



ICS
CONNECT
BUILDING BONDS OF MUTUAL TRUST

Individual: Cash Taylor

Sponsor: Brock Group

Project: HR Regional Managers

Assessment Results

Individual: Cash Taylor
Primary Energy: GREEN
Active Energy: Introversion

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

Understanding the Energy Scores

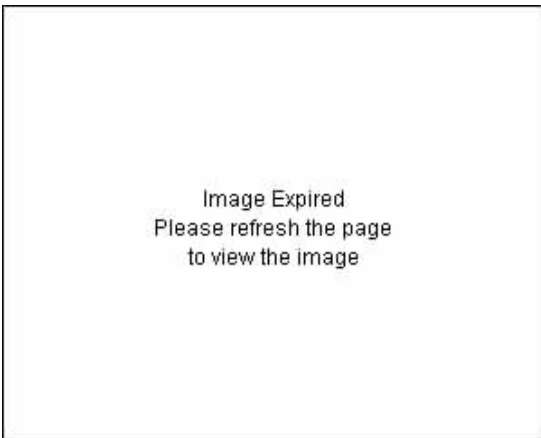
Each energy has a maximum score of 108. A score of 54 or more indicates our preference to using that energy. A score of less than 54 indicates your reluctance to using that energy.

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: 37 Red: 50 Blue: 58

Green: 67

Interest Preference Indicator Graphs



As with all preferences, by keeping the SYNCHRONIZER 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 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 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.

