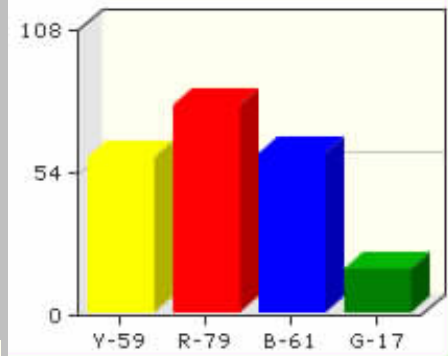## Assessment Results

YOUR SCORES

Energy Levels

Yellow: 59   61
17
Red: 79
Blue: 61
Green: 17

79   59

Oscar Moretti
Primary Energy is Red

ICS-CONNECT Interest and Preference Indicator is the DEVELOPER

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 Developer

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."
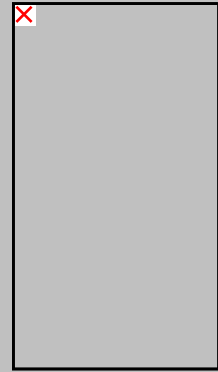
The Developer

Will stay connected when others:

• **Are willing to recognize that Developers are intellectual and committed**
• **Don't push too hard and let the Developer have their privacy before making decisions**
• **Have explored solutions and then are willing to move into action**
• **Are acting in a mature and adult manner**

- **Are being practical, realistic, and logical**
- **Have a structured and organized conversation**

Tends to disconnect when others:

- Are very emotional and excitable
- Are trying to control the entire conversation
- Are trying to pull the Developer's leg or attempting to mislead them
- Are trying to be too friendly and personal
- Are not using facts when making decisions
- Are not following the established rules

What Developers like people to know about themselves:

- **They have a competitive drive but also seek perfection**
- **They are creative and abstract thinkers**
- **They need the freedom to explore solutions**
- **They like to be the very best they can in everything they do**
- **They are independent but disciplined at the same time**

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

- **They get angry with those around them when they don't use their systems**
- **They tend to be a perfectionist and demand that of others**
- **They take on the responsibilities of finding solutions even though it isn't in their area of accountability when they see others are not focused**

Some things Developers want others to see in themselves:

- **Who I am: Task focused**
- **Purpose: Excellence and perfection**
- **Value to the organization: Strength, Action, Loyalty**
- **Under stress becomes: Takes over the authority**
- **Worries about: Failure to complete the task due to lack of organization**
- **Would be more successful by: Listening to others and giving them a chance to prove their worth**

Things you rarely observe Developers doing:

- **Not bringing the project in on time**
- **Telling themselves it is okay to let a few minor mistakes slide**
- **Taking criticism lightly**

How to be in touch with Developers:

- **Be direct and forthright at all times**
- **Be diplomatic**
- **Approach them with critical, logical, and analytical dialog**
- **Don't deal in abstract theories; reality is what is real**
- **Have your goals written out and have a plan to complete those goals**

Those who really understand Developers say:

- **"When they are finished with the project, you can be sure, if not perfect, it will be very close. "**
- **"They will burn the midnight oil to bring the project in on time."**
- **"If you are not above board when dealing with others, they will resist being on the team."**