



# Performance Impact

## Assessment Results

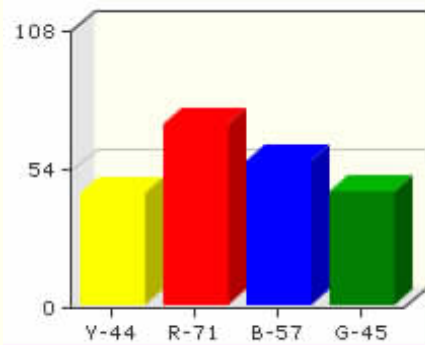
### Energy Levels

**Yellow: 44**  
**Red: 71**  
**Blue: 57**  
**Green: 45**

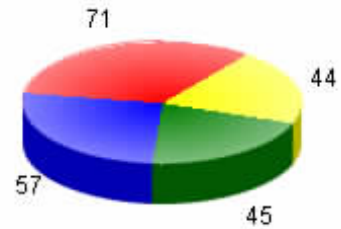
**Pamela Anderson**  
**Primary Energy is**  
**RED**

**ICS-CONNECT**  
**Interest and**  
**Preference**  
**Indicator is the**  
**DEVELOPER**

### Interest & Preference Indicator Graph



Y-44 R-71 B-57 G-45



Energies above the mid-line (54) are your preferred energy styles, those energies we like about ourselves and like to display to others. We easily connect with others who display these energies.

Energies below the mid-line are the energies you are reluctant to use and prefer not to display to others. We tend to disconnect with others who have a preference to displaying these energies.

✘

## THE DEVELOPER - EXTRAVERSION

### Will stay connected when others:

- Are willing to recognize that Developers are committed to getting the job done
- Don't push too hard and let the Developer control the process before making decisions
- Have explored solutions and then are willing to move into action
- Are acting in a mature and adult manner
- Are committed to a realistic, and logical goal
- Have a focused and organized conversation

### Tends to disconnect when others:

- Are very emotional and excitable
- Are trying to control the entire conversation
- Are trying to intentionally mislead them
- Are trying to be too friendly and personal
- Are not seeing the big picture when making decisions
- Are not willing to recognize parameters

### What Developers like people to know about themselves:

- They have a competitive drive but also seek perfection
- They are creative and abstract thinkers
- They need the freedom to implement and establish solutions
- They like to be the very best they can in everything they do
- They are independent but disciplined at the same time

### What Developers don't recognize or like to admit in themselves:

- They get angry with those around them when they don't use their systems
- They tend to be sure about what works and demand that of others see it the same way
- 

### Some things Developers want others to see in themselves:

- **Who I am:** Multi-Task focused
- **Purpose:** Excellence and perfection
- **Value to the organization:** Strength, Action, Loyalty
- **Under stress:** Takes over the authority
- **Worries about:** Failure to complete the task due to lack of commitment
- **Would be more successful by:** Listening to others and giving them a chance to show what they can do

### Things you rarely observe Developers doing:

- Not bringing the project in on time
- Telling themselves it is okay to take short cuts
- Taking criticism lightly

### How to be in touch with Developers:

- Be direct and forthright at all times
- Be concise
- Talk to them about clear and logical bottom-line solutions
- Don't deal in abstract theories; reality is what is real
- Have your goals thought out and have a plan to complete those goals

### Those who really understand Developers say:

- "When they are finished with the project, you can be sure, if not perfect, it will work."
- "They will be organized to bring the project in on time."
- "If you are not above board when dealing with others, they will resist being on the team."



they take on the responsibility of finding solutions even though it isn't in their area of accountability when they see others are not focused



© Copyright 2005-2006 - **SRVZ**. All rights reserved worldwide.  
Exclusive license to H & A International

