

CHRISTIAN FAMILY GUIDE

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



*For we are God's handiwork, created in
Christ Jesus to do good works, which God
prepared in advance for us to do.*

Ephesians 2:10



IndigoPathway

Christian Family Guide

IndigoPathway is a powerful tool for helping families discover and celebrate the unique way God has created each child. Your child's results may evolve over time, but God's purpose for them has been in place since before they were born (Psalm 139:13–16). As parents, grandparents, and mentors, we are called to “train up a child in the way he should go” (Proverbs 22:6)—which includes recognizing their God-given strengths, interests, and dispositions.

God Himself says, “For I know the plans I have for you... plans to prosper you and not to harm you, plans to give you hope and a future” (Jeremiah 29:11). These plans are not random—they are intentional, filled with meaning, and designed for their good.

One of our greatest roles as families is to guide and encourage our children to walk in the good works “which God prepared in advance for us to do” (Ephesians 2:10). This means meeting them where they are today, celebrating who God made them to be, and pointing them toward a future where their gifts are used for His glory.

See and appreciate them for who they are—not just for what they do—trusting that God's hand is on their life.



Questions?

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Powerful Conversations

Faith-Filled Ways to Use IndigoPathway Results

The IndigoPathway survey is more than a career tool—it can be a way to see the hand of God in your child’s life. Scripture reminds us, “For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do” (Ephesians 2:10). Here are six ways you can use the results together to affirm God’s design and encourage your child toward His calling.

1. Strengths Validation

Read through the “About” and “Strengths” sections in the Results Summary. Share specific times you’ve seen God use those strengths in your child’s life.

Example Questions to Ask:

- “When do you feel God has gifted you to shine?”
- “How does it feel when you use your gifts to bless others?” (1 Peter 4:10)

Pray Together:

“Lord, thank You for the unique strengths You’ve placed in [child’s name]. Please open doors for these gifts to grow and be used for Your glory. Show us how to encourage and nurture them in the right way. Amen.”

Tip: You can also use this opportunity to talk about spiritual gifts and fruits of the Spirit.

2. Personalized Insights

Read the “Personalized Insights” section together. Talk about how these insights could be part of the way God is shaping them for His purposes (Jeremiah 1:5). Pick one to explore or implement if it resonates. If there are parts they don’t agree with, encourage them to see it as a chance to ask God for wisdom and clarity (James 1:5).

Pray Together:

“God, thank You for making [child’s name] with such care and purpose. Give them wisdom to understand themselves and courage to grow in the ways You desire. Amen.”

3. Communication Tips

Review the “Communication Tips” section. Have your child choose the ones that feel most important.

Discuss:

- “How can we communicate in a way that honors God and shows love?” (Ephesians 4:29)
- “What changes could I make so we both feel heard and respected?”

Pray Together:

“Lord, teach us to speak with kindness, listen with patience, and communicate in ways that build each other up. Help us to reflect Your love in our words and actions. Amen.”

4. Motivators

Identify your child’s top two Motivators. Connect each motivator to how God might use that God-given drive for Kingdom work and what opportunities already exist in their life, school, or community to live it out right now.

Example:

A strong “Social” motivator could align with Matthew 25:35–36 (serving others), while a “Theoretical” motivator could align with Proverbs 4:7 (seeking wisdom).

Talk about ways they are already using these motivators today and how those experiences could grow. Brainstorm new activities or responsibilities that would develop these motivators further and bring glory to God.

Pray Together:

“Father, thank You for placing these motivations in [child’s name]. Help us see the opportunities You’ve already provided to use them for good. Show us new ways to grow these gifts so they honor You and serve others. Amen.”

5. Reflection Questions

Read through the personalized reflection questions and ask your child, “Which of these questions speaks to you the most right now?” Have a meaningful conversation about it together.

Discuss how God might already be answering that question in their life through different experiences, relationships, or opportunities.

Consider asking:

- “Where do you see God leading you in this area?”
- “How has He already been at work here?”
- “How can we pray over this part of your journey?” (*Proverbs 3:5–6*)

Pray Together:

“God, we trust You to lead [child’s name] on the right path. Thank You for the ways You’ve already been working in their life. Continue to guide their heart, shape their thoughts, and make their steps sure. Amen.”

6. Career/Major Suggestions

Review the “Career/Major Suggestions” sections. Discuss which options excite them and how those might connect to serving God and others (*Colossians 3:23–24*).

Explore the Industry Insider Info and related resources, and ask:

- “How might God use you in this field?”
- “What steps could we take to learn more, and how can we seek His guidance?”

Pray Together:

“Lord, thank You for giving [child’s name] unique abilities and dreams. Show us which paths honor You most, and give them courage to follow Your calling. Amen.”

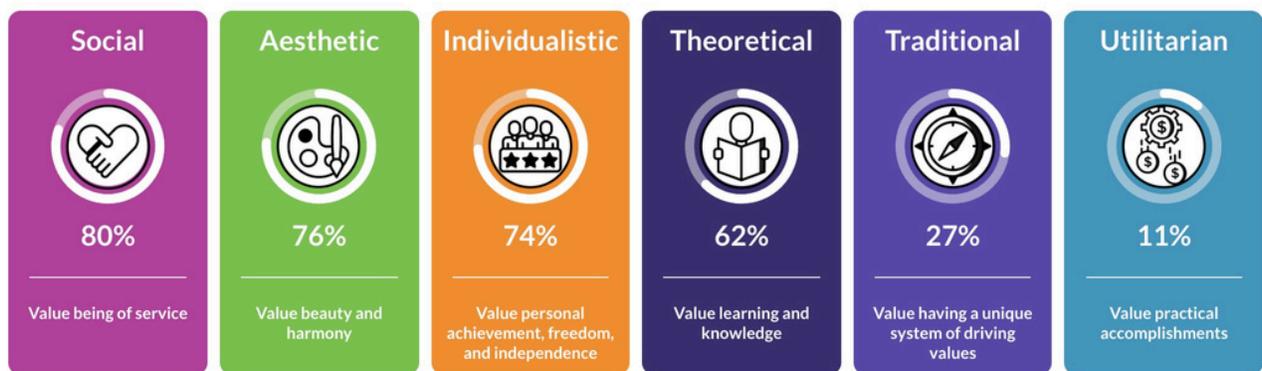
Note: To take the IndigoPathway Assessment—or to gift one—visit IndigoPathway.com/surveys.

