



Performance Impact

Assessment Results

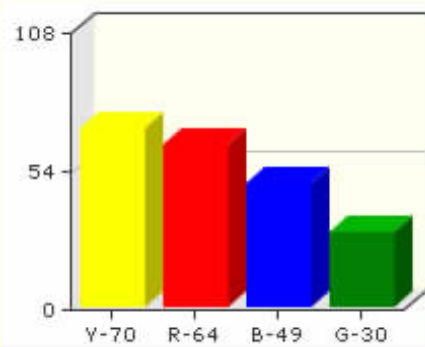
Energy Levels

Yellow: 70
Red: 64
Blue: 49
Green: 30

Debra Powell
Primary Energy is
YELLOW

ICS-CONNECT
Interest and
Preference
Indicator is the
STIMULATOR

Interest & Preference Indicator Graph



Legend: Y-70 (Yellow), R-64 (Red), B-49 (Blue), G-30 (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 - FEELING

Will stay connected when others:

- Are having fun
- Keep things interesting
- Respect the Stimulator's ideas and opinions
- Ask the Stimulator for ideas
- Are openly willing to share
- Keep things creative

Tends to disconnect when others:

- Are being negative and non-communicative
- Limit the Stimulator's range of ability and opportunity
- Restrict the Stimulator's desire to create new possibilities
- Hamper the Stimulator's ability to network with their peers
- Impose too much detail and information

What Stimulators like people to know about themselves:

- That they are friendly, outgoing, and full of life
- They are great at motivating others to do what they want
- Failure doesn't stop them from finding another way to succeed
- They make things happen around them

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

- They have a low level of tolerance for people who don't have fun
- They enjoy multi-tasking, but too often take on too many tasks
- One of their greatest fears is that people will not recognize them for their contributions

Some things Stimulators want others to see in themselves:

- **Who I am:** Enthusiastic and loyal
- **Purpose:** Strive to understand the vision
- **Value to the organization:** Vision, inspiration, energy
- **Under stress becomes:** Emotional and uncontrolled
- **Worries about:** Being 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:

- Focusing on the here and now
- Failing to come up with new ideas
- Not willing to go the extra mile

How to be in touch with Stimulators:

- Understand that they are motivated by new opportunities
- Appreciate their pioneering spirit
- Give them opportunities to stretch
- Give them public recognition for their success
- Honor their spirit and desire to create new vision

Those who really understand Stimulators say:

- "They know how to make people around them feel special."
- "They inspire others to dream beyond their wildest imaginations."
- "They are great motivators."





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