



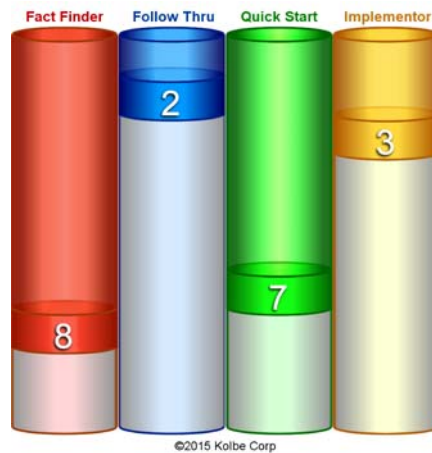
Kolbe A™ Index Result

CONGRATULATIONS SAMPLE


Your Kolbe A™ Index result shows you are excellent at coming up with unique strategies, prioritizing opportunities, and dealing with the unknowns in complex problems. You are the go-to person when elaborate projects are in trouble.

Welcome to a journey of discovery into the Kolbe Wisdom™, where equality has been proven, your personal creative abilities are celebrated, and teams work with a predictable level of quantifiable synergy. It's the wisdom of the ages combined with modern technology, revealing hidden truths about the three-dimensional mind and the significance of *conation*, your willful determination to act on instinct.

Kolbe Action Modes®



Your Kolbe result is so individualized, only 5% of the population is likely to have one just like it.

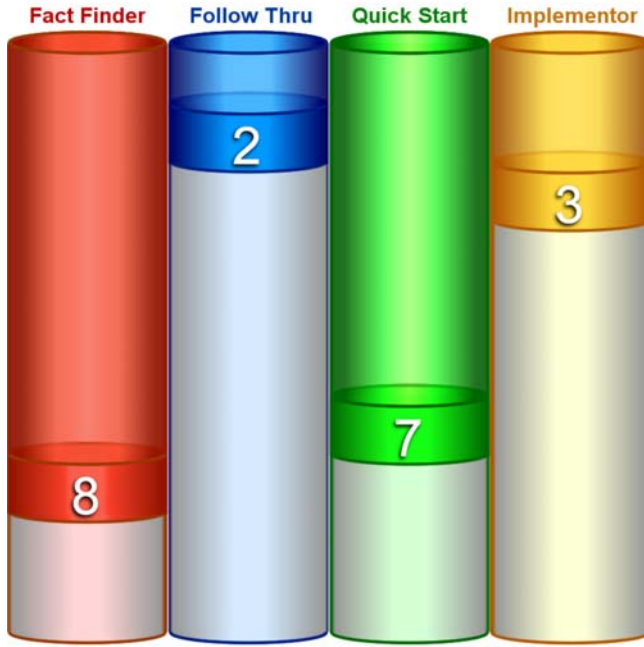
Audio available online where ever you see .

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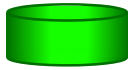

SAMPLE PERSON

Kolbe Action Modes®



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Your Kolbe Strengths™

-  Strategize
-  Adapt
-  Innovate
-  Envision

*Kolbe Action Modes are behaviors driven by your instinct -- **not** your personality or IQ.*

Fact Finder: is how you gather and share information.

Your way of doing it is to **Strategize**.

Follow Thru: is how you arrange and design.

Your way of doing it is to **Adapt**.

QuickStart: is how you deal with risks and uncertainty.

Your way of doing it is to **Innovate**.

Implementor: is how you handle space and tangibles.

Your way of doing it is to **Envision**.

You can count on Kolbe results being constant over time.

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Sample, you've probably been asked your whole life:

Why don't you stay focused? Why don't you just stick with the plan?

Kolbe changes the dialogue. Kolbe Tips, individualized for you, explain how each number in an Action Mode is a strength - if you take control of leveraging this innate ability. For example:

- *You prevent getting boxed in by staying open to alternatives.*
- *Your ability to adapt your plans helps you take advantage of opportunities.*

Your Kolbe result celebrates your **Modes of Operation (MO): 8-2-7-3**. Understanding and trusting this powerful force will give you *the freedom to be yourself*.

Only about 5% of people are as good as you are at what you naturally do best. Don't exhaust time and energy trying to change your MO; instead, discover how you can take charge of putting your natural strengths to good use.

What's so different about the Kolbe Index?

Sample, it's what drives you

Being a 8-2-7-3 in Kolbe has nothing to do with whether you are an introvert or extrovert, or a math whiz. Kolbe Index results deal with a different part of the mind than your personality or intelligence.

