



**Individual:** Chetna Kagtada  
**Sponsor:** Willis Group  
**Project:** Potential Employees

### Assessment Results

Individual: Chetna Kagtada  
 Primary Energy: **BLUE**  
 Active Energy: Introversion

ICS-CONNECT Interest and Preference  
 Indicator is: **MONITOR**  
 Approaches Situations Through: Thinking

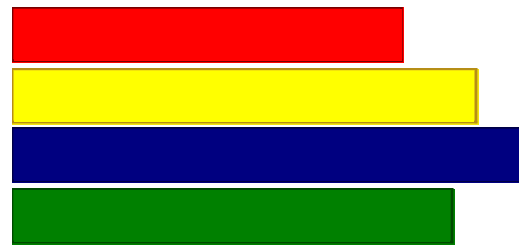
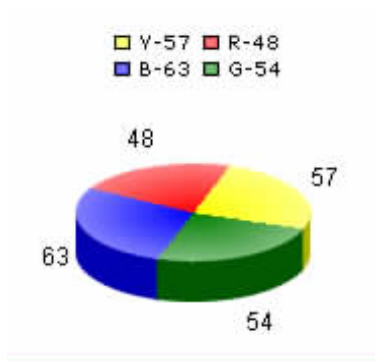
### Understanding the Energy Scores

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: 57**    **Red: 48**    **Blue: 63**    **Green: 54**

### Interest Preference Indicator Graphs



As with all preferences, by keeping the **MONITOR** 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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## 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, quiet, 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."



# 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.

