Company: Dmlpartners

Assessor: Darlene Lee

Project: ICS Trial

Assessment Results

Individual: Zahid Chaudhary
Primary Energy: BLUE
Active Energy: Introversion

ICS-CONNECT Interest and Preference
Indicator is: MONITOR
Approaches Situations Through: Thinking

Understanding the Energy Scores

Each energy has a maximum score of 108. 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.
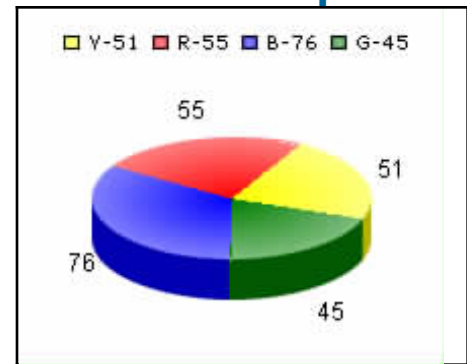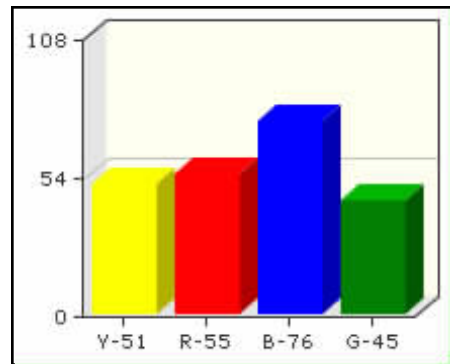
Interest Preference Indicator Graphs

Energy Levels

Yellow: 51

Red: 55

Blue: 76

Green: 45

As with all preferences, to keep a MONITOR engaged in the conversation, three things must occur:

They must be willing to listen.
They must retain information.
They must have a high level of trust in the messenger.

When they disconnect, one or all of these things will cease even though the conversation continues.

Therefore:

"When communicating with others you must keep them connected long enough to raise the level of trust where they are willing to let you influence them."

ICS-CONNECT

How to connect with anyone to build a bond of mutual trust.

THE MONITOR

Will stay connected when others:

- Explain or relay information in a step-by-step process
- Are structured and organized in their approach to projects
- Respect the Monitor's position
- Ask logical and rational questions
- Give the Monitors all the facts before being required to make a decision
- Give the Monitor time to spend in reflection

Tends to disconnect when others:

- Present too many options
- Gloss over important details
- Don't recognize the Monitor's knowledge of the subject
- Push the Monitor into unrealistic deadlines
- Don't stick to the topic and wonder off into unrelated subjects
- Aren't coherent, logical, and rational

What Monitors like people to know about themselves:

- They like to work out all the details before going into action
- They get really excited about creating the process
- They work best by themselves in a quiet area
- They are slow paced, deliberate, quiet, and self-controlled

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

- They will get very defensive when someone challenges them
- They sometimes have a difficult time relating to people who have less knowledge than themselves
- They quickly become uncomfortable in large crowds

Some things Monitors want others to see in themselves:

- **Who I am:** They do the right thing at the right time
- **Purpose:** They strive for perfection in everything they do
- **Value to the organization:** Meets goals, is dependable, realistic, and committed
- **Under stress becomes:** Starts to split hairs
- **Worries about:** Change, when not needed and not being appreciated
- **Would be more successful by:** Better people skills, more relaxed, being more flexible

Things you rarely observe Monitors doing:

- Being the life of the party
- Leave on vacation without knowing all the details of the trip
- Serving as Master of Ceremonies at the company picnic

How to be in touch with Monitors:

- Appreciate them for being detailed
- Value their education and knowledge
- "Engaging mind before engaging mouth"
- Don't force them to build really close relationships
- Honor their independence

Those who really understand Monitors say:

- "You never know what they are thinking, but what ever it is, it will be brilliant."
- "If you ask them about a subject, they have probably researched the topic."
- "They are rather mild mannered and absorbed in their thoughts."

The Eight ICS-CONNECT Preferences

The four color energies have been divided into eight ICS-CONNECT preferences. The eight preferences are derived from the four basic energies. The eight preferences are identified as Director, Stimulator, Encourager, Assister, Supporter, Synchronizer, Monitor, and Developer.

The Director believes in "getting it done now". Directors are fast paced, certain about what they are doing with a strong will to be competitive. They are very uncomfortable in a relaxed, comfortable, and supporting environment.

The Stimulator believes in "moving forward". Stimulators are extremely enthusiastic, very persuasive, have a purpose for everything they set to accomplish. Like the Director they are fast paced and active. They are very uncomfortable when questioned about their purpose or in a quiet, easy going environment.

The Encourager believes in "making it happen together". Encouragers are very interactive, highly competitive, and have a passion for what they believe. They are quick to make many friends, the more the better. They are very uncomfortable when others are slow-paced, formal, and very self-controlled.

The Assister believes in "reaching a consensus". Assisters are very trusting, will respond emotionally, and are very descriptive in their story telling. They are very uncomfortable when they are required to be disciplined, or are in a logical and formal environment.

The Supporter believes in "doing things in a tactful manner". Supporters are very encouraging, sincerely care about people, and are accepting of others. They are very uncomfortable in a fast paced, competitive environment where other people may not be taken into consideration.

The Synchronizer believes in "being neat and tidy". Synchronizers are very, relaxed, easy-going, and quiet. They enjoy being by themselves and reflecting on life. They are very uncomfortable when they are in an active, hectic, and fast-paced environment.

The Monitor believes in "doing it right the first time". Monitors are very deliberate, slow-paced, formal, and self-controlled. They are very uncomfortable when the environment is creative, emotional, spontaneous, and expressive.

The Developer believes in "just get it done". Developers are very independent, disciplined, using thoughtful logic to reach conclusions. They are very uncomfortable when people are too trusting, personal, sociable and compassionate.