



**Lynette
Individual: Rhodes-Garmonsway**

Sponsor: Willis Group

Project: Willis Group Corporate Office

Assessment Results

Individual: Lynette Rhodes-Garmonsway
 Primary Energy: **YELLOW**
 Active Energy: Extraversion

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

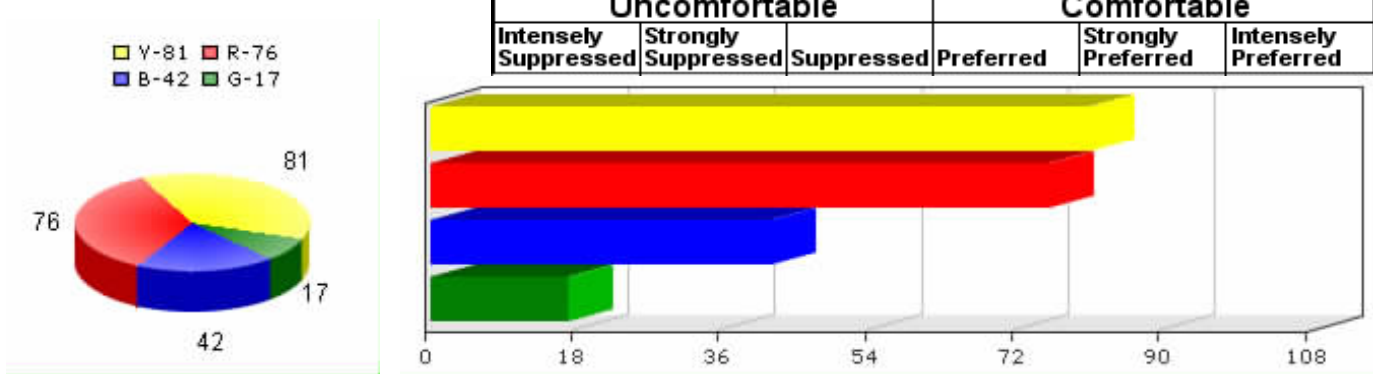
Understanding the Energy Scores

Each energy has a maximum score of 108. A score of 54 or more indicates our preference to using that energy. A score of less than 54 indicates your reluctance to using that energy.

The farther the bar moves to the right the more comfortable it is to use that energy. The farther the bar moves to the left the more difficult it is to use that energy.

Energy Levels Yellow: 81 Red: 76 Blue: 42 Green: 17

Interest Preference Indicator Graphs



As with all preferences, by keeping the **STIMULATOR** connected to the conversation, three things will occur:

- They will desire to continue to listen.
- They will continue to raise their level of trust in what you are communicating.
- They will then retain the highest level of information possible.

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 build a bond of trust where they are willing to let you influence them.”

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How to connect with anyone to build a bond of mutual trust.

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."



ICS-CONNECT

How to connect with anyone to build a bond of mutual trust.

The Twelve ICS-CONNECT Preferences

The four color energies have been divided into twelve ICS-CONNECT preferences. The twelve preferences are derived from the four basic energies.

The twelve preferences are identified as Director, Stimulator (Thinking) / (Feeling), Encourager, Assister (Extraverted) / (Introverted), Supporter, Synchronizer (Feeling) / (Thinking), Monitor, and Developer (Introverted) / (Extraverted).



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 (Thinking)

- like the Director are fast paced and active. They are very uncomfortable when questioned about their purpose or in a quiet, easy going environment.

The Stimulator (Feeling)

- believes in "moving forward" like the Encouragers they are extremely enthusiastic, very persuasive, have a purpose for everything they set to accomplish. They are very uncomfortable when they questioned about their relationships with others.

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 (Extraverted)

- like the Encourager believes in "reaching a consensus" using their relationship building skills. Assisters are very trusting, will respond emotionally, and are very descriptive in their story telling. They are very uncomfortable when required to be disciplined, or are in a logical and formal environment.

The Assister (Introverted)

- like the Supporter are very comfortable when they are required to be disciplined, or are in a formal environment. They are very uncomfortable when required to openly discuss issues before they are ready.

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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 (Feeling)

- like the Supporter enjoy being by themselves and reflecting on life. They are very uncomfortable when they are in an active, hectic, and fast-paced environment.

The Synchronizer (Thinking)

- like the Monitor believes in "being neat and tidy" and are very, relaxed, easy-going, and quiet. They are very uncomfortable when they are not given enough time to become informed and reflective.

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 (Introverted)

- like the Monitor is very independent, disciplined, using thoughtful logic to reach conclusions. They are very uncomfortable when they are required to take control without a logical plan.

The Developer (Extraverted)

- like the Director believes in "just get it done". They are very uncomfortable when people are too trusting, personal, sociable and compassionate.

