Company: **Critical Business Solutions**

Assessor: **Jeff Powell**

Project: **Roche**

Assessment Results

Individual: Vanessa Hedinger   ICS-CONNECT Interest and Preference
Primary Energy: BLUE   Indicator is: DEVELOPER
Active Energy: Introversion   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.
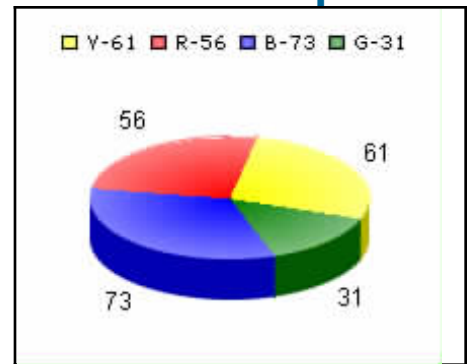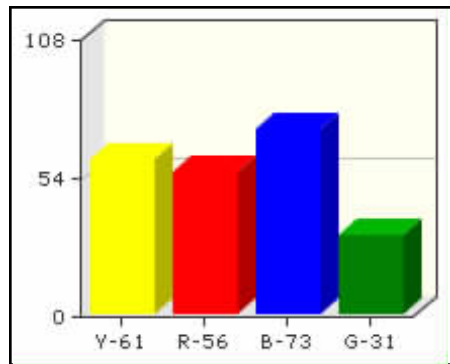
Interest Preference Indicator Graphs

Energy Levels

Yellow: 61

Red: 56

Blue: 73

Green: 31

As with all preferences, to keep a DEVELOPER 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."

ICS-CONNECT

How to connect with anyone to build a bond of mutual trust.

THE DEVELOPER - INTROVERSION

Will stay connected when others:

- Are willing to recognize that Developers are intellectual and committed
- Don't push too hard and let the Developer have their privacy before making decisions
- Have explored solutions and then are willing to proceed with caution
- Are acting in a mature and adult manner
- Are being practical, realistic, and logical
- Have a structured and organized conversation

Tends to disconnect when others:

- Are very emotional and excitable
- Are trying to control the entire conversation
- Are trying to pull the Developer's leg or attempting to mislead them
- Are trying to be too friendly and personal
- Are not using facts when making decisions
- Are not following the established rules

What Developers like people to know about themselves:

- They have a competitive drive but also seek perfection
- They are innovative and practical thinkers
- They need the freedom to explore options
- They like to be the very best they can in everything they do
- They are open minded 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 proven procedures
- They tend to be a perfectionist and demand that of others
- 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:** Task focused
- **Purpose:** Excellence and perfection
- **Value to the organization:** Strength, Action, Loyalty
- **Under stress:** Takes over the project
- **Worries about:** Failure to complete the task due to lack of organization
- **Would be more successful by:** Listening to others and giving them a chance to prove their worth

Things you rarely observe Developers doing:

- Not bringing the project in complete
- Telling themselves it is okay to let a few minor mistakes slide
- Taking criticism lightly

How to be in touch with Developers:

- Be direct and accurate at all times
- Be correct
- Approach them with critical, logical, and analytical dialog
- Don't deal in theoretical idea; quantified data is what is real
- Have your goals written out and have a plan to complete those goals

Those who really understand Developers say:

- "When finished with the project, you can be sure, if not perfect, it will be very close. "
- "They will burn the midnight oil 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 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.