



Performance Impact

Assessment Results

Energy Levels

Yellow: 50
Red: 53
Blue: 59
Green: 60

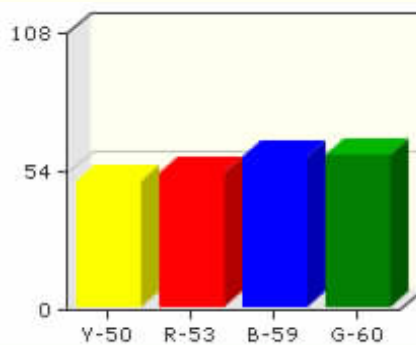
Amber Bertini
Primary Energy is
GREEN

ICS-CONNECT
Interest and
Preference
Indicator is the
SYNCHRONIZER

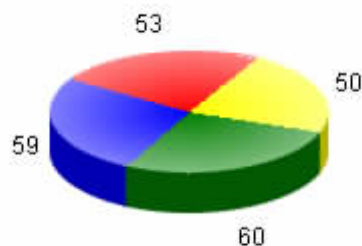
Energies above the mid-line (54) are your preferred energy styles, those energies we like about ourselves and like to display to others. We easily connect with others who display these energies.

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.

Interest & Preference Indicator Graph



Y-50 R-53 B-59 G-60



THE SYNCHRONIZER - FEELING

Will stay connected when others:

- Give the Synchronizer time to consider how people will be affected
- Respect the Synchronizer's privacy
- Give the Synchronizer time to collect all the data and information on people's needs
- Write it down if it is detailed and important
- Know what you are going to say before approaching the Synchronizer
- Ask for and be willing to listen to the Synchronizer's opinions

Tends to disconnect when others:

- Are insincere with the Synchronizer to get them to see things their way
- Get in the Synchronizer's space before they ask you
- Talk out of both sides of their mouth
- Undermine the Synchronizer's feelings
- Don't take situation seriously enough
- Say "It don't care"

What Synchronizers like people to know about themselves:

- They are very hard working, caring and supportive people
- They save every thing for others to use
- They are well educated in the areas of their responsibility
- They are very honest, loyal, and faithful to their family and co-workers
- They are easy going, relaxed, and willing to participate to support others

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

- They tend not to get too close to people, because they fear being used as a door mat
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Some things Synchronizers want others to see in themselves:

- **Who I am:** High sense of what is honorable and fair
- **Purpose:** Keep the world a kinder place
- **Value to the organization:** Makes sure everybody plays "fair"
- **Under stress becomes:** Anxious about the outcome
- **Worries about:** People doing things at the drop of a hat
- **Would be more successful by:** Trusting in others, and having confidence that they will succeed

Things you rarely observe Synchronizers doing:

- Not forgiving themselves for running over the bike that was parked in their driveway
- Make changes without getting consensus
- Ignore the "ping" coming from under the hood of the car

How to be in touch with Synchronizers:

- Listen to what they have to say and how they feel before making final judgment
- Be direct and clear about your message
- Recognize them for their desire to produce quality work work that others will appreciate
- Show appreciation for their contribution
- Honor their spirit and willingness to do a task the right way the first time

Those who really understand Synchronizers say:

- "It is rare to find someone who is so dedicated to their job."
- "You can be sure that when the job is done, they have looked at how it will benefit others."
- "They are some of the hardest working people."

they would rather not do a task, than do it in an uncaring way

- It takes them time to make a final decision



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