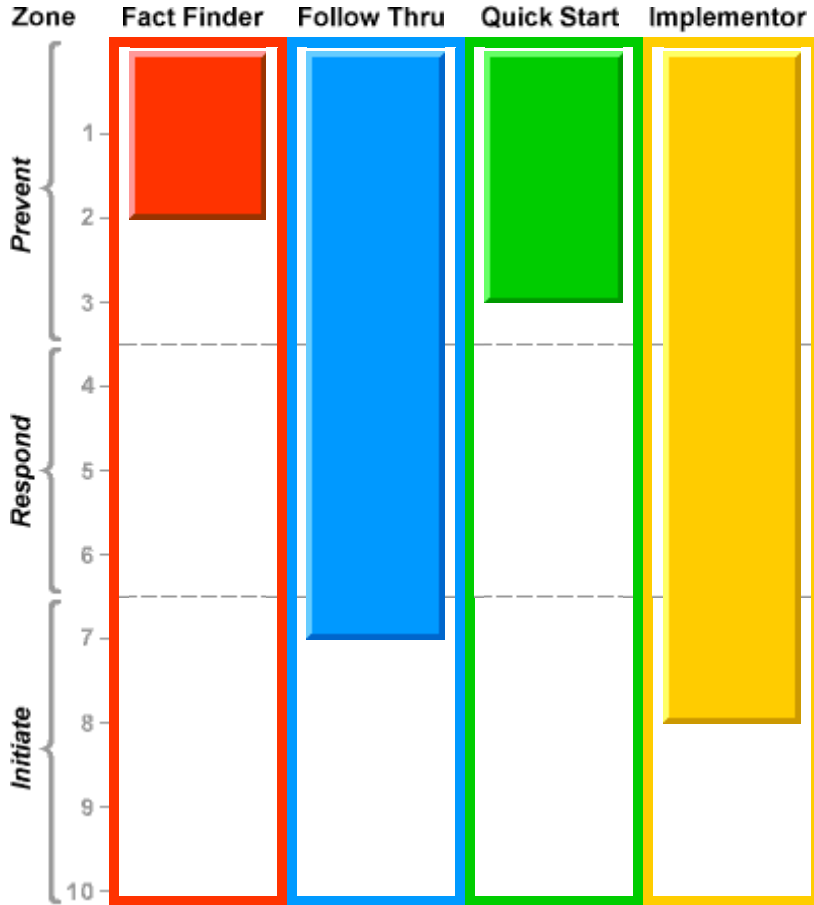




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Kolbe A™ Index Results

Sample Account



MO:

2

7

3

8

Impact Factors:

Simplify

Organize

Stabilize

Construct



Natural Advantage:

Quality Controller . . .  

Your conative creativity is in designing durable procedures, building tangible structures and enforcing protective practices.

To: Sample Account
From: Kathy Kolbe

You have terrific talent! Your natural abilities make you capable of being a highly productive and creative person. Results of your Kolbe A™ index validate the specific qualities of your personal, instinctive strengths. This proven, reliable assessment process confirms your Natural Advantage™ -- how you make your best efforts. It helps you excel.

With your Kolbe results you can liberate yourself from the stress of working against your grain. They highlight how you need to get things done -- and how you need to avoid trying to act because it just won't work well for you. They have nothing to do with learned behaviors, stemming from the knowledge-based cognitive part of the mind. We all know people with the skills and intelligence to do something, yet they just don't do it well. Kolbe results also have nothing to do with your personality or social style. People can prefer to act one way, yet perform entirely differently when push comes to shove.

The Kolbe index is the only validated method of measuring instinct-based actions. It is unique from any other mental measurement you may have taken because there truly are no right or wrong, good or bad answers/results, and no biases by gender, age, or race. It will not -- nor could it -- tell you how you need to change. As the great philosopher said, "I am what I am." Yes, Popeye is a worldwide folk hero because he knows something we all need to keep in mind: it is not necessary to be anything other than who you are to achieve your highest goals. Your personal set of striving instincts give you the power to do what has to get done. Popeye knew that when he added, "And that's all that I am." It's true. To be successful, you don't need to be more or less of anything on the Kolbe scales.





Your Kolbe result -- your MO (Mode of Operation) -- is perfect ... for you.

Success comes with the freedom to be yourself. You need opportunities to use the instinctive talent you have. You need to strive, to contribute, to be productive; because through your efforts you convert this innate ability into success. That's how you find a sense of purpose. You can do what you set out to do, so long as you engage the striving instincts Kolbe identifies that you have available in your personal tool box.

Kolbe gives you words to describe your natural strengths. Kolbe also highlights your responsibility to put your talents to work for the shared purposes of those with whom you make a commitment of this tremendous energy.

Unlike learned behavior and social style, it is instinctive. The Kolbe Concept□ stems from my discovery of four creative instincts through which we initiate all action. Each produces a distinctive cluster of behaviors or Action Mode□. All goal-oriented action is initiated through one of these Modes. Everyone has equal conative energy, yet individual intensity in any one Mode may vary. These variances give you your distinctive talent.

Action Modes

-  **FACT FINDER:** Through which we are a pragmatist, prober, arbitrator, practitioner, researcher, judge, or realist.
-  **FOLLOW THRU:** Through which we are a planner, designer, programmer, theorist, systemizer, or pattern maker.
-  **QUICK START:** Through which we are a catalyst, generalist, innovator, entrepreneur, promoter, or impressionist.
-  **IMPLEMENTOR:** Through which we are a manufacturer, molder, builder, hand crafter, weaver, agriculturist, or handler.

