



**Individual:** Michelle Johnson  
**Sponsor:** Willis Group  
**Project:** Willis Group Corporate Office

**Assessment Results**

Individual: Michelle Johnson  
 Primary Energy: **YELLOW**  
 Active Energy: Extraversion

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

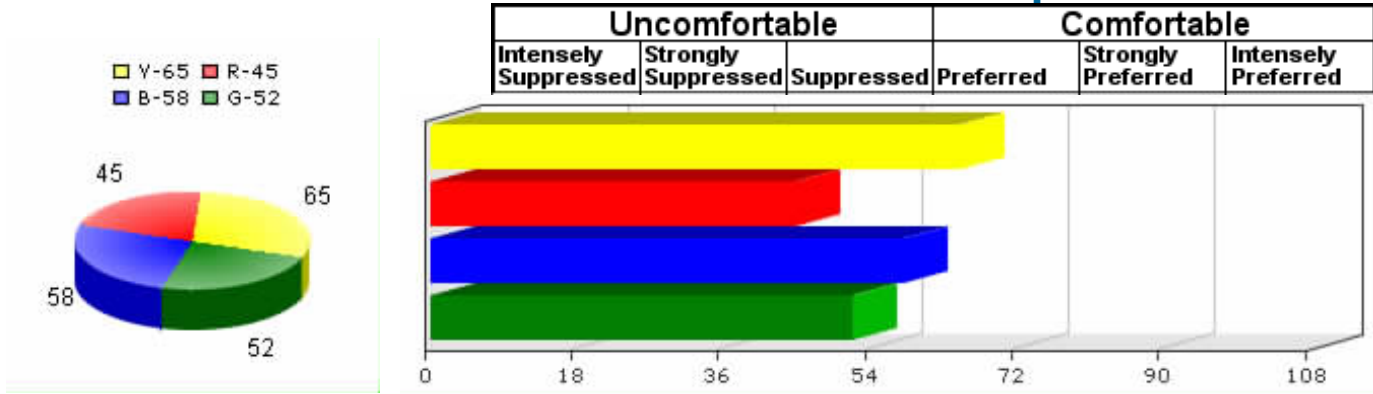
**Understanding the Energy Scores**

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: 65**    **Red: 45**    **Blue: 58**    **Green: 52**

**Interest Preference Indicator Graphs**



As with all preferences, by keeping the **ENCOURAGER** 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 ENCOURAGER

### Will stay connected when others:

- Keep the conversation on a personal level
- Recognize the Encourager for their contribution and boost their self-esteem
- Ask the Encourager for their opinion and advice
- Are being expressive and harmonious
- Are being enthusiastic and positive
- Who enjoy having fun, while building strong relationships

### Tends to disconnect when others:

- Require the Encourager to remember too many details
- Are taking a power position
- Talk slowly and with no passion
- Demonstrate a lack of interest in what the Encourager feels is important
- Don't consider the Encourager's feelings
- Are being too logical

### What Encouragers like people to know about themselves:

- They are very loyal and can be trusted
- They are an out-of-the-box creative thinker
- They work best in an environment that is free from constraints and supervision
- They have an optimistic, can-do attitude
- They are competitive, fast paced, and expressive

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

- When they get angry, they tend to also get even
- They start or get involved in many projects and finish very few
- Because they don't like details, they many times miss the most obvious details

### Some things Encouragers want others to see in themselves:

- **Who I am:** Fun loving person
- **Purpose:** Be popular
- **Value to the organization:** People skills, momentum, sharing of ideas
- **Under stress becomes:** Dictatorial, vengeful
- **Worries about:** Self worth and social approval
- **Would be more successful by:** Listening for detail, slowing down, and more follow-through

### Things you rarely observe Encouragers doing:

- Spending time alone
- Making detailed lists
- Speaking with their hands in their pockets

### How to be in touch with Encouragers:

- Be passionate about what they stand for
- Value their relationship
- Don't be stuffy and unbending
- Congratulate them when a job is well done
- Don't try to change them; accept them for who they are

### Those who really understand Encouragers say:

- "I like having them at the party. They keep it lively; you never know what they will do next."
- "They are very passionate about people and will stand by their true friends through thick and thin."
- "They are very loyal friends; others enjoy their company."



# 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.

