



Company: Performance Impact

Assessor: Beverly Casey

Project: Sr Pm Mgrs 11-2007

Assessment Results

Individual: Karen Lancaster
Primary Energy: GREEN
Active Energy: Introversion

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

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

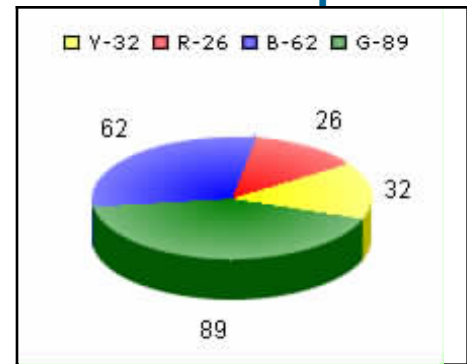
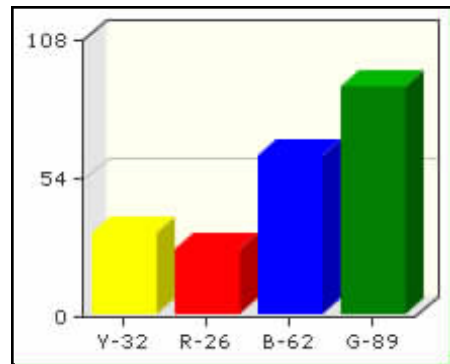
Energy Levels

Yellow: 32

Red: 26

Blue: 62

Green: 89



As with all preferences, to keep a SUPPORTER 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.”

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THE SUPPORTER

Will stay connected when others:

- Allow the Supporter to express their thoughts
- Recognize the Supporter's contributions to the project
- Maintain status quo
- Solicit the Supporter for their thoughts and ideas
- Are openly willing to share
- Explain with clarity the why, how, and what
- When the Supporter sees the other person has a strong set of values

Tends to disconnect when others:

- Invade the Supporter's space and try to push them into things before they are ready
- Set deadlines that are unrealistic
- Interrupt the Supporter's thought process
- Expect the Supporter to accept many new ideas within a very short time
- Patronize to make the Supporter feel good
- Fail to communicate with the Supporter

What Supporters like people to know about themselves:

- They enjoy getting along with people
- They are good mediators because they can remain calm and will see both sides of the story
- They are easy going and accepting of everyone
- They are very honest, loyal, and truly care about people

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

- They want to take on the world's problems and take it personally when they don't succeed
- They would rather sit back and say nothing, rather than demand their position
- It takes them time to finally make up their minds

Some things Supporters want others to see in themselves:

- **Who I am:** Caring, loving, and sincere
- **Purpose:** Make the world a happier place
- **Value to the organization:** Consistent and dependable
- **Under stress becomes:** Takes things personally
- **Worries about:** Too much change
- **Would be more successful by:** Becoming more self confident and being more assertive

Things you rarely observe Supporters doing:

- Refusing to help a friend in need
- Openly display their anger in public
- Embarrass anyone, even a stranger

How to be in touch with Supporters:

- Don't misuse their trust
- Don't demand immediate change; give them time to reflect
- Be interested in them and listen to them when they are sharing
- Give to others before you give to yourself
- Honor their spirit and desire to fill the world with love

Those who really understand Supporters say:

- "They are liked by everybody. They seem to fit in with every crowd."
- "They will make even the lowliest person feel ten feet tall."
- "They will go out of their way to help their friends and neighbors."



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.