Three Parts of the Mind

Cognitive	Conative	Affective
<i>Thinking</i>	<i>Doing</i>	<i>Feeling</i>
IQ	Drive	Desires
Skills	Instinct	Motivation
Reason	Necessity	Attitudes
Knowledge	Mental Energy	Preferences
Experience	Innate Force	Emotions
Education	Talents	Values

Conative?

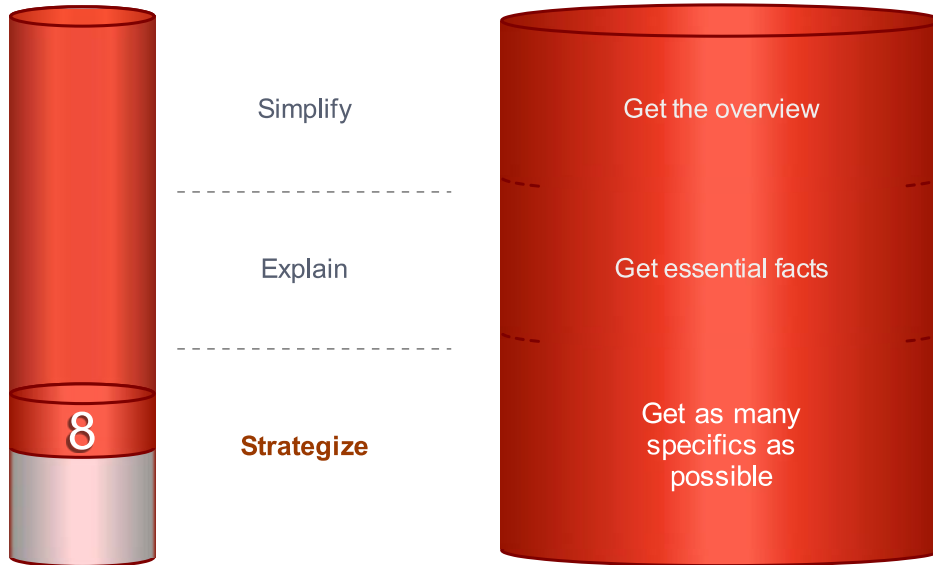
Action derived from instinct; purposeful mode of striving, volition. It's a conscious effort to carry out self-determined acts.

If **conative** is a new word for you, join the crowd. It's the long-lost term for one of the most important things you need to know about yourself.

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Sample, take charge of your Fact Finder instincts!



Kolbe Tips



You **need** to gather information by:

- ✓ being precise
- ✓ seeking details
- ✓ correcting errors
- ✓ defining differences
- ✓ questioning frequently and thoroughly

Avoid the stress of having to:

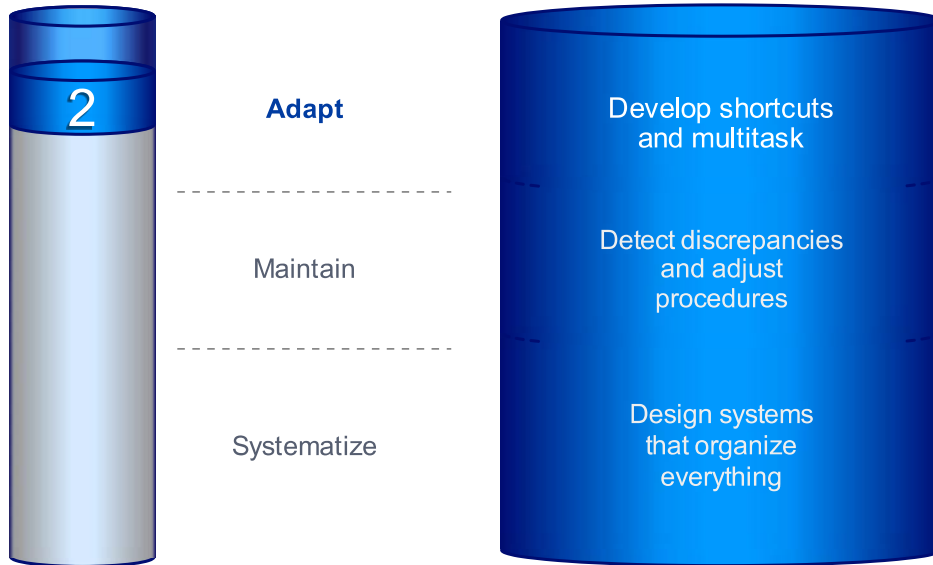
- ✓ generalize
- ✓ jump to conclusions
- ✓ give yes-or-no answers
- ✓ answer off the top of your head
- ✓ decide without prioritizing reasons

Kolbe identifies your natural strengths; it's up to you to put them to good use

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Act with determination. Make good use of your natural strengths.



