

Assessing the Three Parts of the Mind

CHECKLIST FOR TEAM LEADERS

Which type of assessment do I need?

Not all psychometric assessments measure the same thing. There are three different parts of the mind (cognitive, affective, and conative) and different assessments measure different parts.



Check the boxes below next to questions you need answered to identify which type of assessment can help you form a more productive team.

Thinking (Cognitive)

What are this person's skills, knowledge, or experience? Cognitive assessments tend to be industry specific and could answer questions like:

- ☐ Does this person have the proper competencies and training to do this job?
- ☐ Is this person smart enough to keep up with the subject matter at this organization?
- ☐ Does this person have the cognitive ability to learn more and maintain a certain level of expertise?

Feeling (Affective)

What values and personality traits might be motivating to this person? Affective assessments tend to help individuals understand their own motivations, and may answer questions like:

- ☐ How can I tell if this person enjoys working with others or prefers working alone?
- ☐ Is this person motivated by external praise and team success, or by their own internal drive to succeed?
- ☐ Does this person's values (honesty, fairness, and responsibility) align with the company and job?

Doing (Conative)

What instinctive ways of taking action help this person get results? A conative assessment tends to help both individuals and teams execute at higher levels, and could answer questions like:

- ☐ How can I tell if I have the right people in the right roles based on the tasks required by the job?
- ☐ I hired somebody who is very smart and motivated, why they aren't they more productive and reaching their potential?
- ☐ How do these team members handle various methods of problem solving. Such as, how will they deal with risk and uncertainty? Are they going to follow our established processes or find shortcuts?

What are the different types of assessments and companies?

There are a wide variety of assessments on the market and they all measure different things. Only Kolbe Corp measures the conative or “doing” part of the mind.



Get Immediately Actionable Advice

Only Kolbe measures the part of the mind that predicts how your people take action. The Proven Kolbe System™ will help you be more productive, less stressed, and build teams that get the job done exactly how you need it. Here's the process:

IDENTIFY the strengths of your people by getting a Kolbe A™ Index for everyone.

OPTIMIZE those different strengths by having a custom group Kolbe session.

ALIGN each person with their specific seat using advanced Kolbe Indexes and reports.

EXPAND your team using Kolbe RightFit™ to hire based on natural instincts and role alignment.

Wherever you are on your journey, we are here to support you with our complete solution for hiring, coaching, and organizational development.

GET STARTED