



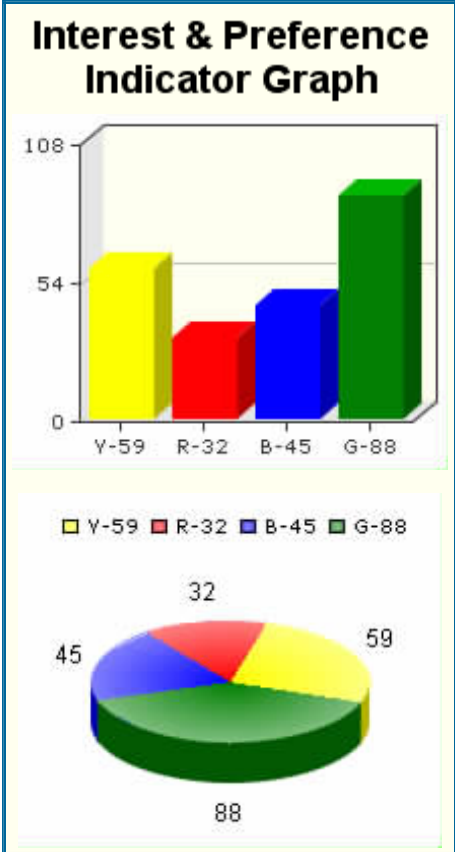
Performance Impact

Assessment Results

Energy Levels	
Yellow:	59
Red:	32
Blue:	45
Green:	88

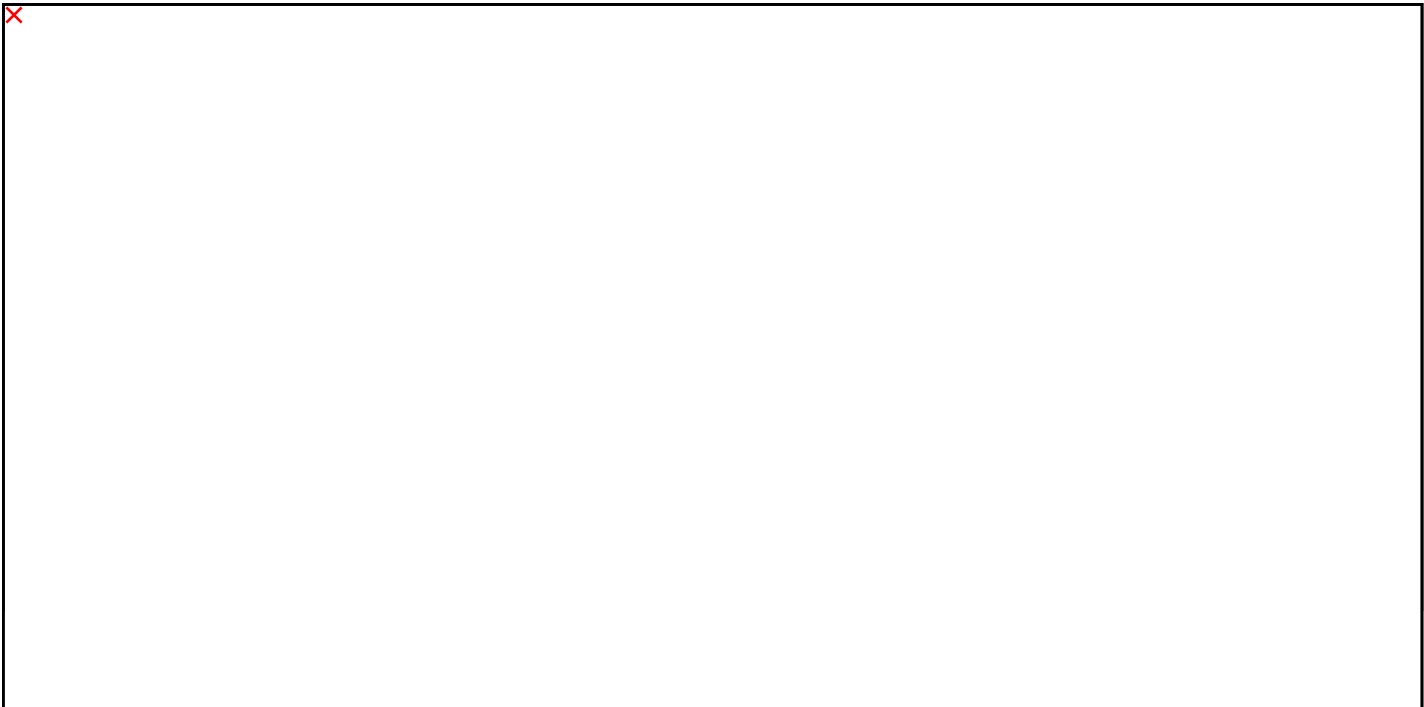
Kimberly Mullins
Primary Energy is **GREEN**

ICS-CONNECT
Interest and Preference Indicator is the **SUPPORTER**



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 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."





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