ICS CONNECT
BUILDING BONDS OF MUTUAL TRUST

Individual: **Chris Dickerson**

Sponsor: **Willis Group**

Project: **Potential Employees**

Assessment Results

Individual: Chris Dickerson
Primary Energy: RED
Active Energy: Extraversion

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

Understanding the Energy Scores

Each energy has a maximum score of 108. A score of 54 or more indicates our preference to using that energy. A score of less than 54 indicates your reluctance to using that energy.

The farther the bar moves to the right the more comfortable it is to use that energy. The farther the bar moves to the left the more difficult it is to use that energy.

Energy Levels **Yellow: 48** **Red: 83** **Blue: 64** **Green: 22**

Interest Preference Indicator Graphs
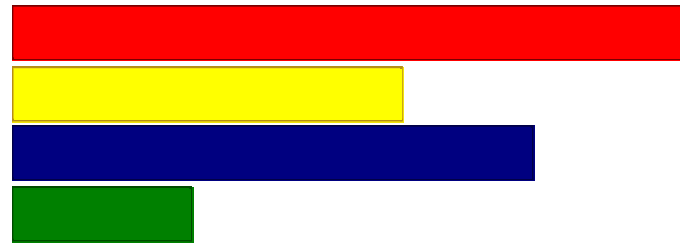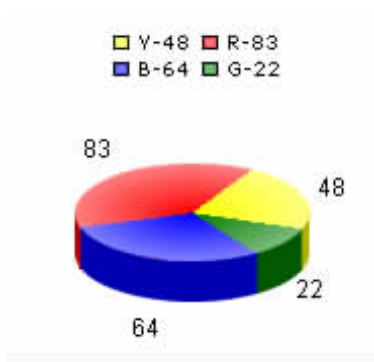
As with all preferences, by keeping the DEVELOPER connected to the conversation, three things will occur:

They will desire to continue to listen.
They will continue to raise their level of trust in what you are communicating.
They will then retain the highest level of information possible.

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 build a bond 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 DEVELOPER - EXTRAVERSION

Will stay connected when others:

- Are willing to recognize that Developers are committed to getting the job done
- Don't push too hard and let the Developer control the process before making decisions
- Have explored solutions and then are willing to move into action
- Are acting in a mature and adult manner
- Are committed to a realistic, and logical goal
- Have a focused and organized conversation

Tends to disconnect when others:

- Are very emotional and excitable
- Are trying to control the entire conversation
- Are trying to intentionally mislead them
- Are trying to be too friendly and personal
- Are not seeing the big picture when making decisions
- Are not willing to recognize parameters

What Developers like people to know about themselves:

- They have a competitive drive but also seek perfection
- They are creative and abstract thinkers
- They need the freedom to implement and establish solutions
- They like to be the very best they can in everything they do
- They are independent but disciplined at the same time

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

- They get frustrated with those around them when they don't use their systems
- They tend to be sure about what works and demand that of others see it the same way
- They take on the responsibilities of finding solutions even though it isn't in their area of accountability when they see others are not focused

Some things Developers want others to see in themselves:

- **Who I am:** Multi-Task focused
- **Purpose:** Excellence and perfection
- **Value to the organization:** Strength, Action, Loyalty
- **Under stress:** Takes over the authority
- **Worries about:** Failure to complete the task due to lack of commitment
- **Would be more successful by:** Listening to others and giving them a chance to show what they can do

Things you rarely observe Developers doing:

- Not bringing the project in on time
- Telling themselves it is okay to take short cuts
- Taking criticism lightly

How to be in touch with Developers:

- Be direct and forthright at all times
- Be concise
- Talk to them about clear and logical bottom-line solutions
- Don't deal in abstract theories; reality is what is real
- Have your goals thought out and have a plan to complete those goals

Those who really understand Developers say:

- "When they are finished with the project, you can be sure, if not perfect, it will work. "
- "They will be organized to bring the project in on time."
- "If you are not above board when dealing with others, they will resist being on the team."

The Twelve ICS-CONNECT Preferences

 The four color energies have been divided into twelve ICS-CONNECT preferences. The twelve preferences are derived from the four basic energies.

The twelve preferences are identified as Director, Stimulator (Thinking) / (Feeling), Encourager, Assister (Extraverted) / (Introverted), Supporter, Synchronizer (Feeling) / (Thinking), Monitor, and Developer (Introverted) / (Extraverted).

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 (Thinking)

- like the Director are fast paced and active. They are very uncomfortable when questioned about their purpose or in a quiet, easy going environment.

The Stimulator (Feeling)

- believes in "moving forward" like the Encouragers they are extremely enthusiastic, very persuasive, have a purpose for everything they set to accomplish. They are very uncomfortable when they questioned about their relationships with others.

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 (Extraverted)

- like the Encourager believes in "reaching a consensus" using their relationship building skills. Assisters are very trusting, will respond emotionally, and are very descriptive in their story telling. They are very uncomfortable when required to be disciplined, or are in a logical and formal environment.

The Assister (Introverted)

- like the Supporter are very comfortable when they are required to be disciplined, or are in a formal environment. They are very uncomfortable when required to openly discuss issues before they are ready.

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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 (Feeling)

- like the Supporter enjoy being by themselves and reflecting on life. They are very uncomfortable when they are in an active, hectic, and fast-paced environment.

The Synchronizer (Thinking)

- like the Monitor believes in "being neat and tidy" and are very, relaxed, easy-going, and quiet. They are very uncomfortable when they are not given enough time to become informed and reflective.

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 (Introverted)

- like the Monitor is very independent, disciplined, using thoughtful logic to reach conclusions. They are very uncomfortable when they are required to take control without a logical plan.

The Developer (Extraverted)

- like the Director believes in "just get it done". They are very uncomfortable when people are too trusting, personal, sociable and compassionate.