



**Company:** Performance Impact

**Assessor:** Beverly Casey

**Project:** Sr Pm Mgrs 11-2007

### Assessment Results

Individual: Mark Schultz  
Primary Energy: GREEN  
Active Energy: Introversion

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

### Understanding the Energy Scores

Each energy has a maximum score of 108. 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.

### Interest Preference Indicator Graphs

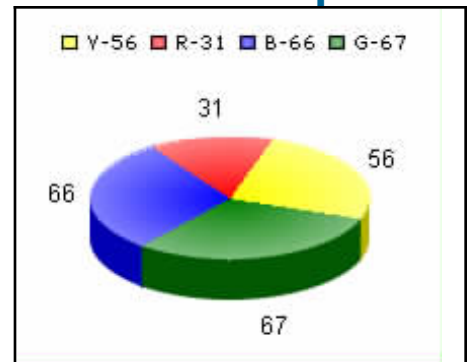
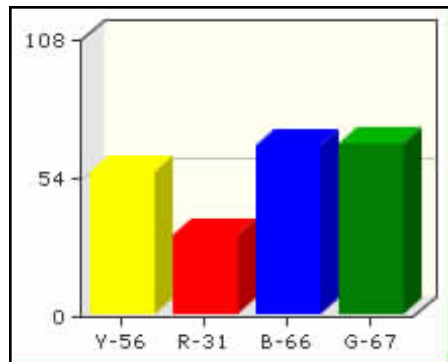
#### Energy Levels

**Yellow: 56**

**Red: 31**

**Blue: 66**

**Green: 67**



As with all preferences, to keep a SYNCHRONIZER engaged in the conversation, three things must occur:

- 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 you must keep them connected long enough to raise the level of trust where they are willing to let you influence them.”**

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## THE SYNCHRONIZER - FEELING

### Will stay connected when others:

- Give the Synchronizer time to consider how people will be affected
- Respect the Synchronizer's privacy
- Give the Synchronizer time to collect all the data and information on people's needs
- Write it down if it is detailed and important
- Know what you are going to say before approaching the Synchronizer
- Ask for and be willing to listen to the Synchronizer's opinions

### Tends to disconnect when others:

- Are insincere with the Synchronizer to get them to see things their way
- Get in the Synchronizer's space before they ask you
- Talk out of both sides of their mouth
- Undermine the Synchronizer's feelings
- Don't take situation seriously enough
- Say "It don't care"

### What Synchronizers like people to know about themselves:

- They are very hard working, caring and supportive people
- They save every thing for others to use
- They are well educated in the areas of their responsibility
- They are very honest, loyal, and faithful to their family and co-workers
- They are easy going, relaxed, and willing to participate to support others

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

- They tend not to get too close to people, because they fear being used as a door mat
- They would rather not do a task, than do it in an uncaring way
- It takes them time to make a final decision

### Some things Synchronizers want others to see in themselves:

- **Who I am:** High sense of what is honorable and fair
- **Purpose:** Keep the world a kinder place
- **Value to the organization:** Makes sure everybody plays "fair"
- **Under stress becomes:** Anxious about the outcome
- **Worries about:** People doing things at the drop of a hat
- **Would be more successful by:** Trusting in others, and having confidence that they will succeed

### Things you rarely observe Synchronizers doing:

- Not forgiving themselves for running over the bike that was parked in their driveway
- Make changes without getting consensus
- Ignore the "ping" coming from under the hood of the car

### How to be in touch with Synchronizers:

- Listen to what they have to say and how they feel before making final judgment
- Be direct and clear about your message
- Recognize them for their desire to produce quality work work that others will appreciate
- Show appreciation for their contribution
- Honor their spirit and willingness to do a task the right way the first time

### Those who really understand Synchronizers say:

- "It is rare to find someone who is so dedicated to their job."
- "You can be sure that when the job is done, they have looked at how it will benefit others."
- "They are some of the hardest working people."



## The Eight ICS-CONNECT Preferences

The four color energies have been divided into eight ICS-CONNECT preferences. The eight preferences are derived from the four basic energies. The eight preferences are identified as Director, Stimulator, Encourager, Assister, Supporter, Synchronizer, Monitor, and Developer.

**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** believes in "moving forward". Stimulators are extremely enthusiastic, very persuasive, have a purpose for everything they set to accomplish. Like the Director they are fast paced and active. They are very uncomfortable when questioned about their purpose or in a quiet, easy going environment.

**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** believes in "reaching a consensus". Assisters are very trusting, will respond emotionally, and are very descriptive in their story telling. They are very uncomfortable when they are required to be disciplined, or are in a logical and formal environment.

**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** believes in "being neat and tidy". Synchronizers are very, relaxed, easy-going, and quiet. They enjoy being by themselves and reflecting on life. They are very uncomfortable when they are in an active, hectic, and fast-paced environment.

**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** believes in "just get it done". Developers are very independent, disciplined, using thoughtful logic to reach conclusions. They are very uncomfortable when people are too trusting, personal, sociable and compassionate.

