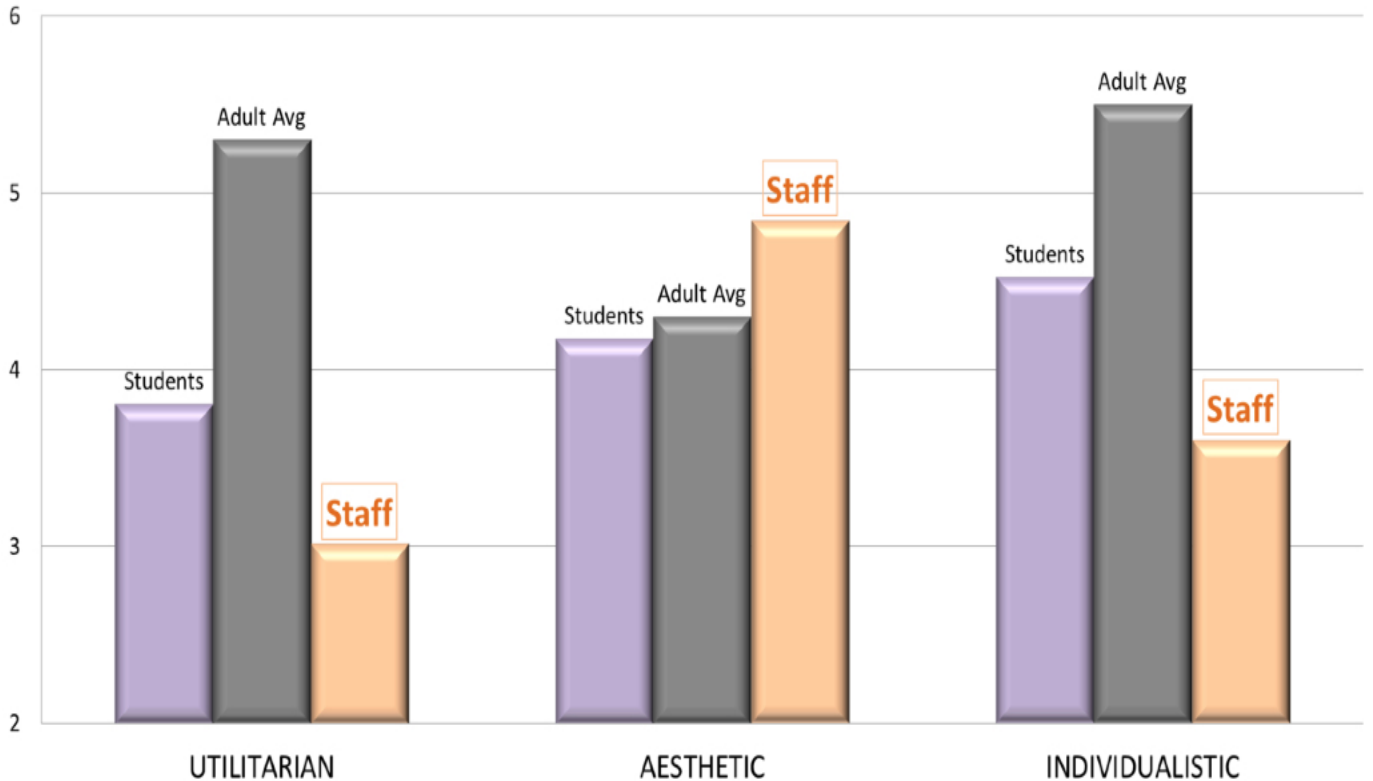
# Manchester Students

## Motivators, Girls vs Boys



# Manchester Staff

## Motivators





**ANY QUESTIONS?**





# THANK YOU

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