



Individual: Traneshia Henderson

Sponsor: Willis Group

Project: Willis Group Corporate Office

Assessment Results

Individual: Traneshia Henderson
 Primary Energy: **YELLOW**
 Active Energy: Extraversion

ICS-CONNECT Interest and Preference
 Indicator is: **ASSISTER**
 Approaches Situations Through: Feeling

Understanding the Energy Scores

Each energy has a maximum score of 108. A score of 54 or more indicates our preference to using that energy. A score of less than 54 indicates your reluctance to using that energy.

The farther the bar moves to the right the more comfortable it is to use that energy. The farther the bar moves to the left the more difficult it is to use that energy.

Energy Levels **Yellow: 61** **Red: 57** **Blue: 44** **Green: 58**

Interest Preference Indicator Graphs



As with all preferences, by keeping the **ASSISTER** connected to the conversation, three things will occur:

- They will desire to continue to listen.
- They will continue to raise their level of trust in what you are communicating.
- They will then retain the highest level of information possible.

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

Some things Assisters want others to see in themselves:

- **Who I am:** Understanding
- **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."



ICS-CONNECT

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

The Twelve ICS-CONNECT Preferences

The four color energies have been divided into twelve ICS-CONNECT preferences. The twelve preferences are derived from the four basic energies.

The twelve preferences are identified as Director, Stimulator (Thinking) / (Feeling), Encourager, Assister (Extraverted) / (Introverted), Supporter, Synchronizer (Feeling) / (Thinking), Monitor, and Developer (Introverted) / (Extraverted).



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 (Thinking)

- like the Director are fast paced and active. They are very uncomfortable when questioned about their purpose or in a quiet, easy going environment.

The Stimulator (Feeling)

- believes in "moving forward" like the Encouragers they are extremely enthusiastic, very persuasive, have a purpose for everything they set to accomplish. They are very uncomfortable when they questioned about their relationships with others.

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 (Extraverted)

- like the Encourager believes in "reaching a consensus" using their relationship building skills. Assisters are very trusting, will respond emotionally, and are very descriptive in their story telling. They are very uncomfortable when required to be disciplined, or are in a logical and formal environment.

The Assister (Introverted)

- like the Supporter are very comfortable when they are required to be disciplined, or are in a formal environment. They are very uncomfortable when required to openly discuss issues before they are ready.

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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 (Feeling)

- like the Supporter enjoy being by themselves and reflecting on life. They are very uncomfortable when they are in an active, hectic, and fast-paced environment.

The Synchronizer (Thinking)

- like the Monitor believes in "being neat and tidy" and are very, relaxed, easy-going, and quiet. They are very uncomfortable when they are not given enough time to become informed and reflective.

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 (Introverted)

- like the Monitor is very independent, disciplined, using thoughtful logic to reach conclusions. They are very uncomfortable when they are required to take control without a logical plan.

The Developer (Extraverted)

- like the Director believes in "just get it done". They are very uncomfortable when people are too trusting, personal, sociable and compassionate.

