



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

Assessment Results

Individual: Shibaji Ghosh
Primary Energy: **BLUE**
Active Energy: Introversion

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

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

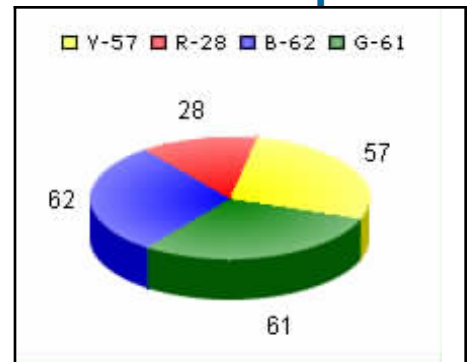
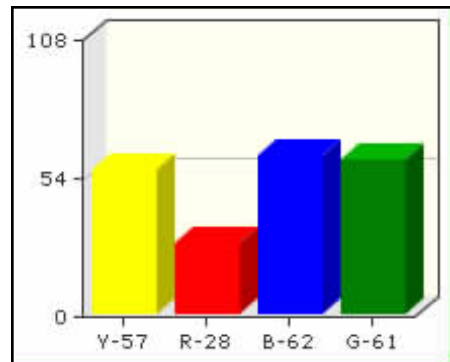
Energy Levels

Yellow: 57

Red: 28

Blue: 62

Green: 61



As with all preferences, to keep a **SYNCHRONIZER** 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 SYNCHRONIZER - THINKING

Will stay connected when others:

- Give the Synchronizer time to collect their thoughts and data
- Respect the Synchronizer's privacy
- Give the Synchronizer time to collect all the raw data and information
- Write it down if it is detailed and important
- Know your facts before approaching the Synchronizer
- Ask for and be willing to listen to the Synchronizer's opinions

Tends to disconnect when others:

- Flatter the Synchronizer to get them to see things your way
- Get in the Synchronizer's space before they ask you
- Talk about what you don't know
- Undermine the Synchronizer's authority
- Make fun of a serious situation
- Say "It isn't possible"

What Synchronizers like people to know about themselves:

- They are very hard working and responsible
- They keep the area around them neat with everything in its place
- They are well educated in the areas of their responsibility
- They are very honest, loyal, and faithful to their family and co-workers
- They are easy going, relaxed, and willing to participate when it makes sense

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

- They fear being taken advantage of, so they tend not to get emotionally too close to people
- They would rather not do a task, than do it just half way
- It takes them time to make a final decision

Some things Synchronizers want others to see in themselves:

- **Who I am:** High sense of self esteem and inner drive

- **Purpose:** Keep the world a more organized place
- **Value to the organization:** Makes sure everybody plays "by the rules"
- **Under stress becomes:** Anxious about the details
- **Worries about:** People doing things at the drop of a hat
- **Would be more successful by:** Trusting in others, and having confidence that they will not fail

Things you rarely observe Synchronizers doing:

- Not forgiving themselves for running over the bike that was parked in their driveway
- Make changes without consulting an expert
- Ignore the "ping" coming from under the hood of the car

How to be in touch with Synchronizers:

- Listen to what they have to say and take time to process the information
- Be direct and clear about your message
- Recognize them for their desire to produce quality work
- Reward them for their accuracy and attention to detail
- Honor their spirit to do a task the right way the first time

Those who really understand Synchronizers say:

- "It is rare to find someone who is so dedicated to getting their job done right."
- "You can be sure that when the job is done, they have looked at every detail."
- "They are some of the hardest working people."



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.

