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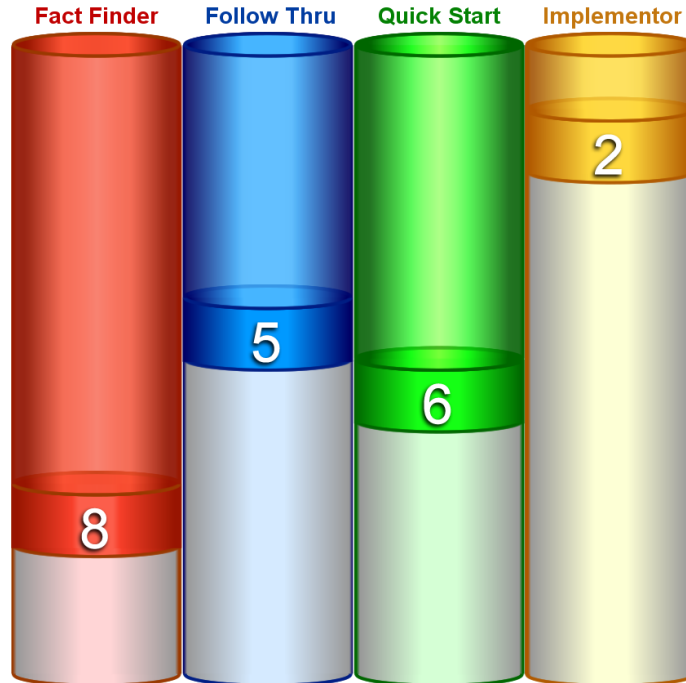
Kolbe A™ Index Result

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You Got a Perfect Score on the Kolbe A™ Index

You have an uncanny talent for coming up with unique strategies, prioritizing opportunities, and dealing with the unknowns in complex problems. You thrive when quantifying an opportunity and prospecting for ways to enhance it.

Kolbe Action Modes®



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How do we know this? You told us when you completed the Kolbe A™ Index. Our proprietary algorithm sorted out your answers and came up with the pattern of your MO (Modus Operandi).

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

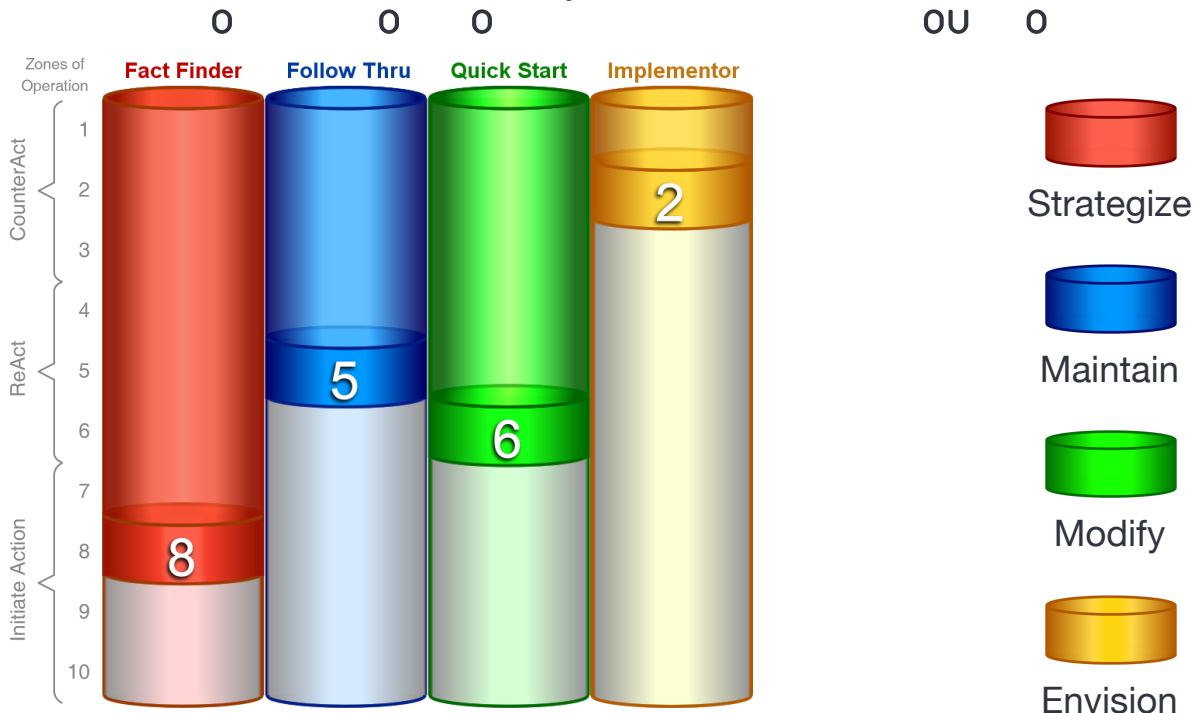
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Kolbe Action Modes are behaviors driven by your instinct

