



NOAH S.

Parent Guide

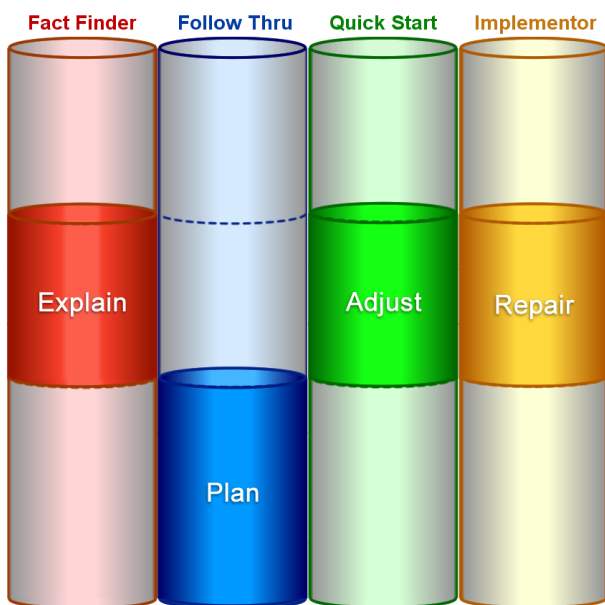
06/30/2015

PARENT GUIDE FOR NOAH

Noah has a great knack for finishing what he starts. He plans ahead and organizes things.

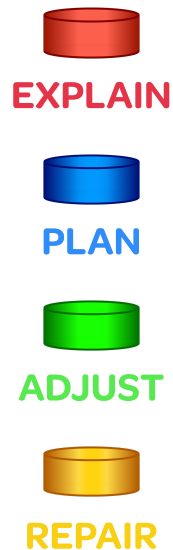
REVIEW OF NOAH'S KOLBE Y™ RESULT

KOLBE ACTION MODES®



©1997-2016 Kathy Kolbe. All rights reserved.

KOLBE STRENGTHS™



Your child is perfectly capable of solving problems and his four most natural ways, his strengths, are depicted above in his Kolbe Chart.

He is wonderfully consistent and efficient. He's a natural at making plans, schedules, and systems.



KOLBE ACTION MODES®

There are four Kolbe Action Modes identified across the top of the Kolbe chart. Each Action Mode represents a pattern of behavior. The four Action Modes are:

Fact Finder:

The instinct to gather and share information

Follow Thru:

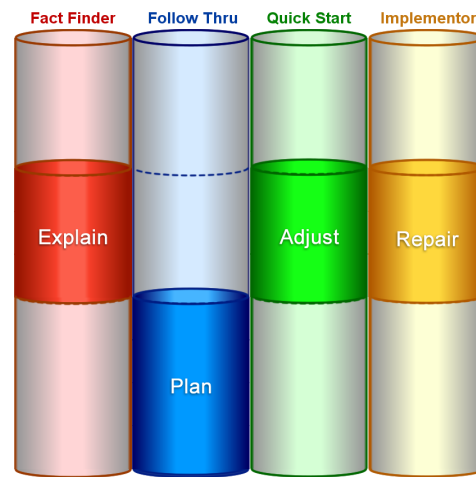
The instinct to sort and store

Quick Start:

The instinct to deal with risk and uncertainty

Implementor:

The instinct to handle space and tangible objects



©1997-2016 Kathy Kolbe. All rights reserved.

Each Action Mode describes a continuum of behavior that moves from preventing problems (at the top of the continuum) to initiating solutions (at the other end).



What is the Parent Guide?

Know thyself. It's been good advice for thousands of years. Kolbe Y™ Index results help kids know themselves and their natural talents (though they haven't been around for thousands of years). This guide to Noah's natural talents will help you support him in understanding and developing those talents.

We all have to learn how to use our god-given talents while living in the world as it is. Our philosophy is that everyone, including kids, needs to be responsible for how they use their natural strengths. Children will be most successful doing that when they have loving parents and others who support them.



By understanding the basic nature of your child's conative talents, you'll be able to anticipate some of those issues, and lead your child toward solutions. Keep in mind, though, that there's a lot going on with any child, and other factors will affect how he behaves. Sometimes kids aren't **motivated** to take action toward a goal, so you may not see that strength.



