EMPOWERING STUDENTS
PERSONALIZING EDUCATION

Joel Kaplan (Director), Indigo Education Company
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
How does that strength drive the work that you do as a leader?
BEHAVIOR STYLES

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

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

High C's tend to be systematic, cautious, and detail oriented.
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
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.
   
   ![Bar Chart for Social Motivator]
   
   4.2*

2. **Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.
   
   ![Bar Chart for Individualistic/Political Motivator]
   
   5.5*

3. **Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.
   
   ![Bar Chart for Aesthetic Motivator]
   
   4.3*
1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

68% of the population

Adult Average Score

Your Score

Passionate

9.3
Do you want to help people or make the world a better place?
Do you love to learn and gain knowledge?
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?
Do you want to make money or build things?  

Want to get something out of your efforts?

Utilitarian
Traditional

Do you have a core set of traditions, values or principles?
HOW DOES YOUR TOP MOTIVATOR SHAPE YOUR SCHOOL OR DISTRICT’S PHILOSOPHIES AND PRACTICES?

- Social
- Individualistic
- Theoretical
- Aesthetic
- Utilitarian
- Traditional
Manchester Staff
Motivators

![Bar Chart]

- **Utilitarian**
  - Students
  - Adult Avg
  - Staff

- **Aesthetic**
  - Students
  - Adult Avg
  - Staff

- **Individualistic**
  - Students
  - Adult Avg
  - Staff
ANY QUESTIONS?