



Company: Willis Group
Assessor: Lynette Rhodes-Garmonsway
Project: Donovan And Watkins

Assessment Results

Individual: Rebecca Covarrubias
 Primary Energy: GREEN
 Active Energy: Introversion

ICS-CONNECT Interest and Preference
 Indicator is: ASSISTER
 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

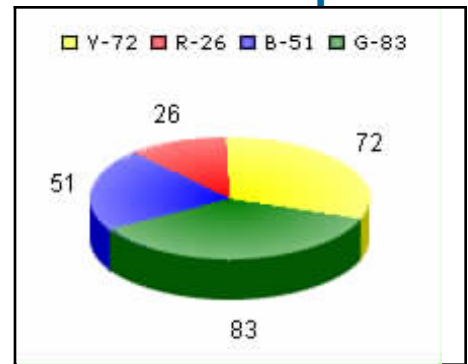
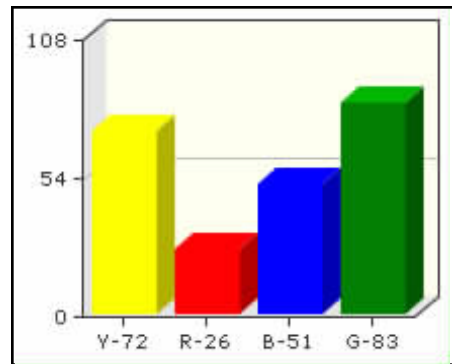
Energy Levels

Yellow: 72

Red: 26

Blue: 51

Green: 83



As with all preferences, to keep a ASSISTER 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.”

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

THE ASSISTER - INTROVERSION

Will stay connected when others:

- Are trying to build a lasting relationship with the Assister
- Provide an environment that allows the Assister to express their thoughts and fears
- Recognize the Assister for their ability to be fair and honest
- Give the Assister time to reflect as it will affect their level of performance
- Mirror the Assister's calm and relaxed nature
- Negotiate in a calm, quiet, and slow pace

Tends to disconnect when others:

- Get too personal
- Criticize before the Assister's contributions are acknowledged
- Do not allow the Assister to express their thoughts and concerns
- The Assister's feelings are not being recognized
- "Tell" rather than "ask"
- Apply pressure to make the Assister move faster
- Don't show respect for fellow mankind

What Assisters like people to know about themselves:

- They are very sensitive as to how people feel
- They are supportive, warm, and caring
- You can be sure they will be there when you need them
- They are responsible, caring, and sincere

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

- They can't seem to say no, even if it will cause difficulty in their lives
- They get upset when someone doesn't return their favors
- They don't always express their true feelings
- They feel that they aren't doing enough for those closest to them

Some things Assisters want others to see in themselves:

- **Who I am:** Empathetic

- **Purpose:** To be of service with a smile to others
- **Value to the organization:** Helps others to build relationships
- **Under stress:** Bleeds inside
- **Worries about:** Having to work under too much pressure
- **Would be more successful by:** Learning to say "no"; limit involvement

Things you will rarely observe Assisters doing:

- Not returning favors
- Not showing empathy for people who are experiencing tough times in life
- Leaving a desperate neighbor to fend for themselves

How to be in touch with Assisters:

- Be willing to listen and show that you appreciate them
- Let them know you value them
- When communicating with them, make good and constant eye contact
- If you need to pass judgment on them, do it kindly
- Share life's joys with them

Those who really understand Assisters say:

- "They are admired by all who know them because they are willing to be there when someone needs them many times putting their own needs aside."
- "They are wonderful people to be around. They are honest, caring, and sharing, making others feel they are the most important person in their life."



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.

