



Kolbe Essentials

THREE PARTS OF THE MIND

Ancient philosophers and modern psychologists share the concept of a three-part mind with separate domains for thinking, feeling and doing. The doing part includes the striving instincts that drive a person's natural way of making decisions and getting things done.

COGNITIVE (Thinking)

- > Intelligence
- > Skills
- > Knowledge
- > Experience
- > Learned Behavior

AFFECTIVE (Feeling)

- > Motivation
- > Preferences
- > Values
- > Personality Type
- > Emotions

CONATIVE (Doing)

- > Striving Instincts
- > Innate Strengths
- > Purposeful Actions
- > Mental Energy
- > Problem-Solving Methods

ACTION MODES®

Each person is born with patterns of behaviors driven by instinct, not based on what you can do or want to do. They drive what you will do when you are free to be yourself. The Kolbe A™ Index identifies and validates your innate conative talents—the instinctive method of operation (MO) that enables you to be your best self.

FACT FINDER



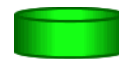
How you gather and share information

FOLLOW THRU



How you organize and design

QUICK START



How you deal with risk and uncertainty

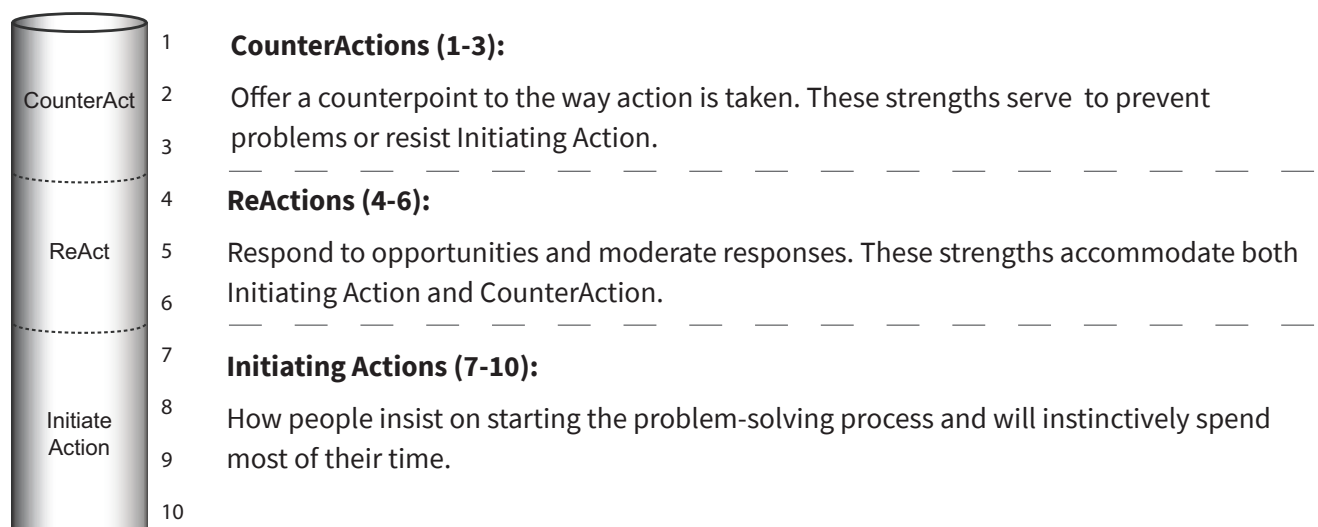
IMPLEMENTOR



How you deal with space and tangibles

ZONES OF OPERATION

There are three Zones of Operation in each of the Action Modes measured on a continuum from 1-10. Like ReActions, CounterActions are just as powerful as Initiating Actions.

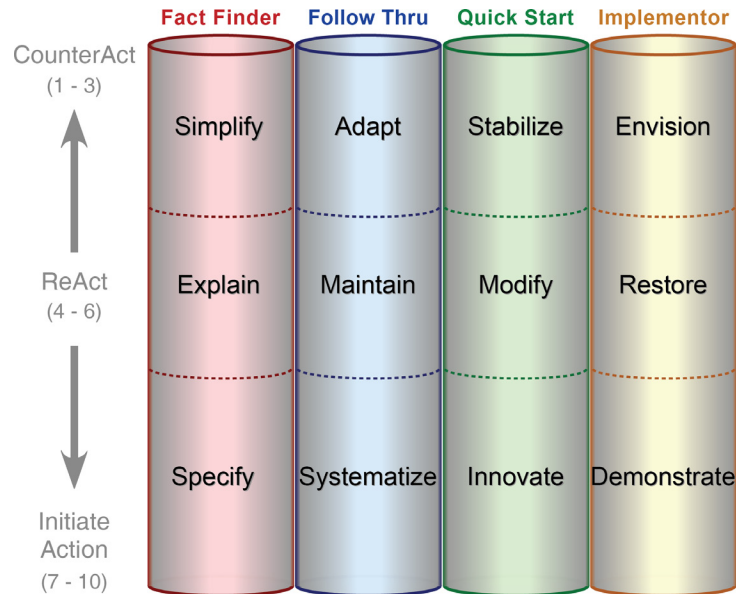




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THE KOLBE STRENGTHS™ CHART

Kolbe Strengths are the 12 ways people approach problem solving determined by their MO. Every individual has four—one in each of the Action Modes—that allow them to do their best, most efficient, creative work. Your instinctive strengths don't change; you can count on them for a lifetime.