Fact Finder: is how you gather and share information.

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

Follow Thru: is how you organize.

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

QuickStart: is how you deal with risks and uncertainty.

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

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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8-5-6-2

I H D I OU

Your Kolbe result celebrates your **Modes of Operation (MO): 8-5-6-2**. It doesn't have anything to do with what your social style is or how smart you are. It's how you will and won't naturally take action.

Kolbe adds a new dimension. Based on wisdom going back to Plato and Aristotle, the Kolbe Theory™ has proven successful with over one million users.

Conables® Tips, individualized for you, will not only help you explain your way of taking action, they will help you control the outcomes. For example:

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✓ **Tired of Questions like:**

Why do you put off making repairs?

Why don't you take better care of your equipment?

✓ **How about saying:**

If you'd broken as many things as I have, you too would stop trying.

It's just not my thing.



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8-5-6-2

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Being a 8-5-6-2 in Kolbe has nothing to do with your personality, social style, or if you are a math whiz. Kolbe Index results deal with a different part of the brain/mind that drives your actions.

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Thinking
IQ
Skills
Reason
Knowledge
Experience
Education

O
Doing
Drive
Instinct
Necessity
Mental Energy
Innate Force
Talents

Feeling
Desires
Motivation
Attitudes
Preferences
Emotions
Values

O

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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Action Modes

Fact Finder



Your best way of gathering and sharing information is to **Strategize**.

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



Your best way of organizing is to **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

Quick Start



Your best way of dealing with risks and uncertainty is to **Modify**.

For instance, you might:

- Participate in experiments
- Create responses to challenges
- Try out new ideas
- Sustain innovations
- Use metaphors

- Navigate through uncertainty
- Interject spontaneously
- Adjust deadlines
- Reduce risks
- Mediate between the vision and the given

Implementor



Your best way of tackling space and tangibles is to **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