The Conables® tricks are examples about how to handle school work and other topics.

They will help you see how Noah needs to operate to achieve the best possible results.

Use them as starting points for long-term conversations with your child, while also avoiding needless conflicts between the two of you.

If you have taken the Kolbe A Index, you'll notice a few differences between the result that kids get and your own Kolbe result. One important difference is that the Youth Index result shows where your child's talent in an Action Mode is, but doesn't give a number to describe each. We do this for two reasons.

- 1 First, kids and parents focus too much on the numbers and may think that a higher number is a "better" score.**
- 2 Second, we've seen that kids' scores are not quite as precise as adults' and should be reported in broader ranges rather than a single number.**
- 3 Additionally, we encourage you to go over Noah's Kolbe Y Index result with him.**

That result displays just a few of his talents so he can focus on key points that will drive his success. Combining the Parent Guide and Kolbe Y information will help you better understand Noah's talents and gain ideas for empowering actions that fit. With this guide you're taking an important first step.



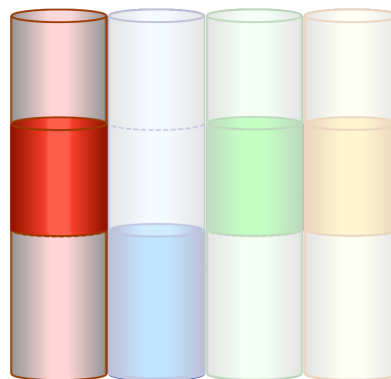
What is **Fact Finder**?

Fact Finder is the Action Mode that deals with the need to probe. It is how we gather and share information.

Noah's **Fact Finder** Talent

Noah's strength in **Fact Finder** is to **Explain** the facts and edit the details. You will see him do all or some of these:

- Review the data
- Edit the details
- Use terms properly
- Consider all the evidence
- Start with the highest probability



©1997-2016 Kathy Kolbe. All rights reserved.

Noah's Strength



Simplifying



Explaining



Researching

Noah is great at helping others get the right amount of information. His contribution to a team is to help the team to not get bogged down in too many details. He is going to need some specifics though, which helps the team have a good balance of information; not too much and not too little. He should spend his time reviewing available information and communicating it to others.



Academics

In the classroom, if Noah doesn't raise his hand to offer answers, don't worry. He is more likely to respond than to volunteer an answer. When he explains or describes something he will give some details, but not get into the minutia.

Recognizing His Talent

If you include Noah in the process of buying something new and of interest to her, he will need to weigh the pros and cons. Be sure to give him options and try not to get frustrated when you want him to make a quick decision. You can plan ahead and give time to do any research necessary beforehand.



What Not To Do

Noah's talent in Fact Finder helps make him a natural bridge between those who might overwhelm with facts and details and those who might not provide enough. In addition to understanding that Noah has a valuable talent in this area, you need to be aware that this talent is often underappreciated because like all accommodating talents it's less observable.

Practical Suggestions

Help Noah decide how and when to use his talent for gathering and sharing information on the most important things and when him's done enough. Ask him to explain how things work, what things mean and watch his Fact Finder talent at work.



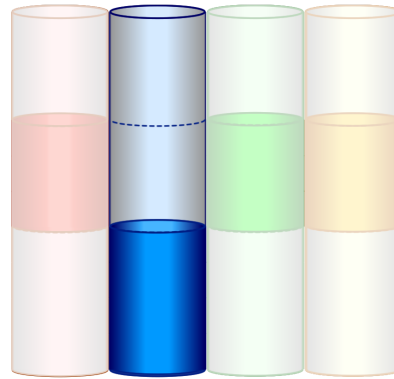
What is Follow Thru?

Follow Thru is the Action Mode that deals with the need for organization. It is how we sort and store things or ideas.

Noah's Follow Thru Talent

Noah's strength in **Follow Thru** is to **Plan** for projects and ideas. You will see him do all or some of these:

- Seek order
- Plan ahead
- Make charts and graphs
- Finish before moving on
- Work sequentially



©1997-2016 Kathy Kolbe. All rights reserved.

Noah's Strength



Adapting



Maintaining



Planning

When things have to be organized, Noah is a natural. He puts together the steps needed to get things done. One of his great qualities is that he finishes what he starts.