Motivators

Motivators can come from the way God has uniquely designed us (Psalm 139:13–14) as well as from our life experiences. Just as fuel powers an engine, motivators give energy and direction to our actions. When we understand our own motivators, we can better see where they align with God’s purposes. When we understand someone else’s motivators, it helps us show grace, encourage them, and work together in harmony.

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.

Theoretical - Loves Learning and Understanding

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.



Biblical Example: *Solomon*

- Asks God for wisdom rather than riches or power.
- **1 Kings 3:9-12** – God grants him a wise and discerning heart.
- Positive Light: Pursues knowledge to serve others and honor God.

Other Biblical Examples:

- **Ezra** – Devotes himself to studying, practicing, and teaching God's law (Ezra 7:10).
- **Mary of Bethany** – Sits at Jesus' feet, learning from Him (Luke 10:39).

Individualistic - Values Uniqueness, Freedom, and Personal Impact

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.



Biblical Example: *Paul (the Apostle)*

- Fulfills a unique calling to preach to the Gentiles, even when it's unpopular.
- **Galatians 1:15-16** – Called by God and does not seek human approval.
- Positive Light: Courageously lives out a God-given mission without conforming to the crowd.

Other Biblical Examples:

- **John the Baptist** – Lives and ministers in a unique way, calling people to repentance (Matthew 3:1–4).
- **Deborah** – Leads Israel as judge and prophet, breaking cultural norms (Judges 4:4–9).

Social - Values Helping Others and Serving Humanity

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.



Biblical Example: *Tabitha (Dorcas)*

- Known for her acts of charity and making clothes for widows.
- **Acts 9:36–39** – The community mourns deeply at her passing because of her service.
- Positive Light: Uses gifts to meet practical needs and show God's love.

Other Biblical Examples:

- **Good Samaritan** – Sacrifices time and resources to help a stranger (Luke 10:33–35).
- **Barnabas** – Encourages and supports believers in their faith journey (Acts 4:36–37; 11:22–24).

Aesthetic – Values Beauty, Harmony, and Balance

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.

Biblical Example: *Bezalel and Oholiab*

- Craftsmen filled with the Spirit to design the tabernacle beautifully.
- **Exodus 31:1–5** – Skilled in artistic design to glorify God.
- Positive Light: Creates beauty that reflects God’s nature and inspires worship.

Other Biblical Examples:

- **David** – Writes psalms that capture beauty and emotional depth (Psalm 27:4).
- **Lydia** – Dyer of purple cloth who uses her home and resources to create a hospitable ministry base (Acts 16:14–15).



Utilitarian – Values Efficiency, Results, and Return on Investment

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.



Biblical Example: *Nehemiah*

- Organizes resources and people to rebuild Jerusalem’s wall quickly and effectively.
- **Nehemiah 2:17–18; 6:15–16** – Completes the wall in 52 days.
- Positive Light: Uses time, skills, and resources for maximum Kingdom impact.

Other Biblical Examples:

- **Joseph** – Stores grain in Egypt to save nations from famine (Genesis 41:47–49, 55–57).
- **Proverbs 31 Woman** – Manages household and trade with skill and profitability (Proverbs 31:16, 24).

Traditional – Values Principles, Beliefs, and Established Systems

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.



Biblical Example: *Daniel*

- Remains faithful to God’s laws despite pressure to conform to Babylonian culture.
- **Daniel 6:10** – Continues praying as before, even when threatened with death.
- Positive Light: Stands firm on godly convictions, inspiring others’ faith.

Other Biblical Examples:

- **Ruth** – Clings to Naomi and adopts her people and God (Ruth 1:16–17).
- **Anna the Prophetess** – Faithfully worships at the temple for decades (Luke 2:36–38).

Motivator Reference Guide: College & Career

Motivators	Ideal Career Environments	Major/Career Ideas
<p>Theoretical</p>  <p><i>Value learning and knowledge</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>Utilitarian</p>  <p><i>Value practical accomplishments</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>Aesthetic</p>  <p><i>Value beauty and harmony</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>Social</p>  <p><i>Value being of service</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>Individualistic</p>  <p><i>Value personal achievement, freedom, and independence</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>Traditional</p>  <p><i>Unique system of core values</i></p>	<ul style="list-style-type: none"> 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. 	<p>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</p>

Motivator Reference Guide: Activities

Motivators	Things to do / Resources to look into
<p>Theoretical</p>  <p><i>Value learning and knowledge</i></p>	<ul style="list-style-type: none"> • 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
<p>Utilitarian</p>  <p><i>Value practical accomplishments</i></p>	<ul style="list-style-type: none"> • 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
<p>Aesthetic</p>  <p><i>Value beauty and harmony</i></p>	<ul style="list-style-type: none"> • 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.)
<p>Social</p>  <p><i>Value being of service</i></p>	<ul style="list-style-type: none"> • 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
<p>Individualistic</p>  <p><i>Value personal achievement, freedom, and independence</i></p>	<ul style="list-style-type: none"> • 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
<p>Traditional</p>  <p><i>Unique system of core values</i></p>	<ul style="list-style-type: none"> • 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

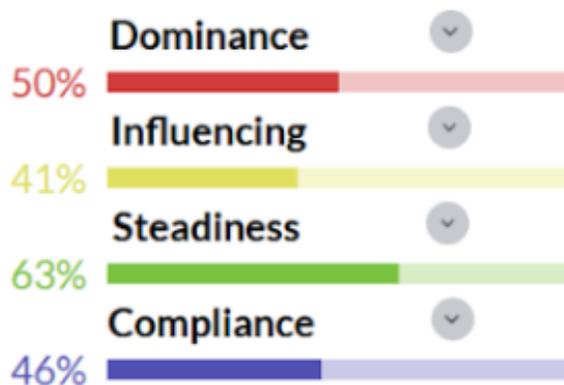
Motivators	Key points to remember if this is a top motivator
<p>Theoretical</p>  <p><i>Value learning and knowledge</i></p>	<p>Make sure your job provides continuous intellectual challenge.</p>
<p>Utilitarian</p>  <p><i>Value practical accomplishments</i></p>	<p>Find a role that provides financial rewards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

Behaviors (DISC)

Behaviors describe how we communicate, or “show up,” when we are around people. They explain our social habits and styles. Understanding our behaviors helps us grow in how we relate to others, “speaking the truth in love” (*Ephesians 4:15*) and building one another up (*1 Thessalonians 5:11*).

