



Performance Impact

Assessment Results

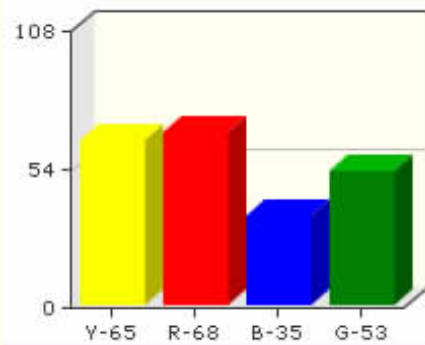
Energy Levels

Yellow: 65
Red: 68
Blue: 35
Green: 53

Margie Medrano
Primary Energy is
RED

ICS-CONNECT
Interest and
Preference
Indicator is the
STIMULATOR

Interest & Preference Indicator Graph



Legend: Y-65 (Yellow), R-68 (Red), B-35 (Blue), G-53 (Green)



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.

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THE STIMULATOR - THINKING

Will stay connected when others:

- Are driving for success
- Keep to the point
- Respect the Stimulator's ideas and opinions
- Ask the Stimulator for their thoughts
- Are openly willing to be flexible
- Keep things moving

Tends to disconnect when others:

- Are unwilling to be committed about their ideas
- Limit the Stimulator's range of ability and opportunity
- Restrict the Stimulator's desire to take on new challenges
- Hamper the Stimulator's ability to convince their peers
- Impose too much formality and structure

What Stimulators like people to know about themselves:

- That they are fast-paced and competitive
- They are great at motivating others to get things accomplished
- Failure doesn't stop them from finding another way to succeed
- They don't stand around waiting for something to happen; they make it happen

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

- They have a low level of tolerance for people who are slackers
- They enjoy multi-tasking, and encourage others to do the same
- Their need to persuade and control

Some things Stimulators want others to see in themselves:

- **Who I am:** Enthusiastic and persuasive
- **Purpose:** Strive to understand the big picture
- **Value to the organization:** Vision, inspiration, energy
- **Under stress becomes:** Aggressive and demanding
- **Worries about:** Being seen as a failure
- **Would be more successful by:** More analysis, stop and think things through, view more of the details and less of the big picture

Things you rarely observe Stimulators doing:

- Not setting and writing down their goals
- Failing to take over when things stop progressing
- Not willing to take on new challenges

How to be in touch with Stimulators:

- Understand that they are motivated by the challenges in life
- Appreciate their pioneering spirit
- Give them opportunities to stretch
- Give the recognition for their success
- Honor their spirit and desire to climb tall mountains

Those who really understand Stimulators say:

- "They know how to make people around them feel motivated."
- "They inspire others to succeed beyond their wildest imaginations."
- "They are great leaders."





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