In fact, it is important that he be given the chance to get everything done and put away before he begins a new project. Try to tell him ahead of time what is going to happen so he can stay on track.



Academics

Noah will do his best when he can organize and plan for work. Suggest that he create a system that may include a calendar or day planner. Because he probably doesn't enjoy surprises in his day, encourage him to ask about upcoming homework assignments or due dates so he can plan for them. Some teachers may be known for changing the assignment after he is already started, this will be a challenge for him. Watch for it and try not to let it stress him out.

It will be difficult for him to skip tough questions when taking timed tests. Suggest that he make an attempt and move on to the next one. He should keep in mind that he can go back after he has answered the other questions. Noah's ability to see patterns will help him with guessing, when that is appropriate.

Recognizing His Talent

He will pay attention to set dates like birthdays, dances, or sporting events and plan accordingly. One of his fortes is picking a them, putting together a schedule, and coordinating lots of pieces and parts. You may need to help him when unexpected events pop-up because that could throw him off. Also remember, he will not be at his best when facing several tasks with the same deadline.



What Not To Do

One of the quickest ways to squash your child's great ability to initiate systems is to constantly change plans without giving him a heads-up. Although it is not always possible to know when things are going to change, give Noah advanced notice when possible so he can think about the new scenario and plan accordingly.

Practical Suggestions

Put Noah in charge of planning a family outing or designing a routine for bedtime. He will shine when he can create his own system or figure out the best sequence of events. Watch the way he plans for a trip or organizes his schoolwork and you'll start to see your child's natural strength.



Parent Guide ID: PY359373-

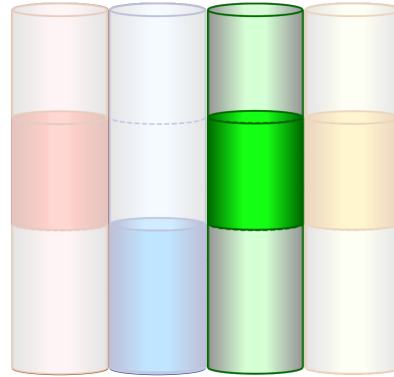
What is **Quick Start**?

Quick Start is the Action Mode that deals with the need to innovate. It is how we handle risk and uncertainty.

Noah's **Quick Start** Talent

Noah's strength in **Quick Start** is to **Adjust** to changes and unexpected events. You will see him do all or some of these:

- Use shortcuts
- Handle last-minute changes
- Respond to challenges
- Cope with uncertainty
- Go along with risks



©1997-2016 Kathy Kolbe. All rights reserved.

Noah's Strength



Anchoring



Adjusting



Innovating

He will try new things, but chances are he won't be the one to get others involved right away. Before he takes a risk, it is important for him to check out what may happen, at least enough to save himself if the result isn't good. It is helpful to others when he steps in when they have been pushed into uncomfortable challenges. He uses his talent for getting both sides to take the pressure off each other. This is an important role for him to take in disagreements over how much risk or change people will accept. Everyone benefits when he acts as the negotiator.



Academics

Noah can be quite flexible. When an assignment has to be done the same old way, he can go along with it as easily as taking a totally different approach. He appreciates new ideas, but also sees the need to do what is expected by teachers and others.

Recognizing His Talent

In order to solve problems, he will brainstorm some options, then act on it or make a decision. While he might be able to make up his mind very quickly, it is wise to let decisions sit a little while until he is comfortable. By watching others he can pace himself so he does his best. His best wins will be when he plays team sports, because he helps everyone work together.



What Not To Do

As someone who bridges the differences between risk takers and stabilizers, Noah will try new things and deal with the uncertainties of life without digging in his heels or jumping too quickly into risky situations. In family situations, he's likely to be willing to try new things (food, travel, people, etc), which has its advantages when he has to accommodate what other people might want to do. He isn't usually the person who initiates risk taking, which might be a blessing in the already risk-filled teen years.

Practical Suggestions

Encourage him in situations where he can experience new things without letting it get chaotic. A great situation for him to try out leadership skills is when he can build on past success rather than start without examples of what has worked for others. For instance, he could take on a leadership role for an event (perhaps in school or the community) that happens every year but needs to be new and different enough to make it interesting.