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.

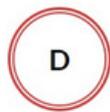
There is no wrong style, but it’s important to remember that there *are* wrong environments for every style.

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.

Dominance - Responding to Problems

High Dominance “High D” - Direct, Bold, Results-Oriented, Opinionated, Comfortable with Conflict



Your Dominance score is: **88%** 

Dominance explains how we approach problems and conflict. Your score is “High Dominance” meaning that you tend to be direct, results-oriented, and bold.

- *We recommend a results-focused job where you have opportunities to lead and your opinions are heard.*

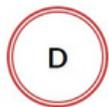
Ideal Work Environment: Results oriented, competition encouraged

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

Biblical Example: *Paul (the Apostle)*

- **Acts 9:20–22** – Immediately preaches Christ after conversion, debating in the synagogues.
- **Galatians 2:11** – Confronts Peter to his face over hypocrisy.

Low Dominance “Low D” - Peacekeeping, Agreeable, Collaborative



Your Dominance score is: **10%** 

Dominance explains how we approach problems and conflict. Your score is “Low Dominance” meaning that you tend to be cooperative, collaborative, and peaceful.

- *We recommend a job with little confrontation and a team approach to decision making.*

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

Biblical Example: *Abraham*

- **Genesis 13:8–9** – Lets Lot choose the land to avoid strife.
- **Hebrews 6:15** – Receives God's promises through patience.

Influencing - Responding to People

High Influencing “High I” - Expressive, Friendly, Enthusiastic, People-Oriented



Your Influencing score is: **73%**

Influencing explains how we approach people. Your score is “High Influencing,” meaning that you tend to be talkative, sociable, and enthusiastic. Please note, you can identify as an introvert and still have an influencing behavioral style.

- We recommend a job where you interact with people and enjoy a friendly working environment.

Ideal Work Environment: Group projects, lively discussions

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

Biblical Example: *King David (in worship and leadership)*

- **2 Samuel 6:14–15** – Dances with all his might before the LORD, leading the celebration.
- **1 Samuel 18:6–7** – Captures the hearts of the people after victory over Goliath.

Low Influencing “Low I” - Reserved, Reflective, Thoughtful Communicator



Your Influencing score is: **6%**

Influencing explains how we approach people. Your score is “Low Influencing,” meaning that you tend to be reserved, reflective, and listen more than talk.

- We recommend a job where you have time to work independently or with small groups of people you trust.

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

Biblical Example: *Mary (mother of Jesus)*

- **Luke 2:19** – Ponders things in her heart.
- **John 2:1–5** – Speaks few but purposeful words to Jesus and the servants.

Steadiness - Responding to Pace

High Steadiness “High S” - Loyal, Consistent, Supportive, Patient



Your Steadiness score is: **88%**



Steadiness explains how we approach the pace of our work and lives. Your score is “High Steadiness,” meaning that you tend to be loyal, patient, and supportive.

- We recommend a job with stability and clear expectations.

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

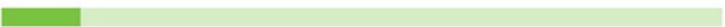
Biblical Example: *Ruth*

- **Ruth 1:16-17** – Stays faithfully with Naomi, committing her life and future to her.
- **Ruth 2:11-12** – Diligently works in the fields, steadily providing for Naomi.

Low Steadiness “Low S” - Flexible, Adaptable, Quick to Change, Multitasker



Your Steadiness score is: **11%**



Steadiness explains how we approach the pace of our work and lives. Your score is “Low Steadiness” meaning that you tend to be spontaneous, restless, and multi-tasking.

- We recommend a job that changes tasks often and has a sense of adventure.

Ideal Work Environment: Room for variety, juggling multiple priorities

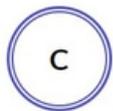
When you communicate with a Low S person: Be spontaneous, don't make them sit down and listen, show emotion

Biblical Example: *Peter (before Pentecost)*

- **Matthew 16:16, 22-23** – Quickly shifts from bold declaration of Christ to contradicting Him.
- **John 21:7** – Impulsively jumps into the water to reach Jesus rather than waiting for the boat.

Compliance - Responding to Process

High Compliance “High C” - Careful, Precise, Detail-Oriented, Rule-Focused



Your Compliance score is: 97%

Compliance explains how we approach details and procedures in our work and lives. Your score is “High Compliance,” meaning that you tend to be detail-oriented, conscientious, and cautious.

- We recommend a job where high quality work, and detail matter.

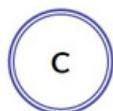
Ideal Work Environment: Jobs where quality matters, details are important

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

Biblical Example: *Moses*

- **Exodus 40:16–33** – Does “everything just as the LORD commanded” in setting up the tabernacle.
- **Numbers 17:10–11** – Follows God’s instructions exactly.

Low Compliance “Low C” - Innovative, Big-Picture Thinker, Risk-Taker



Your Compliance score is: 17%

Compliance explains how we approach details and procedures in our work and lives. Your score is “Low Compliance,” meaning that you tend to be instinctive, big-picture oriented, and unsystematic.

- We recommend a job with freedom from lots of rules, processes, and micromanaging.