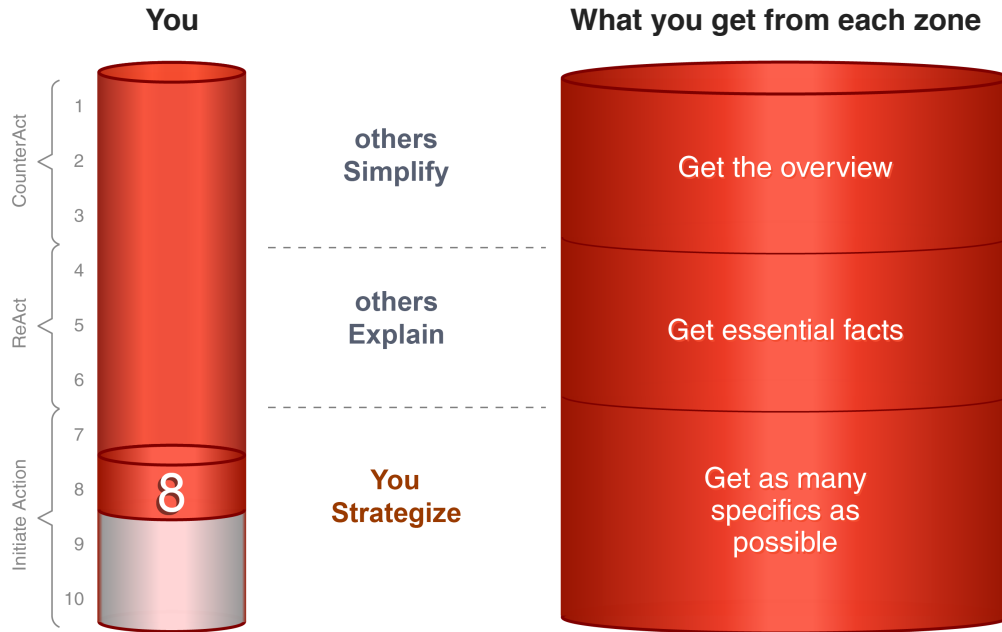


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Do

- ✓ Be precise
- ✓ Rate probabilities
- ✓ Correct errors
- ✓ Define differences
- ✓ Question frequently and thoroughly

Do

- ✓ Generalize
- ✓ Make snap judgements
- ✓ Give yes-or-no answers
- ✓ Answer off the top of your head
- ✓ Decide without prioritizing reasons

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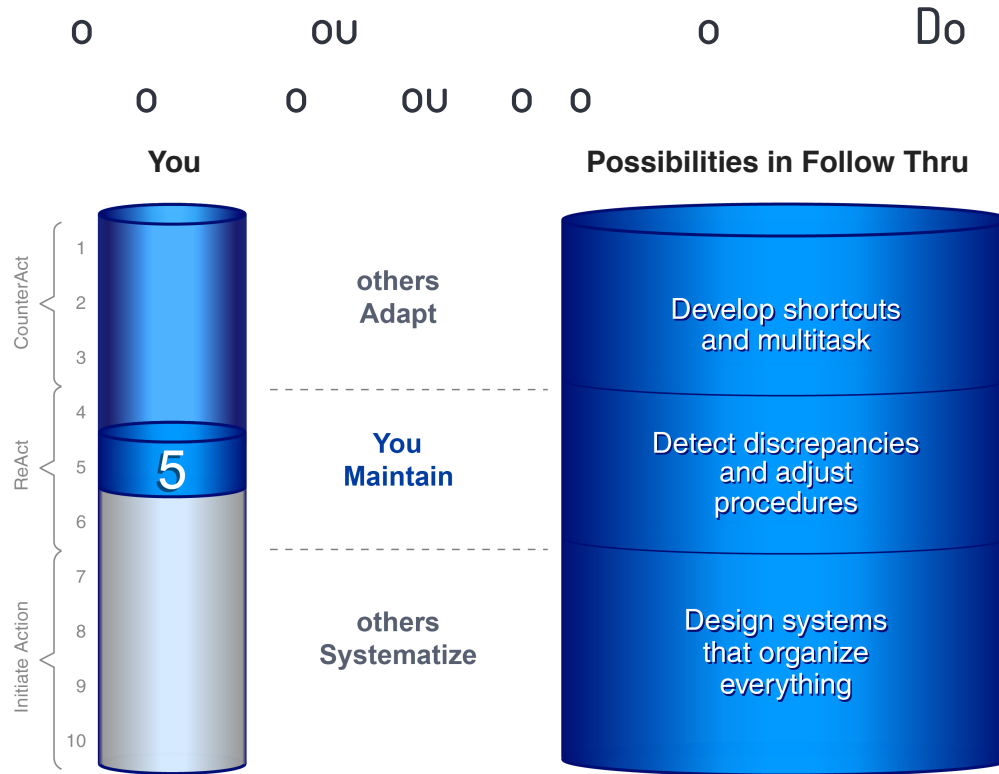
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8-5-6-2



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Do

- ✓ Blend different approaches
- ✓ Sustain viable systems
- ✓ Replicate patterns
- ✓ Coordinate with others
- ✓ Reclassify information

