



Performance Impact

Assessment Results

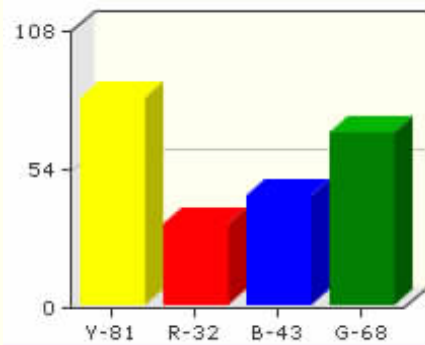
Energy Levels

Yellow: 81
Red: 32
Blue: 43
Green: 68

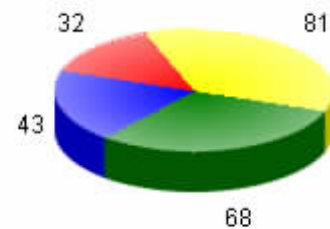
Barbara Gonzales
Primary Energy is
YELLOW

ICS-CONNECT
Interest and
Preference
Indicator is the
ASSISTER

Interest & Preference Indicator Graph



Y-81 R-32 B-43 G-68



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.

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THE ASSISTER - EXTRAVERSION

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 ideas
- Recognize the Assister for their ability to be brilliant
- Give the Assister time to reflect as it will affect their image
- Mirror the Assister's easy going and relaxed nature
- Negotiate in a calm and relaxed environment

Tends to disconnect when others:

- Get too boring
- Criticize before the Assister's contributions are recognized
- Do not allow the Assister to express their thoughts and ideas
- The Assister's feelings are not being recognized
- Try and take over
- Apply pressure to make the Assister change
- Don't show respect for their ideas and creativity

What Assisters like people to know about themselves:

- They are very sensitive as to how people feel
- They are generous, warm, and caring
- You can be sure they will be there when you need them
- They are responsive, inventive, and trusting

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

- **Purpose:** To serve and be recognized
- **Value to the organization:** Helps others to build relationships
- **Under stress:** Feel inadequate
- **Worries about:** Having to work under deadlines
- **Would be more successful by:** Learning to focus on one opportunity at a time

Things you will rarely observe Assisters doing:

- Not taking center stage
- Not showing empathy for people who are experiencing tough times in life
- Not trying to find solutions for problems

How to be in touch with Assisters:

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

Those who really understand Assisters say:

- "They are admired by all who know them because they are always aware of the feelings of others."
- "They are wonderful people to be around. They are creative, energizing, and make others feel they are the most important person in their life."



when conversations

- They don't always express their true feelings
- They feel that they aren't doing enough for those closest to them



Some things Assiters want others to see in themselves:

- **Who I am:** Understanding

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