



Company: Performance Impact

Assessor: Beverly Casey

Project: Sr Pm Mgrs 11-2007

Assessment Results

Individual: Gene Douglas
Primary Energy: **YELLOW**
Active Energy: Extroversion

ICS-CONNECT Interest and Preference
Indicator is: **STIMULATOR**
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

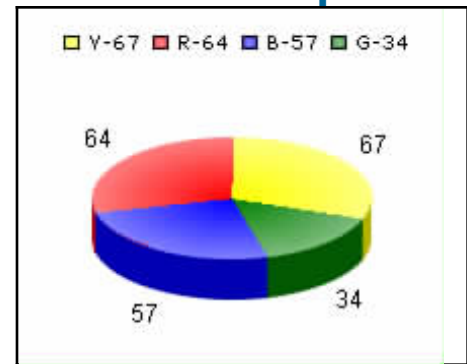
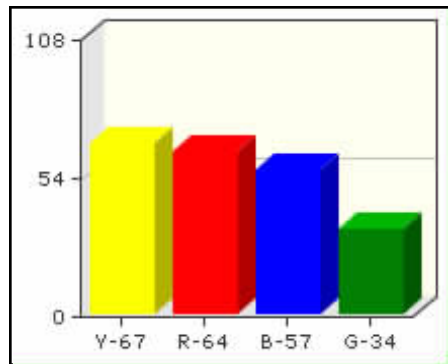
Energy Levels

Yellow: 67

Red: 64

Blue: 57

Green: 34



As with all preferences, to keep a **STIMULATOR** 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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THE STIMULATOR - FEELING

Will stay connected when others:

- Are having fun
- Keep things interesting
- Respect the Stimulator's ideas and opinions
- Ask the Stimulator for ideas
- Are openly willing to share
- Keep things creative

Tends to disconnect when others:

- Are being negative and non-communicative
- Limit the Stimulator's range of ability and opportunity
- Restrict the Stimulator's desire to create new possibilities
- Hamper the Stimulator's ability to network with their peers
- Impose too much detail and information

What Stimulators like people to know about themselves:

- That they are friendly, outgoing, and full of life
- They are great at motivating others to do what they want
- Failure doesn't stop them from finding another way to succeed
- They make things happen around them

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

- They have a low level of tolerance for people who don't have fun
- They enjoy multi-tasking, but too often take on too many tasks
- One of their greatest fears is that people will not recognize them for their contributions

Some things Stimulators want others to see in themselves:

- **Who I am:** Enthusiastic and loyal
- **Purpose:** Strive to understand the vision
- **Value to the organization:** Vision, inspiration, energy
- **Under stress becomes:** Emotional and uncontrolled
- **Worries about:** Being a failure
- **Would be more successful by:** More analysis, stop and think things through, view more of the details and less of the big picture

Things you rarely observe Stimulators doing:

- Focusing on the here and now
- Failing to come up with new ideas
- Not willing to go the extra mile

How to be in touch with Stimulators:

- Understand that they are motivated by new opportunities
- Appreciate their pioneering spirit
- Give them opportunities to stretch
- Give them public recognition for their success
- Honor their spirit and desire to create new vision

Those who really understand Stimulators say:

- "They know how to make people around them feel special."
- "They inspire others to dream beyond their wildest imaginations."
- "They are great motivators."



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.