Do

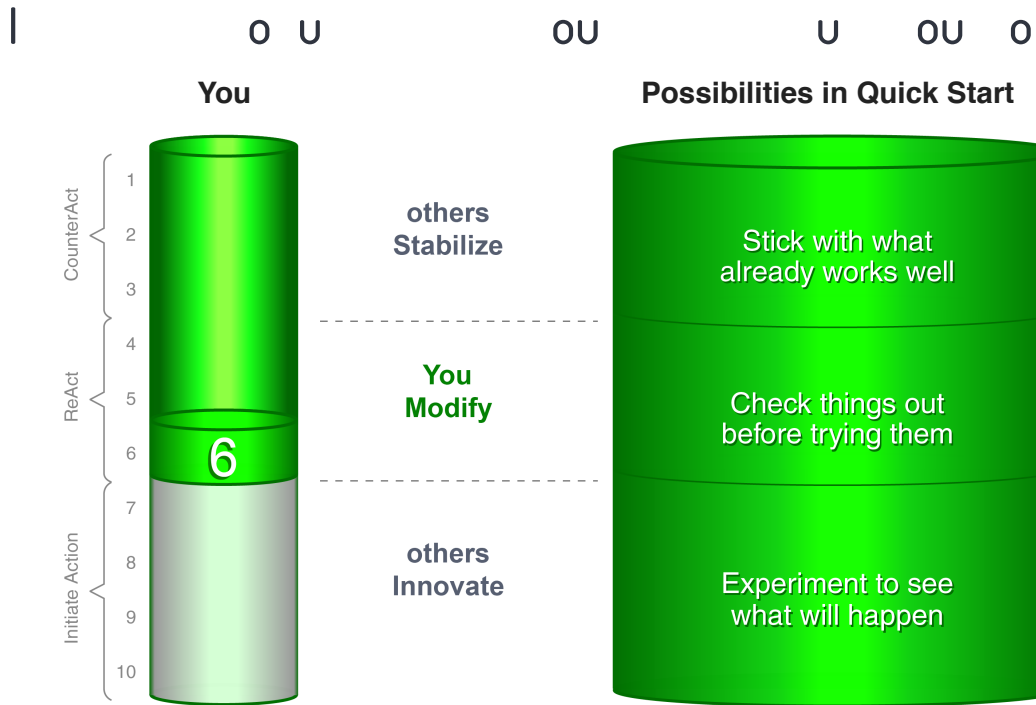
- ✓ Get snarled in redundancies
- ✓ Initiate rigid systems
- ✓ Make too many guarantees
- ✓ Skip too many steps
- ✓ Over-regulate

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Do

- ✓ Respond quickly to challenges
- ✓ Make adjustments on the fly
- ✓ Handle last-minute changes
- ✓ Seek alternatives
- ✓ Mediate risk

Do

- ✓ Change for the sake of change
- ✓ Create uncertainty
- ✓ Leap into many major changes at once
- ✓ Take on too many competing deadlines
- ✓ Try to get consensus on innovation

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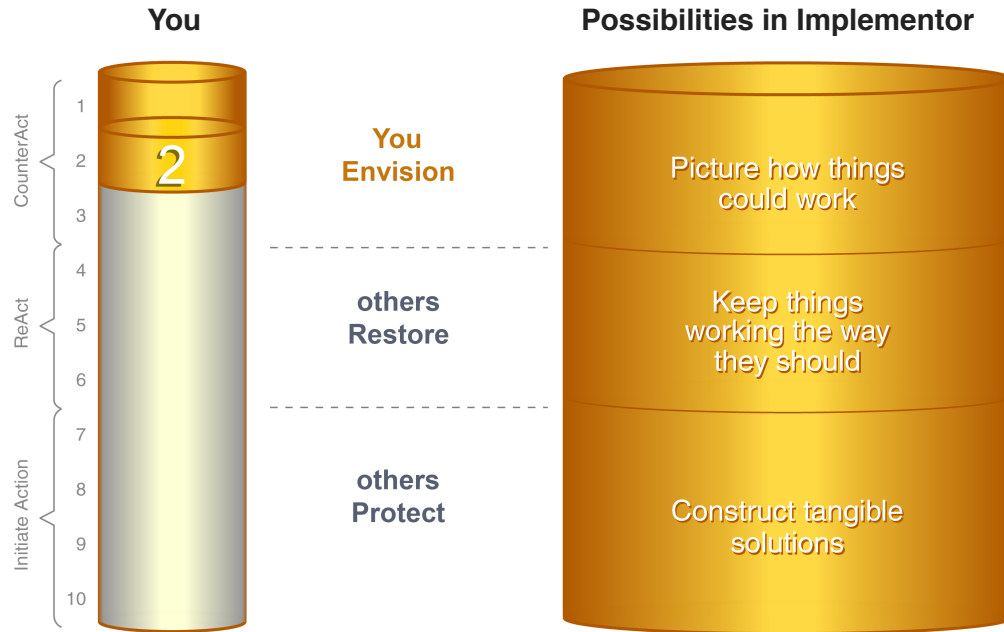
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Do