Ideal Work Environment: Minimal rules, focus on broad topics

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

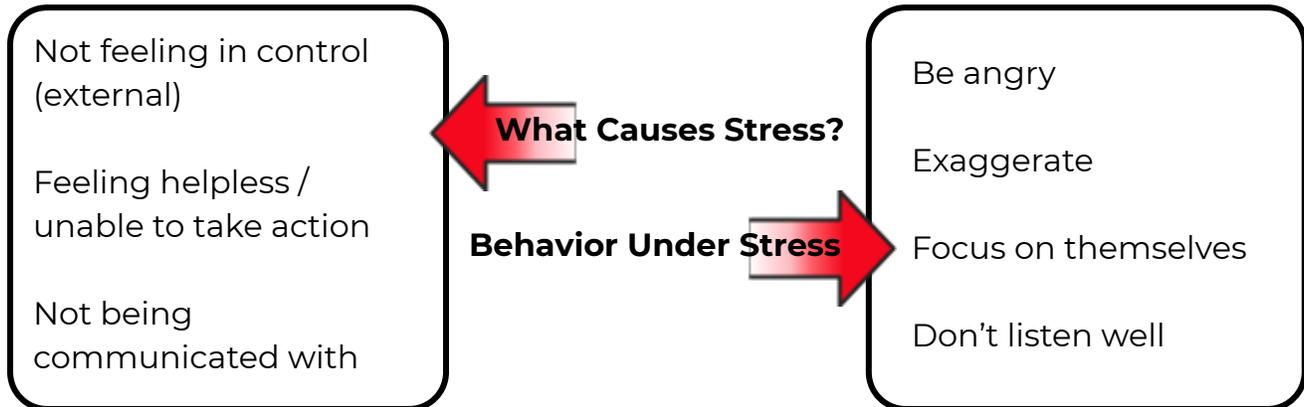
Example: *The Samaritan Woman at the Well*

- **John 4:28–30** – Takes a huge risk by speaking with Jesus then leaves her water jar and tells the whole town about Jesus.
- Willing to break social and religious norms to share her discovery.

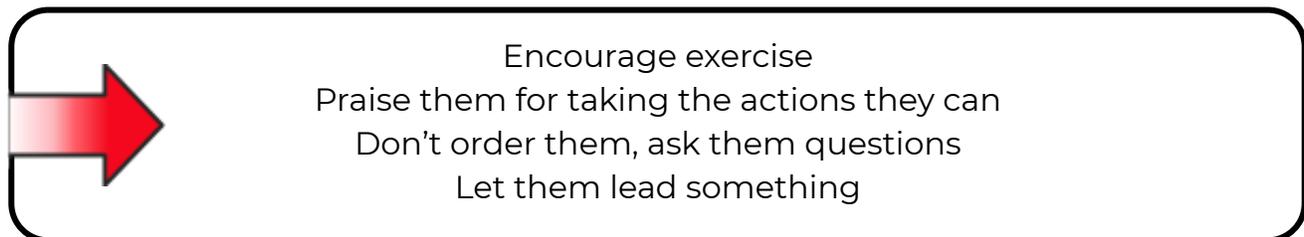
DISC Reference Guide: College & Career

Behavior Style	You Should Avoid	Ideal environments for this style:	Major or Job Fit
<p>High D</p> <p>Direct Competitive Opinionated</p>	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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 	<p>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</p>
<p>High I</p> <p>Talkative Friendly Enthusiastic</p>	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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. 	<p>Broadcasting / Communications, Education, Theatre, Public Relations, Marketing / Advertising, Journalism, Music and Entertainment, Field Researcher, Liberal Arts, Community Programs, Comedy, Actor / Singer, Personal Training</p>
<p>High S</p> <p>Loyal Patient Understanding</p>	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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. 	<p>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</p>
<p>High C</p> <p>Precise Conscientious Cautious</p>	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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. 	<p>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</p>

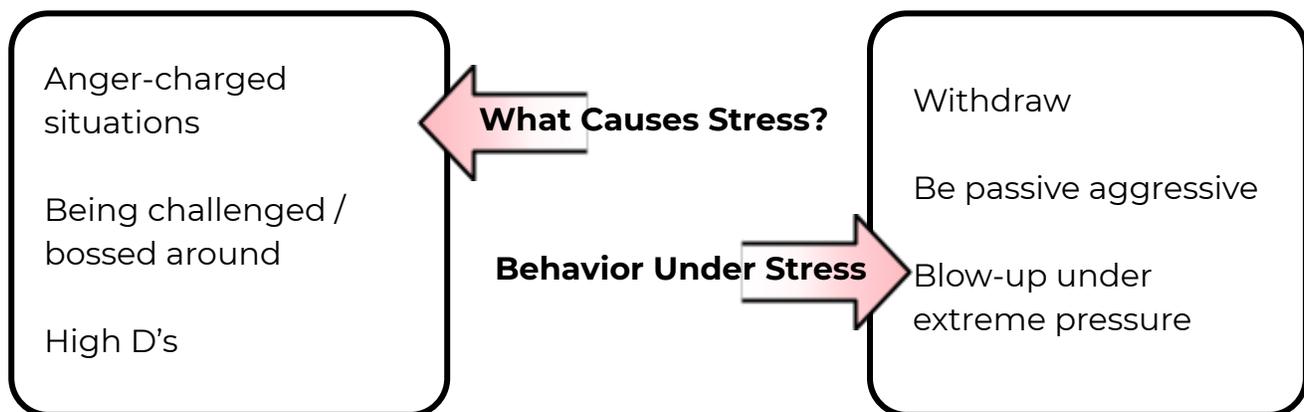
High Dominance



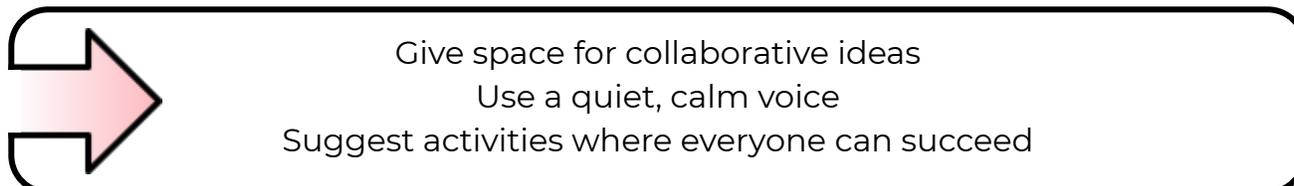
How Can You Help Them Reduce Stress?



