



Assessment Results

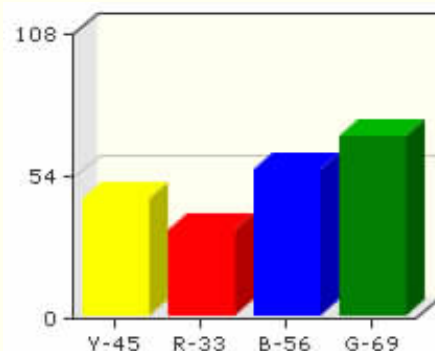
Energy Levels

Yellow: 45
 Red: 33
 Blue: 56
 Green: 69

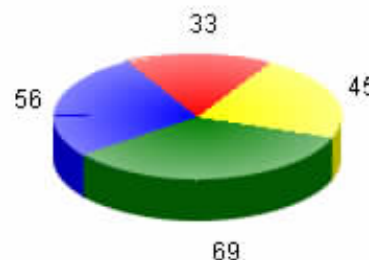
Jeanne Huiras
 Primary Energy is
GREEN

ICS-CONNECT
 Interest and
 Preference
 Indicator is the
SYNCHRONIZER

Interest & Preference Indicator Graph



Y-45 R-33 B-56 G-69



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 Synchronizer

When communicating with others, three things must happen:

- 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, they must stay connected long enough to raise the level of trust to a point where they are willing to let you influence them."

The Synchronizer

Will stay connected when others:

- Give the Synchronizer time to collect their thoughts

- Respect the Synchronizer's privacy
- Give the Synchronizer time to collect all the data and information
- Write it down if it is detailed and important
- Know what you are going to say 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 out of both sides of their mouth
- 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 people
- 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

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

- They tend not to get too close to people, because they fear being used as a door mat
- 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 "fair"
- **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:

- Forgive 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 before making final judgment
- 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 their job."
- "You can be sure that when the job is done, they have looked at every detail."
- "They are some of the hardest working people."