Kolbe Tips



You **need** to organize by:

- ✓ seeing and easily reaching what you use
- ✓ frequently revising systems
- ✓ doing several things at once
- ✓ dealing with tasks as they arise
- ✓ not trying to follow standard methods

Avoid the stress of having to:

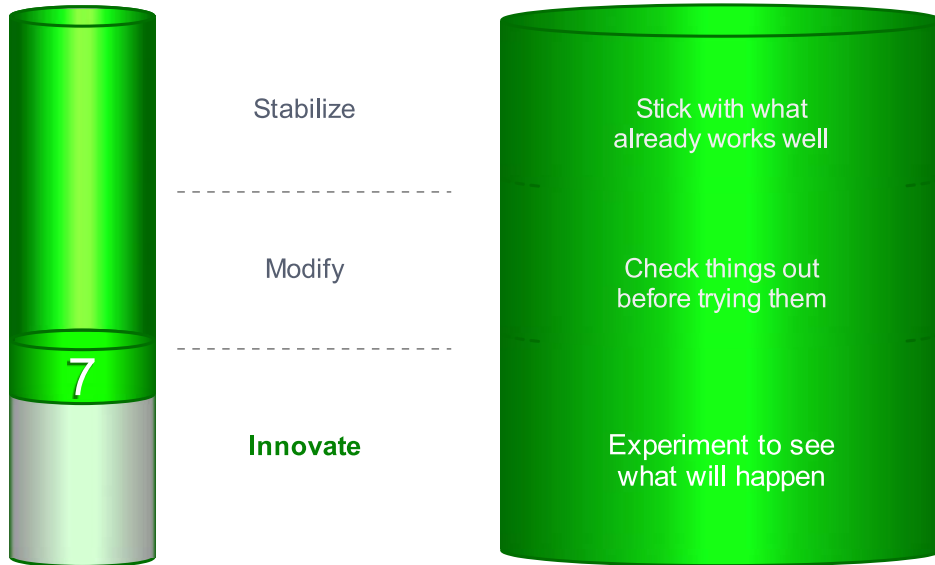
- ✓ follow rigid rituals
- ✓ put up with step-by-step procedures
- ✓ repeat yourself
- ✓ adhere to redundant systems
- ✓ be overly scheduled

People with very different strengths in Follow Thru may drive you nuts - but they offer an important difference

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Without innovation we would not need stabilization



Kolbe Tips



You **need** to deal with risk/uncertainty by:

- ✓ racing the clock
- ✓ innovating changes
- ✓ promoting alternatives
- ✓ experimenting
- ✓ doing things at the last minute

Avoid the stress of having to:

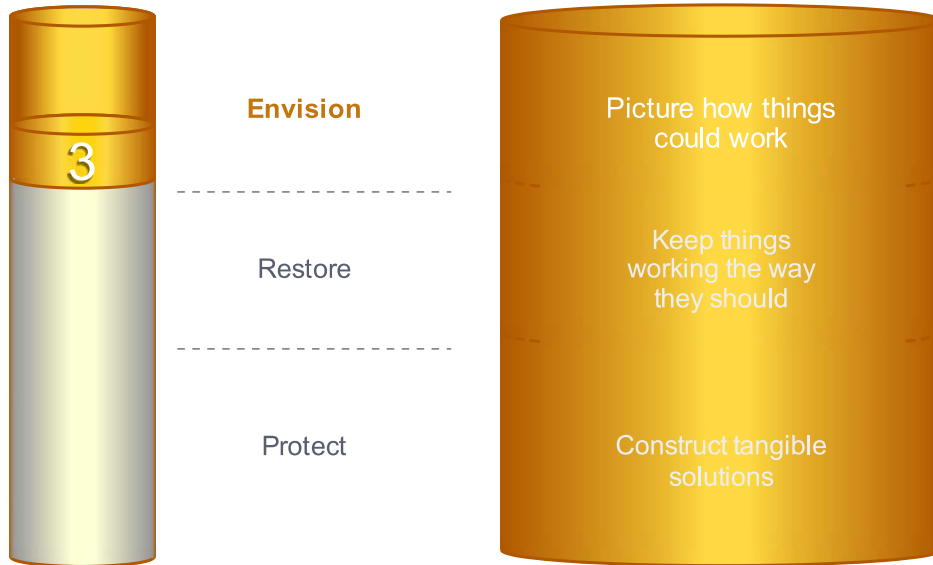
- ✓ conform
- ✓ avoid potential risks
- ✓ stick with the script
- ✓ work toward known outcomes
- ✓ edit your many ideas