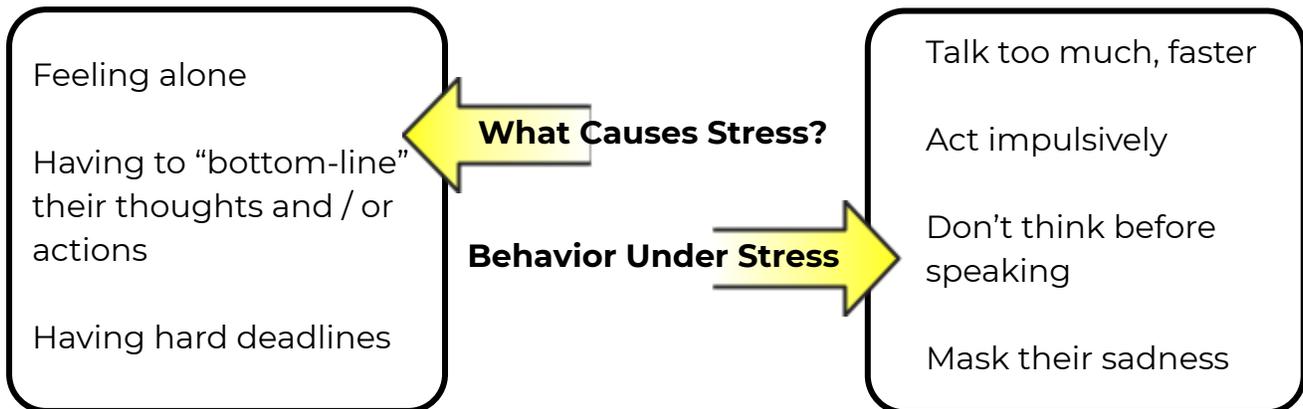
Low Dominance



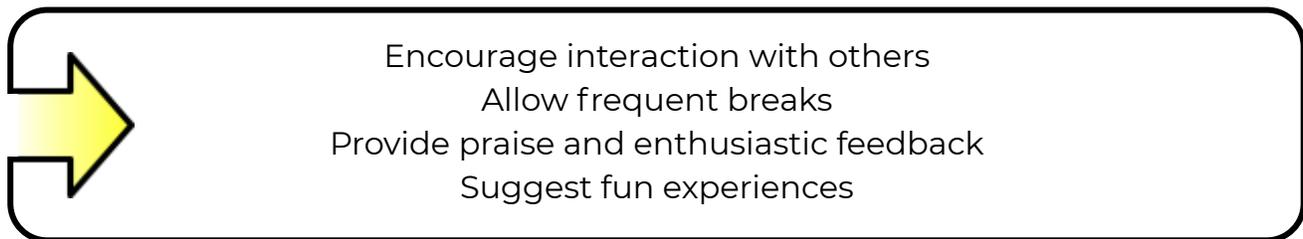
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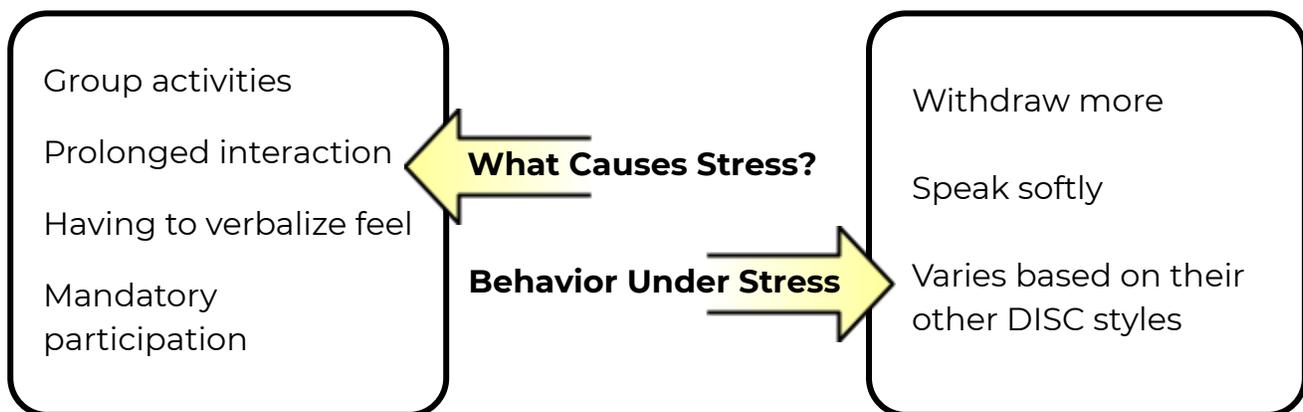
High Influencing



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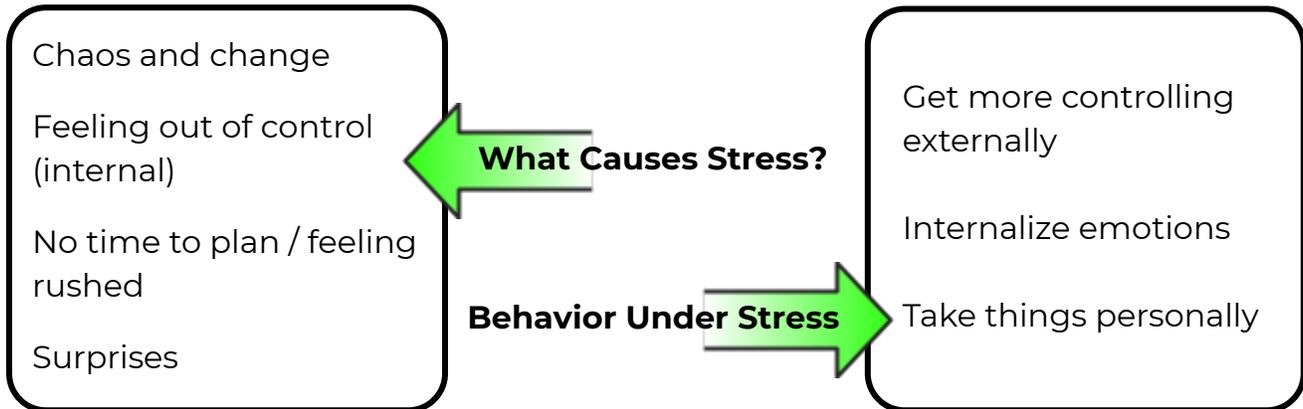
Low Influencing



