



Assessment Results

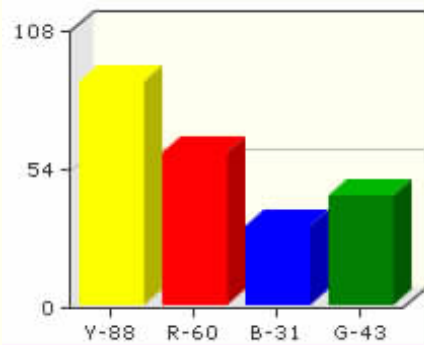
Energy Levels

Yellow: 88
Red: 60
Blue: 31
Green: 43

John Cottle
Primary Energy is
Yellow

ICS-CONNECT
Interest and
Preference
Indicator is the
ENCOURAGER

Interest & Preference Indicator Graph



Y-88 R-60 B-31 G-43



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 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."





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