



**Individual:** Michele Smallwood

**Sponsor:** Willis Group

**Project:** Potential Employees

### Assessment Results

Individual: Michele Smallwood  
 Primary Energy: GREEN  
 Active Energy: Introversion

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

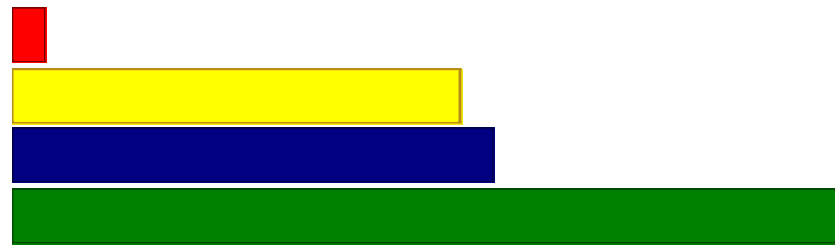
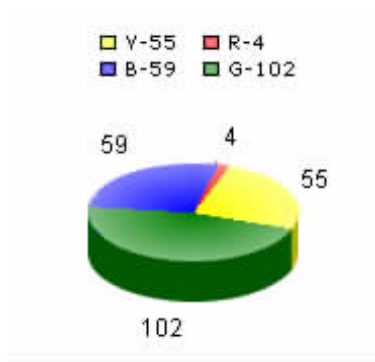
### Understanding the Energy Scores

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: 55**    **Red: 4**    **Blue: 59**    **Green: 102**

### Interest Preference Indicator Graphs



As with all preferences, by keeping the **SUPPORTER** 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 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."



# 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.