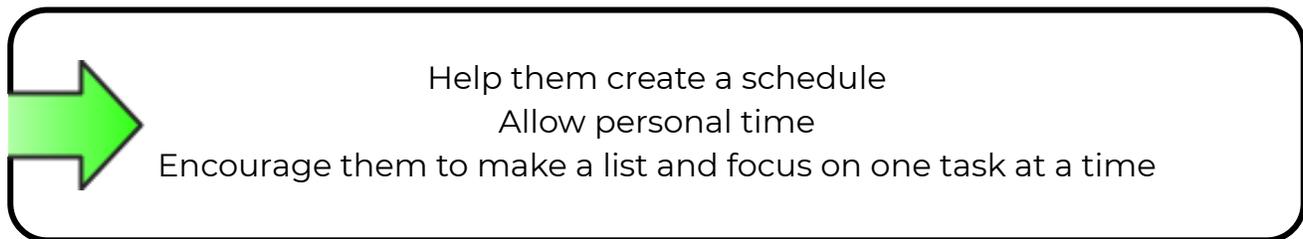
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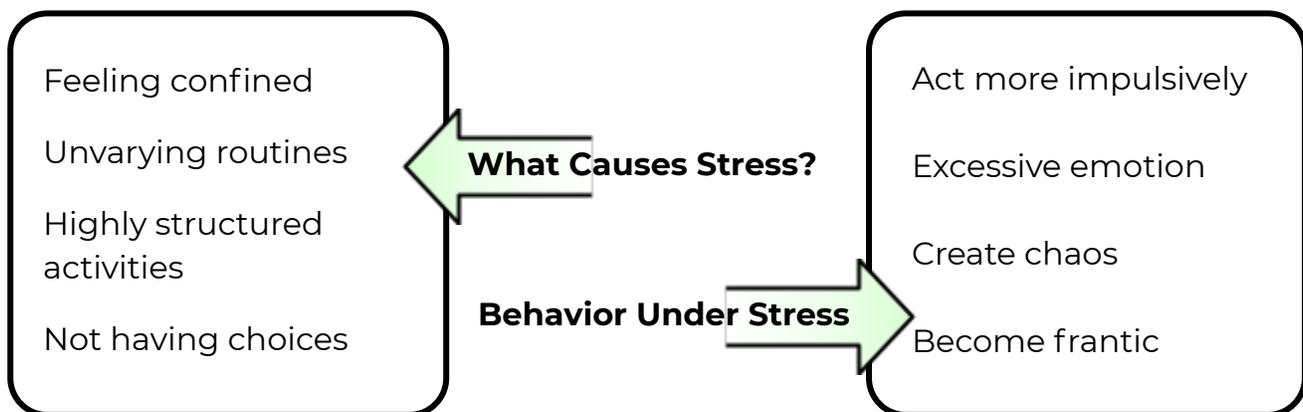
High Steadiness



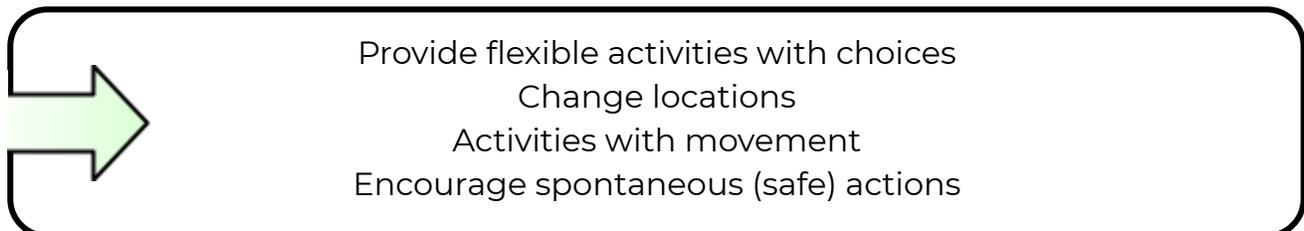
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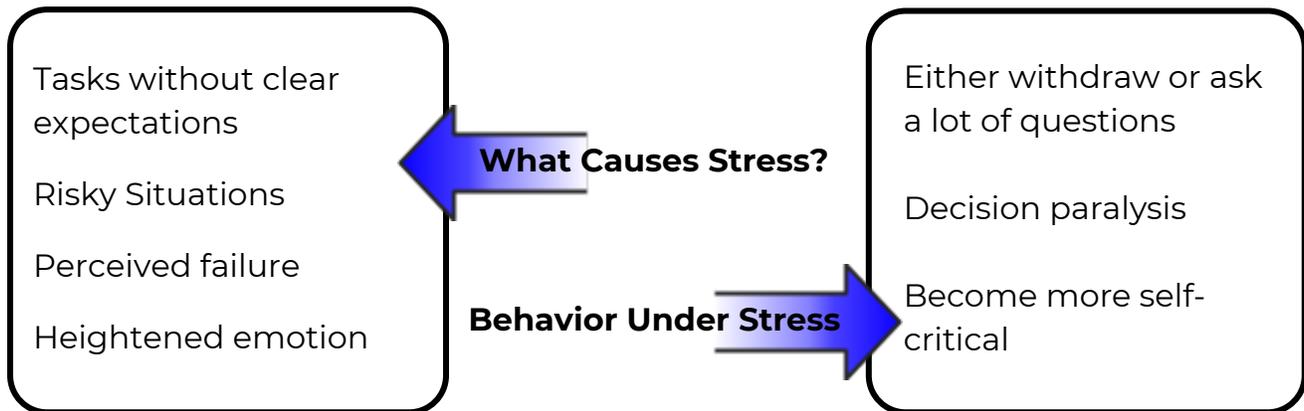
Low Steadiness