BOOST PRODUCTIVITY WITH KOLBE INDEXES

You are most likely to succeed and find joy when using your Instinctive strengths. Conative stress occurs when people are pushed to act outside of their natural strengths zone. Comparing Kolbe Index results detects potential stress.



Kolbe A™ Index:

The Kolbe A Index describes how a person will naturally do things when they are taking purposeful action. It will also indicate when someone is not able to take action in their own way, called a Transition result.

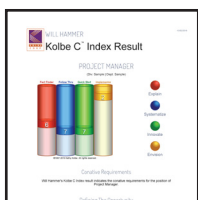
Comparing Kolbe A results identifies conflict between two adults when collaborating.



Kolbe B™ Index:

The Kolbe B Index identifies how someone perceives the demands of their job.

Comparing an individual's Kolbe B to their Kolbe A result gives a picture of which talents are a natural fit for the role, and when they are trying to perform contrary to their natural strengths.



Kolbe C™ Index:

The Kolbe C Index identifies how an evaluator believes a specific job needs to be done.

Comparing Kolbe C results with a job-holder's Kolbe A result shows how the job-holder's strengths line up with the demands of the job according to another person (e.g., supervisor).



12 Kolbe Strengths

Fact Finder: Methods of gathering and sharing information

1-3

CounterAct

Simplify – For instance, you might:

- Distill information
- Draft abridgments
- Estimate
- Approximate the particulars
- Abbreviate the historical background
- Create metaphors
- See the big picture
- Minimize investigation
- Get right to the point
- Condense the data

4-6

ReAct

Explain – For instance, you might:

- Paraphrase reports
- Review the data
- Edit the details
- Work within priorities
- Rewrite and fact-check written material
- Start with the highest probability
- Respond appropriately
- Test analogies
- Clarify specifics
- Use terms properly

7-10

Initiate Action

Specify – For instance, you might:

- Research in depth
- Establish specific priorities
- Quantify/rank order particulars
- Define objectives
- Assess probabilities
- Define terms with exactness
- Determine appropriateness
- Provide historical evidence
- Create analogies
- Develop complex strategies

Follow Thru: Methods of arranging and designing

1-3

CounterAct

Adapt – For instance, you might:

- Create shortcuts
- Revise approaches
- Thrive on interruptions
- Diversify
- Switch tasks frequently
- Be flexible
- Cut through bureaucracy
- Do several things at once
- Keep everything accessible
- Loosen up rigid processes

4-6

ReAct

Maintain – For instance, you might:

- Package things together that fit
- Adjust procedures
- Monitor policies
- Realign objectives
- Coordinate schedules
- Draft guidelines
- Provide transitions and segues
- Identify inconsistencies
- Meet the need for closure
- Maintain order

7-10

Initiate Action

Systematize – For instance, you might:

- Create the plan
- Coordinate needs
- Chart and graph logistics
- Distinguish patterns
- Design sequential systems
- Integrate past, present, and future
- Categorize differences and similarities
- Bring focus and closure
- Itemize procedures
- Organize information and materials



12 Kolbe Strengths

Quick Start: Methods of dealing with risk and uncertainty

1-3

CounterAct

Stabilize – For instance, you might:

- Create undeviating standards
- Decide what will/can stay the same
- Protect the status quo
- Create precedents
- Clarify deadlines
- Stick with what's working
- Reduce unexpected events
- Minimize risk factors
- Establish outside limits
- Conform to accredited concepts

4-6

ReAct

Modify – For instance, you might:

- Participate in experiments
- Create responses to challenges
- Try out new ideas
- Sustain innovations
- Navigate through uncertainty
- Use metaphors
- Interject spontaneously
- Adjust deadlines
- Reduce risks
- Mediate between the vision and the given

7-10

Initiate Action

Innovate – For instance, you might:

- Initiate change
- Improvise solutions
- Experiment
- Promote alternatives
- Create a sense of urgency
- Brainstorm possibilities
- Originate options
- Generate slogans
- Defy the odds
- Ad lib stories and presentations

Implementor: Methods of handling space and tangibles

1-3

CounterAct

Envision – For instance, you might:

- Create virtual presentations
- Conceptualize solutions
- Envision circumstances
- Capture the essence
- Portray symbolically
- Find intangible methods
- Jury-rig fixes
- Sketch ideas
- Simulate actual situations
- Concoct out of thin air

4-6

ReAct

Restore – For instance, you might:

- Relocate and refurbish
- Renovate structures
- Test ingredients
- Fix moving parts
- Convert space
- Remove obstacles - real and imagined
- Utilize mechanical equipment
- Interpret sign and body language
- Reinforce tangibles
- Connect concrete paths

7-10

Initiate Action

Demonstrate – For instance, you might:

- Produce quality solutions
- Build sturdy foundations
- Maximize use of space
- Tackle tangible solutions
- Handle transportation and packaging
- Erect and install mechanical devices
- Create substantive demonstrations
- Build hand-crafted models
- Protect nature/the environment
- Provide protection and safeguards