



Performance Impact

Assessment Results

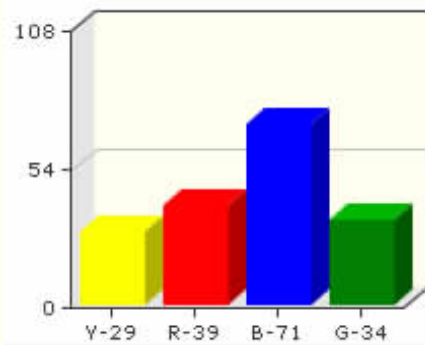
Energy Levels

Yellow: 29
Red: 39
Blue: 71
Green: 34

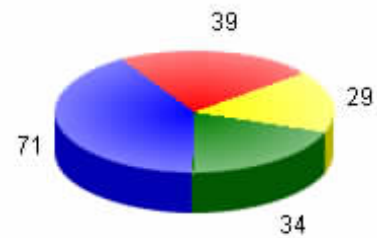
Cathy Guzman
Primary Energy is
BLUE

ICS-CONNECT
Interest and
Preference
Indicator is the
MONITOR

Interest & Preference Indicator Graph



Legend: Y-29 (Yellow), R-39 (Red), B-71 (Blue), G-34 (Green)



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.

✘

THE MONITOR

Will stay connected when others:

- Explain or relay information in a step-by-step process
- Are structured and organized in their approach to projects
- Respect the Monitor's position
- Ask logical and rational questions
- Give the Monitors all the facts before being required to make a decision
- Give the Monitor time to spend in reflection

Tends to disconnect when others:

- Present too many options
- Gloss over important details
- Don't recognize the Monitor's knowledge of the subject
- Push the Monitor into unrealistic deadlines
- Don't stick to the topic and wonder off into unrelated subjects
- Aren't coherent, logical, and rational

What Monitors like people to know about themselves:

- They like to work out all the details before going into action
- They get really excited about creating the process
- They work best by themselves in a quiet area
- They are slow paced, deliberate, quite, and self-controlled

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

- They will get very defensive when someone challenges them
- They sometimes have a difficult time relating to people who have less knowledge than themselves
- They quickly become uncomfortable in large crowds

Some things Monitors want others to see in themselves:

- **Who I am:** They do the right thing at the right time
- **Purpose:** They strive for perfection in everything they do
- **Value to the organization:** Meets goals, is dependable, realistic, and committed
- **Under stress becomes:** Starts to split hairs
- **Worries about:** Change, when not needed and not being appreciated
- **Would be more successful by:** Better people skills, more relaxed, being more flexible

Things you rarely observe Monitors doing:

- Being the life of the party
- Leave on vacation without knowing all the details of the trip
- Serving as Master of Ceremonies at the company picnic

How to be in touch with Monitors:

- Appreciate them for being detailed
- Value their education and knowledge
- "Engaging mind before engaging mouth"
- Don't force them to build really close relationships
- Honor their independence

Those who really understand Monitors say:

- "You never know what they are thinking, but what ever it is, it will be brilliant."
- "If you ask them about a subject, they have probably researched the topic."
- "They are rather mild mannered and absorbed in their thoughts."





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