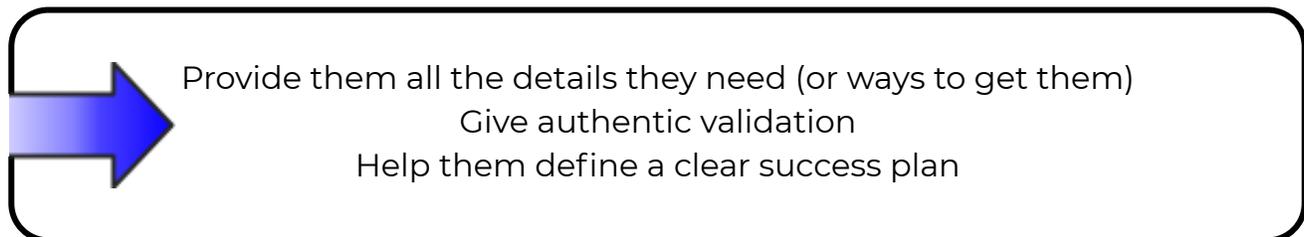
How Can You Help Them Reduce Stress?



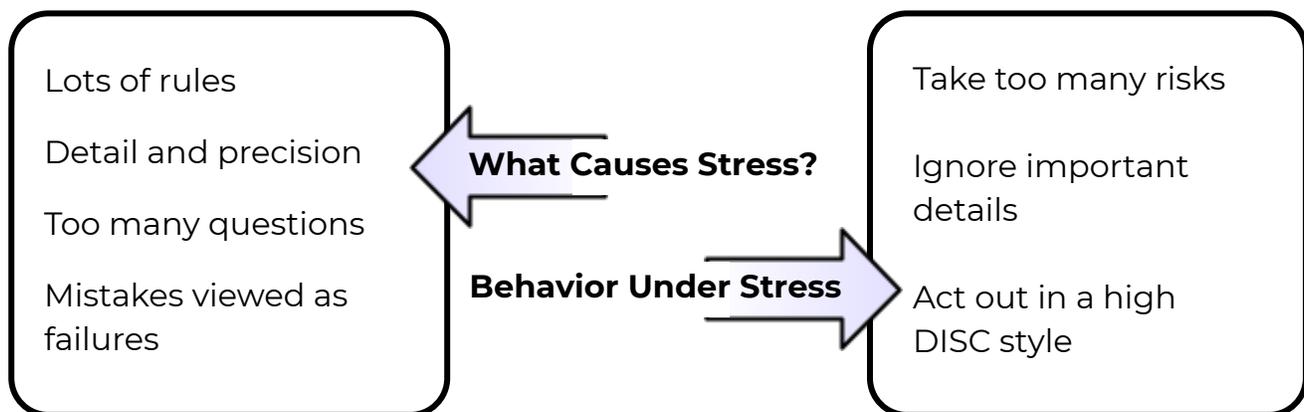
High Compliance



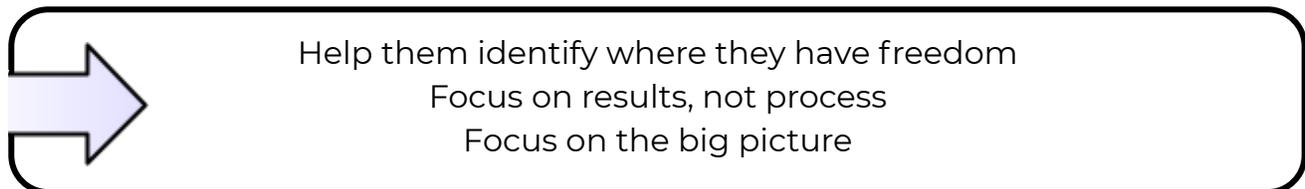
How Can You Help Them Reduce Stress?



Low Compliance



How Can You Help Them Reduce Stress?



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

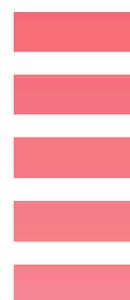
Bridge = between 40 and 60
in all 4 DISC categories

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

<p>High D</p> <p>88% </p> <p>Let them be in charge of their learning. Look for ways they can teach the topics to someone else.</p>	<p>Low D</p> <p>10% </p> <p>Look for ways they can learn in a safe, non-competitive way.</p>
<p>High I</p> <p>73% </p> <p>Help them find a group of peers or mentors to learn with. Encourage them to talk about what they're learning.</p>	<p>Low I</p> <p>6% </p> <p>Give them lots of space to dig deeply into learning topics on their own.</p>
<p>High S</p> <p>88% </p> <p>Help them keep track of their learning goals. Tackle one subject at a time and one task at a time.</p>	<p>Low S</p> <p>11% </p> <p>Let them jump from topic to topic while learning.</p>
<p>High C</p> <p>97% </p> <p>Provide ample time for research and learning in their interest areas. Make sure they know the guidelines for success.</p>	<p>Low C</p> <p>17% </p> <p>Provide a big picture perspective on what they're learning and how it applies to the real world.</p>

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.