We all have equal potential for creativity - as long as we are all free to create in our own ways

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Every Implementor strength is critical to creative problem solving



Kolbe Tips



You have a **knack** for:

- ✓ seeing solutions in your mind
- ✓ visualizing possibilities
- ✓ conceptualizing what could be
- ✓ having discussions without having to be face-to-face
- ✓ making decisions without having tangible evidence

Avoid the stress of having to:

- ✓ build physical models
- ✓ maintain mechanical equipment
- ✓ demonstrate the use of tools
- ✓ take apart technological things
- ✓ fix broken parts

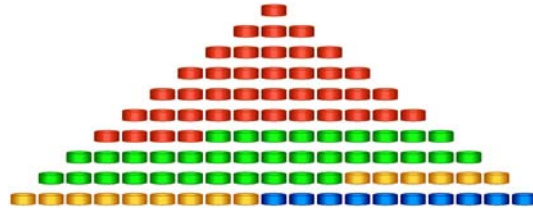
Kolbe results are proven to be free of gender biases. Males and females have equally distributed strengths on the Implementor continuum - as well as the other three.

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Everyone has 100% of conative energy, represented here as a pyramid with 100 units (ergs) of potential effort.

At the top of your pyramid are ergs the color of the Action Mode you use first in taking action. Other modes follow according to the percentage of energy you have available in them. Everyone has an equal amount of conative energy.



PYRAMID OF ENERGY

Sample, here's the percentage in each Action Mode of your total available mental energy. This is also the approximate percentage of time you'll spend making efforts in each mode when you are most productive. 99% of people do not have more than 50% of their energy in any one mode.

- 40% Fact Finder - deals with the PAST
- 10% Follow Thru - involves PAST, PRESENT & FUTURE
- 35% Quick Start - targets the FUTURE
- 15% Implementor - deals with the HERE-AND-NOW

You spend approximately 40% of your time and energy dealing with the past, through your Fact Finder mode. You can spend hours searching through previously documented evidence, or defining the issues that need to be researched. Then, you'll expend energy targeting the future because of your Quick Start instincts.

Sample, you will get more done in less time when you leverage your MO of 8-2-7-3.

Thoughts and emotions can emerge in a blink - without your control. You can control the instinctive energy it takes to act on impulses.

Everyone has equal, yet limited, time and conative - or instinct-driven - energy. **Commit—but to very little.** Target your top priorities. Unlike time, you *can* replenish conative energy, but it takes downtime to do it.

You have an instinct to act sooner or later, urgently or cautiously. That's what determines your MO. Here are Kolbe Tips, individualized for you, for controlling the use of these natural abilities. This is not "cookie cutter" advice that's repeated for everyone. If others followed the advice intended for you, they would exhaust themselves and have little to show for their efforts.

Kolbe Tips



- ✓ Take time to calculate the odds of success before taking on big risks.
- ✓ Protect your energy by rapidly adjusting what isn't helping you reach your goals.
- ✓ **Self-Provoke** to get where you want to go. You often have to goad yourself to initiate the action you desire.

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More than an assessment tool, these results prescribe ways to build on conative strengths

Sample, you can kick your **MO** into gear (or "**Get Conative**") when you...

set priorities and allocate time for the top three or four, making sure you have gathered appropriate resources and background information.

Because most of the world hasn't recognized conation, you may actually have been taught what's absolutely wrong for you. The truth is you need to...

skip from one thing to the next without finishing what you start.

A good way to start your day is to...

decide what you are not going to do.

You may be acting against your grain without even knowing it. When we work against our grain, we are not only unhappy but also unproductive, wasting our time on things that require too much energy. Instead of robbing yourself of your valuable time and energy, modify the things you need to do so that you can accomplish them in your own way.

Don't just take our word for it; try it! You may surprise yourself with how much you can get done, and by how natural it feels.

Kolbe Tips



You're likely to procrastinate if you have to follow a highly structured format or system.