- ✓ See solutions in your mind
- ✓ Visualize possibilities
- ✓ Conceptualize what could be
- ✓ Have discussions without having to be face-to-face
- ✓ Make decisions without having tangible evidence

Do

- ✓ Take responsibility for maintaining equipment
- ✓ Demonstrate the use of mechanical stuff
- ✓ Take apart small appliances
- ✓ Fix broken parts
- ✓ Build many physical models

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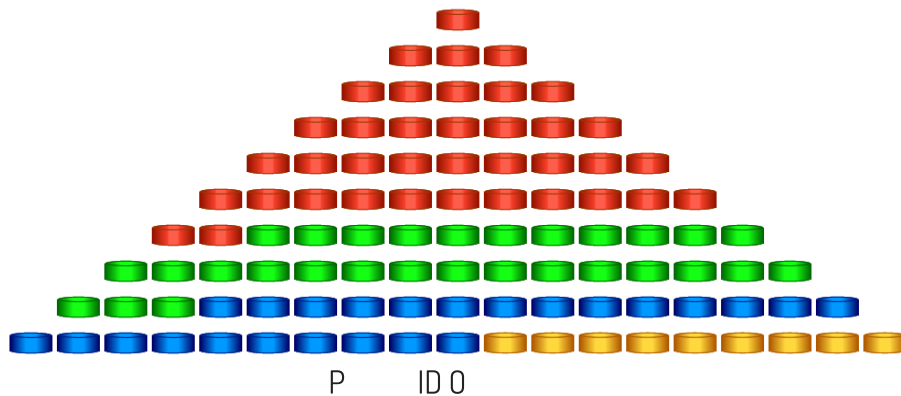
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You can't get time back – once it's used, it's gone – but energy can be renewed.

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Your 100 “ergs” of mental energy are equal to the energy available to every other human being. This gives you the same potential power as any CEO or rock star.



Strategize
38%

Maintain
24%

Modify
29%

Envision
9%

Each of your 100 ergs has the same intensity - whether it is in the Initiating, ReActing, or CounterActing zone.

You lead with background information, making sure it helps promote future possibilities. You also use your Fact Finder strengths to justify the Quick Start need for urgency. This sets you up for using all your conative strengths to make unconventional, yet practical decisions.

Don't let anyone stereotype you as contributing or “being” just one of the Action Modes. Your contribution begins with strategizing and continues until you envision the solution.

Self-manage your use of these limited, but renewable, resources. Use them purposefully and they will bring joy to your life.



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It's tough to allocate your time, especially when no one but Kolbe has explained the role of your conative assets.

You use time according to your MO. So forget time management advice that doesn't take it into consideration. Everyone has an equal amount of conative energy, used in differing amounts and orders. You use it in your particular order and percentages per mode.



When free to use your strengths:

1. You'll start the problem solving process by fact checking and determining practical and appropriate priorities.
2. Next you adjust to changes.
3. Then, you look for ways to fit the project into the system.
4. Finally, Erin, you visualize solutions.

If you work against your grain, you'll never have "enough" time. You will squander it by taking non-productive paths.



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We can't give you more time, but we have proven leveraging your conative strengths can more than double your productivity.

Here are some ways you can get the multiplier effect from your MO of 8-5-6-2.

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- ✓ **Commit—but to very little.** Target your top priorities. Unlike time, you can replenish conative energy, but it takes downtime to do it.
- ✓ Save time by calculating the odds of success before taking on a challenge.
- ✓ Protect your energy by walking away from what your instincts tell you are deal breakers.
- ✓ **Self-Provoke** to get where you want to go. You're responsible for goading yourself to initiate necessary action.