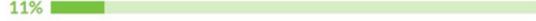
High

Low

<p>High D</p> <p>88% </p> <p>Provide space for them to express emotion however they need to. Let them redecorate their room.</p>	<p>Low D</p> <p>10% </p> <p>Do low stress artistic / nature / mindfulness or prayer based activities.</p>
<p>High I</p> <p>73% </p> <p>They might prefer moving prayer / meditation like dance or walking and talking in nature.</p>	<p>Low I</p> <p>6% </p> <p>Purchase materials for art projects or software to support aesthetic pursuits.</p>
<p>High S</p> <p>88% </p> <p>Create a vision board. Do nature or calm activities. Create a balanced schedule.</p>	<p>Low S</p> <p>11% </p> <p>Let them express their aesthetic pursuits boldly and explore new interests.</p>
<p>High C</p> <p>97% </p> <p>Provide lots of time for them to reflect internally. Purchase guides/ materials for aesthetic projects.</p>	<p>Low C</p> <p>17% </p> <p>Let them come up with new, creative, non-rigid ways to express themselves and pursue aesthetics.</p>

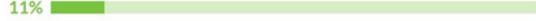
Engagement Tips: Utilitarian

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
<p>High D</p> <p>88% </p> <p>Create mini competitions. Pay them for work they do around the house. Let them win.</p>	<p>Low D</p> <p>10% </p> <p>Make sure their schedule is efficient and helps them achieve their goals.</p>
<p>High I</p> <p>73% </p> <p>Ask them to talk about their dreams. Create real-world projects you can work on together.</p>	<p>Low I</p> <p>6% </p> <p>Have them create a goal journal. Help them streamline their work / schedule.</p>
<p>High S</p> <p>88% </p> <p>Have them come up with a plan for achieving their goals. Create processes to improve efficiency.</p>	<p>Low S</p> <p>11% </p> <p>Create mini goals for quick rewards. Have a menu of paying chores they can do.</p>
<p>High C</p> <p>97% </p> <p>Build in safety for making mistakes. Calculate financial gains. Pursue money making activities.</p>	<p>Low C</p> <p>17% </p> <p>Focus on their results, not process and brainstorm with them about ways to make money quickly.</p>

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.

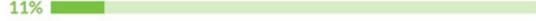
High	Low
<p>High D</p> <p>88% </p> <p>Listen to and support their ideas regarding how they want to make a difference.</p>	<p>Low D</p> <p>10% </p> <p>Provide a safe space for them to help others and feel like they are making a difference.</p>
<p>High I</p> <p>73% </p> <p>Point out ways they help around the house. Let them stay connected to friends online.</p>	<p>Low I</p> <p>6% </p> <p>Point out ways they can help around the house or help people without a lot of interaction.</p>
<p>High S</p> <p>88% </p> <p>Keep existing service-oriented activities on the schedule. Let them help the family.</p>	<p>Low S</p> <p>11% </p> <p>Find new and interesting ways for them to help out.</p>
<p>High C</p> <p>97% </p> <p>Allow them to use their detailed / analytical nature to help the family / others and solve problems.</p>	<p>Low C</p> <p>17% </p> <p>Help them think about social problems they want to solve and how they can contribute towards that.</p>

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

High	Low
<p>High D</p> <p>88% </p> <p>Give lots of choices and put them in charge of something for the family.</p>	<p>Low D</p> <p>10% </p> <p>Give lots of choices and let them put their own unique spin on things.</p>
<p>High I</p> <p>73% </p> <p>Let them lead something in the family. Encourage music, dance, theater performances.</p>	<p>Low I</p> <p>6% </p> <p>Give them opportunities to be in control of their own environment and style.</p>
<p>High S</p> <p>88% </p> <p>Let them create their own routine or structure. Provide recognition for even small wins.</p>	<p>Low S</p> <p>11% </p> <p>Don't box them in and give them freedom express their individuality.</p>
<p>High C</p> <p>97% </p> <p>Let them ask as many questions as they want and allow them to come up with their own rules.</p>	<p>Low C</p> <p>17% </p> <p>Choice and freedom are critical. Let them feel in control of their destiny and praise them.</p>

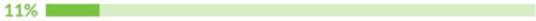
Engagement Tips: Traditional

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

High	Low
<p>High D</p> <p>88% </p> <p>Let them lead a family / religious / cultural or holiday gathering.</p>	<p>Low D</p> <p>10% </p> <p>Make family / religious / cultural or holiday gatherings special and safe.</p>
<p>High I</p> <p>73% </p> <p>Talk about beliefs / traditions that you share. Share beliefs / values with others.</p>	<p>Low I</p> <p>6% </p> <p>Try to maintain a sense of normalcy and read about / explore family traditions / culture / holidays.</p>
<p>High S</p> <p>88% </p> <p>Try to maintain a sense of normalcy and spend even more time on family traditions / holidays.</p>	<p>Low S</p> <p>11% </p> <p>Let them explore beliefs / traditions the matter to them. Express all that is good in your family.</p>
<p>High C</p> <p>97% </p> <p>Let be involved with planning family traditions / holidays / rituals ensuring the details are preserved.</p>	<p>Low C</p> <p>17% </p> <p>Include them in family traditions / holidays / rituals without being too rigid.</p>

Closing Thoughts

God has created each of us with unique strengths, motivators, and ways of interacting with the world. As you explore your child's IndigoPathway results together, remember that these insights are tools to help you see more clearly the beautiful design of our Creator at work.

The most important thing you can do for your child is to see them as God sees them—infinately valuable, deeply loved, and made in His image (Genesis 1:27). When you speak to them, look for opportunities to affirm that truth and remind them who they are in Christ.

Use this season to have rich conversations, pray together, and seek God's wisdom for the next steps in their journey. Celebrate the ways God has already been working in their life, and trust Him with the future.

May this guide experience amplify the moments where you connect heart-to-heart with your child and grow together in faith.

Additional Resources

These resources are great places to look for more information.

Indigo Video Library

Webpage of videos explaining Indigo Attributes:
www.indigoeducationcompany.com/indigo-video-library/

Industry Insider Info Pages

Find out what your future industry is really like with articles on growing career fields written by industry experts.
www.indigopathway.com/database/industry-insider-pages

IndigoPathway Resources

Explore Career and Education Pathway Resources
www.indigopathway.com/resources



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