Company: Willis Group

Assessor: Lynette Rhodes-Garmonsway

Project: Genuent Team

Assessment Results

Individual: Regina Corey
Primary Energy: YELLOW
Active Energy: Extraversion

ICS-CONNECT Interest and Preference
Indicator is: ENCOURAGER
Approaches Situations Through: Feeling

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.
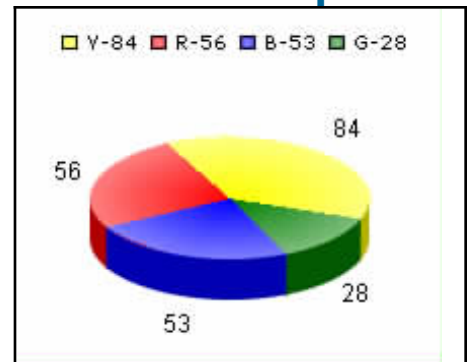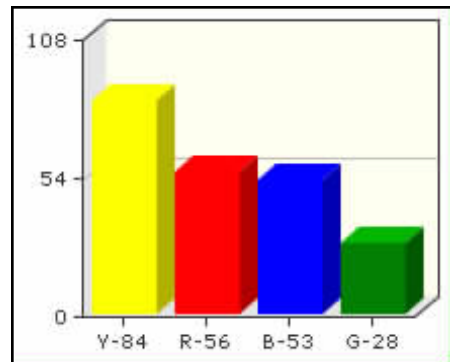
Interest Preference Indicator Graphs

Energy Levels

Yellow: 84

Red: 56

Blue: 53

Green: 28

As with all preferences, to keep a ENCOURAGER 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."

THE ENCOURAGER

Will stay connected when others:

- Keep the conversation on a personal level
- Recognize the Encourager for their contribution and boost their self-esteem
- Ask the Encourager for their opinion and advice
- Are being expressive and harmonious
- Are being enthusiastic and positive
- Who enjoy having fun, while building strong relationships

Tends to disconnect when others:

- Require the Encourager to remember too many details
- Are taking a power position
- Talk slowly and with no passion
- Demonstrate a lack of interest in what the Encourager feels is important
- Don't consider the Encourager's feelings
- Are being too logical

What Encouragers like people to know about themselves:

- They are very loyal and can be trusted
- They are an out-of-the-box creative thinker
- They work best in an environment that is free from constraints and supervision
- They have an optimistic, can-do attitude
- They are competitive, fast paced, and expressive

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

- When they get angry, they tend to also get even
- They start or get involved in many projects and finish very few
- Because they don't like details, they many times miss the most obvious details

Some things Encouragers want others to see in themselves:

- **Who I am:** Fun loving person
- **Purpose:** Be popular
- **Value to the organization:** People skills, momentum, sharing of ideas
- **Under stress becomes:** Dictatorial, vengeful
- **Worries about:** Self worth and social approval
- **Would be more successful by:** Listening for detail, slowing down, and more follow-through

Things you rarely observe Encouragers doing:

- Spending time alone
- Making detailed lists
- Speaking with their hands in their pockets

How to be in touch with Encouragers:

- Be passionate about what they stand for
- Value their relationship
- Don't be stuffy and unbending
- Congratulate them when a job is well done
- Don't try to change them; accept them for who they are

Those who really understand Encouragers say:

- "I like having them at the party. They keep it lively; you never know what they will do next."
- "They are very passionate about people and will stand by their true friends through thick and thin."
- "They are very loyal friends; others enjoy their company."

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.