



Assessment Results

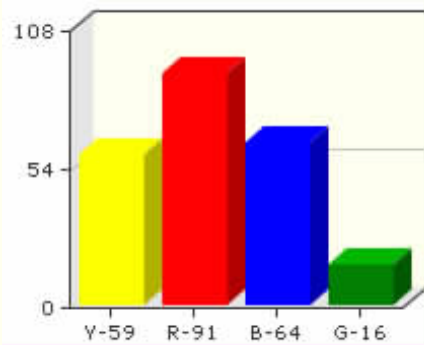
Energy Levels

Yellow: 59
Red: 91
Blue: 64
Green: 16

James Stretch
Primary Energy is
Red

ICS-CONNECT
Interest and
Preference
Indicator is the
DIRECTOR

Interest & Preference Indicator Graph



Legend: Y-59 (Yellow), R-91 (Red), B-64 (Blue), G-16 (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.

✘

THE DIRECTOR

Will stay connected when others:

- Understand and identify that gap analysis is most important
- Are being clear-cut, immediate, well-organized, and to the point
- Have explored solutions and, then, are willing to move into action
- Understand the big picture and have practical solutions
- Can deal with the task at hand without letting their emotions or feelings affect their thinking
- Are persons of authority and comfortable with being in control

Tends to disconnect when others:

- Are not fully committed to the project or solution
- Become emotional and waiver in their convictions
- Are not willing to believe that they can make it happen
- Are not willing to step out and take a chance even if the risk is high
- Are moving the project along too slowly
- Don't respect the Director's authority

What Directors like people to know about themselves:

- They can be counted on in any emergency
- They are persons of principles and ethics that are non-negotiable
- If they say they are going to do a task, then you can be sure it will be done. Their word is their bond
- They are fact paced, highly competitive, and certain of their actions

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

- They have a tendency to be very direct and may

- **Value to the organization:** Drive, ability to focus, reality, strength
- **Under stress becomes:** Confrontational, destructive, and rebellious
- **Worries about:** Losing control, and seen as being too easy going
- **Would be more successful by:** Being tolerant, people friendly, modest, and accepting that they don't have all the answers

Things you rarely observe Directors doing:

- Failing to take control when others around them are in a state of panic
- Playing a game of golf without playing to win
- Giving in when they know that they are right
- Not contributing to the success of the project

How to be in touch with Directors:

- Be proud of who you are. Be positive, strong, and unswerving
- Don't talk behind their back or betray their trust
- Remember that they have an exposed and potentially defenseless side
- When they are being assertive, don't take it personally
- If they become irritable and lose their temper, give them enough space to let it pass

Those who really understand Directors say:

- "You always know where they stand on almost any topic. They aren't afraid to stand up for what they believe, even though, it may not be popular with others."
- "They are very straight forward. They speak their mind and encourage others to do the same."
- "They are excellent leaders and delegators. Their employees always know what is expected of them and where they stand."

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- They are restless and irritated when others aren't willing to see things their way
- They find it difficult to take the time to listen to the view point of others

Some things Directors want others to see in themselves:

- **Who I am:** Born to lead
- **Purpose:** Powerful, self-determination



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