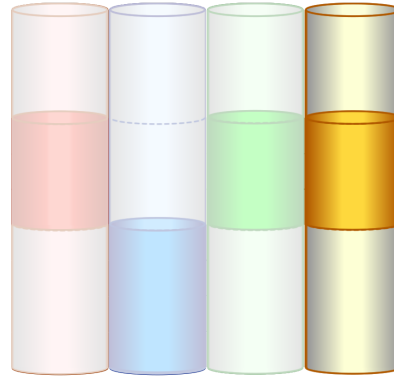
What is **Implementor**?

Implementor is the Action Mode that deals with the need to build. It is how we handle space and tangibles.

Noah's **Implementor** Talent

Noah's strength in **Implementor** is to **Repair** physical objects. You will see him do all or some of these:

- Use models to explain ideas
- Fix something that is broken
- Operate machinery
- Use tools and equipment
- Care for property



©1997-2016 Kathy Kolbe. All rights reserved.

Noah's Strength



Imagining



Repairing



Building

His willingness to handle physical tasks is important to any situation. He is able to keep the ball moving in a sports situation and maintain equipment so it stays in working order. Such contributions are typical for him yet are often overlooked. He does this so naturally that others may seem to not even notice.



Academics

Because schools involve so much "seat work," you will find that sometimes he has to burn off energy. That's when he needs to be sure to get exercise, whether it's playing a sport, working in the yard, walking the dog, sewing, or playing a musical instrument. The key is being active.

Noah will not learn best by just reading a book. When possible, he should take advantage of video and audio to enhance his learning skills. It will help too if he uses props to reinforce the information he is learning. The props will also help him demonstrate his ideas to others. He will often bring people together who think they are far apart on issues because of his ability to communicate ideas with things he makes, builds, or uses.

Recognizing His Talent

When he can, he should get up and move around. He will notice the broken tile or the cord that is in a dangerous place because he has an uncanny sense of safety. Help him get things he can touch, feel, and handle at his desk or in the room. Studying with these objects in his hands is another trick.



What Not To Do

His talent for being able to fill the gap between concept and construction is likely to go unnoticed. However, you can probably think of a time when he did a great job creating something because he figured out how to take the idea and make something of it. Where others are stuck on one end or the other of this continuum, Noah, has the talent for being able to do a little bit of both.

Practical Suggestions

His approach to sports is very physical. He may find an outlet where success is achieved by strength or timing. He tends to be a natural athlete and may enjoy activities that pit him against nature like rock climbing or hiking. Get him the best equipment or tools you can afford. The best tools for him may not mean the most popular, it means most useful, durable and comfortable.





Parent Guide



The bottom line is that Noah has an amazing set of talents and with your commitment to helping him get the freedom to use his natural talents, you are definitely on the right path. Key points to keep in mind:

-
- **It's up to Noah to make the most of his gifts.**
 - **As someone who is important in his life, you can make a big difference in helping him figure out how to develop his talents.**
 - **Remember that when he's at his best, Noah starts the problem solving process with Follow Thru. Help him have the confidence to use this talent, even when conventional wisdom is pushing him in another direction.**
 - **Kolbe doesn't give Noah an excuse to not do what needs to get done. You can get the results you want while empowering him to do it in a way that works best for him.**



YOU'RE AT YOUR BEST WHEN
YOU ARE:

Explaining

the details and getting the specifics

Planning

to whatever comes up

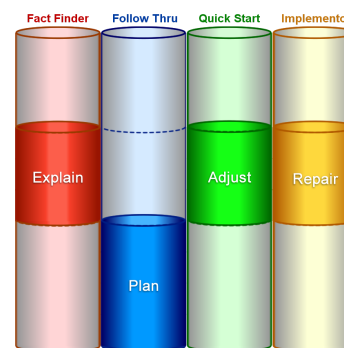
Adjusting

solutions

Repairing

how to solve the problem

YOUR KOLBE Y RESULTS



©1997-2016 Kathy Kolbe. All rights reserved.

These strengths are your natural talents or abilities.

Your own natural talents are important too, whether they are similar to or different from your child's! All natural talents are equally valuable. You don't have to change who you are for your child. Just be aware that what works for you may not work for him.

For additional information, refer back to the Parent Guide homepage where you'll find links to expanded information on Kolbe, the **Parenting By Instincts** article, and a copy of your child's Kolbe Y Result.