When you need to be persuasive in an unfamiliar situation, wing it. Trust your guts to pull out the right examples and call it as you see it. You'll be right on target.

Expand Your Horizons



Listen to customized audio of Kathy Kolbe discussing YOUR initiating strengths. Gain great insight into how to make them work for you in the **Natural Advantage - Manager CD** (check **Audible.com** to purchase download).

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Methods of Communication: Making Your Point

Your authentic "voice" is your natural, conative way of expressing your thoughts and feelings. Communicating in contrary ways will be less effective. You need to save your best methods of communication for the highest impact situations. Here is the % of energy you have in each Mode:



40%

FACT FINDER

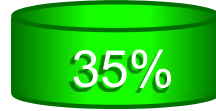
written words with data, citations, analogies, case studies, verifications



10%

FOLLOW THRU

visuals with graphs, charts, diagrams, posters, outlines, maps, similes, patterns



35%

QUICK START

spoken words with ad libs, improvised metaphors, visuals, bullet points, intense colors



15%

IMPLEMENTOR

tangibles with props, models, demonstrations, texture, machinery, body language

Help for knowing how to "Be Yourself"

Enhance your communication by explaining: you seek a lot of detailed information and classic examples of the way it's worked before, so you can give expert analysis of any situation. Define conation as the historically accepted third part of the mind that deals with how you take action.

You are likely to criticize another person's idea, a book, movie or play if you find it:

- o lacks importance or depth
- o has concepts that are not fully developed
- o is like something else that didn't work in the past
- o seems to draw inappropriate conclusions or uses unsubstantiated references

Communicating requires consideration of the other person's MO, emotions, and level of understanding.



Conative action never happens in isolation from the other two parts of the mind, the affective and cognitive.

Sample, you have charisma when you act as the authentic you, communicating through your natural conative strengths. People trust what they sense comes from your conative truths.

Trust others when they follow suit.



Communicating requires conative action

Kolbe Tips



Communicate your need for specificity while offering options to others. Check, for instance, whether they would prefer setting aside a time for discussion or having you submit your inquiries in writing. By encouraging others to respond to your needs through their own MOs, you can reduce any frustration that results from your penchant for fact finding.

Also, prepare others for your probable shifting of subjects without transition. Once you have the necessary details, you tend to move abruptly to the next topic. By explaining that you'll be covering a variety of seemingly unrelated topics, you can forewarn others and remove any doubts as to your intent.

Your instincts won't change with age. **Be obstinate** with people who expect you to conform to age-group stereotypes.

Others can throw your day off kilter by requiring that you stick with a schedule. Don't be timid about sharing with others what you need!

Sample, enhance relationships. Reinforce instinctive needs and strengths. Conative action never happens in isolation from the other two parts of the mind, the affective and cognitive. Communicating requires consideration of the other person's MO, emotions, and level of understanding.





Communicating in your true conative character attracts others to you.

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Careers are built on your conative strengths

Sample, you do your best work when you strive according to your MO. You're most likely to succeed in jobs that use your conative strengths according to each Action Mode.

-  Elaborate, compute, scrutinize, substantiate, validate
-  Diversify, disguise, diffuse, interject, switch
-  Speculate, discover, originate, promote, customize
-  Conceptualize, symbolize, imagine, envision, infer

Your MO doesn't limit what you do; it determines how you'll do it

It is important that the environment you work in nurtures your strengths and allows you to be free to be yourself.

A job can be just a way to bring in money, or to gain skills. It can also be a way to find a sense of achievement.

Sample, your Kolbe result can help you accomplish all three of these goals, plus develop strong alliances with co-workers who will gain respect for your contributions.

Kolbe Tips



Be sure you find out before taking a job whether it will provide you with opportunities to use your strengths by:

- ✓ keeping several projects going at once, as long as they are within your area of expertise.
- ✓ using your specialized knowledge in broad applications (do not become isolated in a narrow technical role).
- ✓ defining goals and tackling priorities head-on.

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Summary & Share

Sample, the information in every section of this report was individualized for you, whether you remember it by:

Your iconic Kolbe bar chart



Your four numbers

8 2 7 3

Your four conative strengths

Strategize
Adapt
Innovate
Envision

Your use of energy



However you visualize your MO – it's important to keep the message of your conative strengths in the front of your mind as you make life empowering decisions.

Now that you know the power of your MO, it's up to you to use it for good purposes. The world needs your conative strengths!

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