Your Natural Advantage



Your Natural Advantage is determined by the degree of intensity through which you act in each Action Mode. The Kolbe A quantifies this intensity, measuring the extent to which you will, won't or are willing to use the related actions, while at the same time not implying a good or bad, right or wrong result. Based on years of careful observation and documentation, the Kolbe Concept supports the following important conclusions:

- all individuals have equal creative capacity or 100% of conative energy;
- every individual is endowed with some degree of all four Action Modes™, yet has a distinctive pattern of intensity;
- approximately 90% of the results do not vary more than one unit in any one Mode when the Kolbe A is retaken;
- no one initiates through all four Modes, so cooperative effort is essential

A number of prescriptions are included in this report which I hope will help you utilize your Natural Advantage. Among the benefits of discovering your true conative self are the affirmation of your innate talents and a framework to help you thrive in areas of life that are important to you. By depicting your instinctive or natural intensity in each Action Mode, the Kolbe A provides validation for the self, your internal drive, an inner core of talent that cannot be taken from you.

Sample Account your Natural Advantage is: **Quality Controller**



Trust Your Instincts



You are uniquely capable of maintaining consistent standards for equipment, materials and finished goods. What you build is made to last. With your exceptional sense of texture and style you mold objects of enduring quality. Whether protecting the environment, guarding facilities or enforcing regulations, you bring a steadying hand to the effort. When you take time to plan ahead and stick to personal standards, your achievements are consistently efficient and demonstrably durable.

Use Your Time and Energy



To maximize your talents:

- use the highest quality implements or tools.
- plan ahead for every contingency so you have sufficient time and materials to complete projects to specifications.
- utilize procedures that prevent last minute adjustments or breaches in security.
- take responsibility for maintaining equipment in permanent locations and in good working condition for ease of operation.
- enforce regulations to prevent accidents or interruptions in service.
- monitor schedules to assure sufficient time is being given to test for possible defects before moving on.

How You Communicate Most Effectively



Calendars, charts, worksheets or any other tool that will help you explain the flow of activities as you see them will benefit your communication with others. Because someone else disrupting your sense of order comes almost as a personal insult, you need to clarify your view and encourage others to offer adjustments in advance if they don't believe they can live within the structure.

Since it is essential to your efforts to keep your tools in good condition and in their proper places, it may be necessary for you to explain to others that it would be easier for you to do the job yourself than to loan your tools out. Only another person with your MO would have instincts which you should trust as much as your own in handling your equipment.

The use of props and field demonstrations will help clarify your point of view. Once others see your painstaking efforts, they are more likely to appreciate what it takes to achieve as you do.

How to Avoid Stress



There are three forms of conative stress:

- **CONFLICT:** arises from interactions between two people with significantly differing intensities within any one Mode.
- **STRAIN:** results from unrealistic self-expectations for how you will act.
- **TENSION:** stems from another person requiring you to function out of your MO.

It is possible to respect someone else's methodology without adopting it yourself. Conflicts can be turned into synergistic effort by not trying to change each other, by having a sense of humor about differing approaches, and by staying true to yourself while nurturing the other person's talents. Success for an individual is defined by the Kolbe Concept as the freedom to be yourself. Success in a team situation or personal relationship stems from nurturing those innate qualities which provide such freedom for all involved.

AVOID STRESS BY:

- refusing to be hurried unnecessarily.
- casting your efforts in the most concrete form possible and avoiding fabrication, frills or flimsiness.
- getting projects in shape without interference or disruptive influences.
- demonstrating finished goods or completed effort without having to explain it while in process or justifying your methodology in advance.
- putting together all the parts in an orderly sequence.
- protecting your efforts from publicity or second-guessing assessment.

Know Your WILL and WON'T



The conative part of your mind is your striving mechanism, your drive or the effort you make to reach goals. When you act on your thoughts or feelings, your conative will is engaged. It is not enough to want something or know it needs to be done. You must act. You, therefore, control your conative will and the allocation of your creativity. HOW you will succeed is instinctive. You determine why, when, where, what and with whom you will use this talent. You are a self-starter who initiates action through your conative insistence to:



STRUCTURE
CONSOLIDATE
TRANSLATE

PREPARE
DISCIPLINE
COORDINATE

ARRANGE
INTEGRATE
SCHEDULE

PLAN
BUDGET
CHART



FORM
SHAPE/MOLD
PUT

CRAFT
RENDER
TOGETHER

BUILD
REPAIR
CONSTRUCT

FIX
DEMONSTRATE
PRACTICE

Recreation involves pursuing goals and, therefore, engages the conative will. Recreational effort will utilize your most intense Action Modes. Leisure, on the other hand, is non-striving behavior which is more likely to use unspent energy or the lowest levels of your conative intensity.

Since no one is a "10" in every Mode, part of your strength or Natural Advantage is to avoid striving in a resistant Mode. It is not that you can't operate through a resistance, but doing so is simply an unproductive use of your talent and a drain on your mental energy. Therefore, when striving to reach a goal, you need to avoid:



GETTING BOGGED DOWN IN DETAIL
HAVING TO JUSTIFY SPECIFICS
STRATEGIZING THE WAY YOU DO THINGS
EXPLAINING FROM EXPERIENCE
HAVING TO WORK WITHIN PRIORITIES
DEALING PRIMARILY WITH PRACTICALITIES
ASSESSING SPECIFIC PROBABILITIES
RESEARCHING WHAT HAS ALREADY BEEN DONE



ACTING AMIDST CHAOS
FLYING BY THE SEAT OF YOUR PANTS
JUMPING IN AT THE LAST MOMENT
AD LIBBING
TAKING UNNECESSARY RISKS
WORKING AGAINST DEADLINES
DEALING WITH TOO MANY UNKNOWNNS
ENVIRONMENTS OF CONSTANT CHANGE