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Kolbe's **Personal Development Pack** of books and audios can deepen your understanding of your instinctive strengths and help you use them to improve your life.

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

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Because most of the world hasn't recognized conation, you may actually have been taught ways of taking action that are absolutely wrong for you.

The truth is you need to describe what's in your mind rather than trying to make it yourself.

A good way to start your day is to zero in on the top priorities and get them done first.

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.

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You're likely to procrastinate if you don't have a system or format to follow.

When you need to be persuasive in an unfamiliar situation, play off what others say and respond to their needs.

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.



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Communication involves Action, ReAction, CounterAction and InterAction. Of course, emotions cause the desire to communicate while thoughts provide the content. However it's your conative instincts that drive how it plays out.

If you aren't communicating through your conative strengths, you are likely to come across as acting out of character or not being authentic.

We're taught that there is a "right way" to do things. Our essays have the same structure and our resumes look like we've all had the same experiences.

How can you be true to who you are, and win approval too? We give you individualized Conables Tips for communicating in your own way without turning other people off.



"If you get out of kilter with your MO, how do you expect others to "get" who you are?"
Kathy Kolbe

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You can be so good at convincing people of your point of view that they buy your argument, but later have buyer's remorse. Avoid the boomerang effect by championing shared causes. Your combination of strengths is like a boxer's one – two punch: First, you give others substantial written evidence; and second, you give the oral arguments targeting benefits.

It's best if you consider the end-game before you get in the ring. Knowing the conative strengths of the people you're dealing with will help you know who will be the best sparring partners and with whom not to get in the ring.

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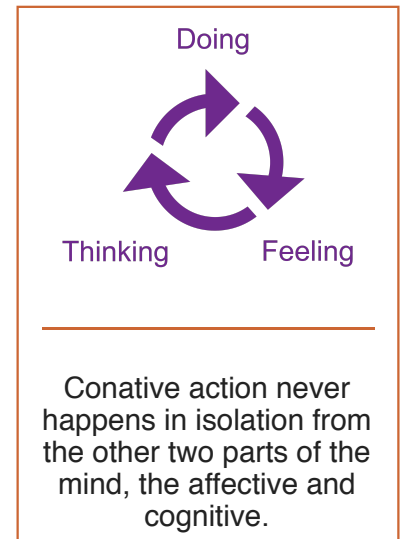
- ✓ Your instincts won't change with age. **Be obstinate** with people who expect you to conform to age stereotypes – or any other kind of stereotype.
- ✓ Position yourself as an expert. State your case with examples.
- ✓ Let others know you'll adjust to changes as long as you are informed ahead of time. They can throw your day off kilter by not doing what they promised they'd do.

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There is no perfect combination of Kolbe results for relationships. The ideal spouse, child, sibling, parent, grandparent, colleague or friend will respect your conative truth and allow you the freedom to be yourself.

“Trying to avoid conflict between people with strong conative differences is impossible. No use pretending – it will come out sooner or later. Discussing the differences doesn't resolve them. It involves them. It turns a clash of wills into a meeting of the minds. You are impelled to act according to your instincts, but you can't compel others to respond the same way.”
Conative Connection by Kathy Kolbe

People trust what they sense comes from your conative truths.





You can improve relationships by understanding similarities and differences in your conative MOs.

In situations with someone who is pretty much your conative clone, you might be able to finish each other’s sentences, but it could also lead to: inertia in what you do together or competition for who could do things better or more than the other.

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When working with someone whose MO is similar to your own:

- ✓ Avoid getting stuck in your shared methods by bringing in others with diverse approaches.
- ✓ Don’t evaluate others by what works best for both of you. For instance, when parents think kids should do things the same way they do them, it often leads to false expectations.

In situations with a person who has very different conative strengths than you do, you can benefit from the resulting Synergy, or the differences can cause conflict and stress.

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When working with someone whose MO is very different than yours:

- ✓ For you, togetherness may mean doing different things in the same room.
- ✓ Don’t try to get the other person to work toward shared goals the same way you do.



Kolbe A™ Index Result

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Erin, 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 of the Action Modes.



Elaborate, compute, document, substantiate, validate



Monitor, merge, accessorize, guide, assimilate



Interject, convert, assimilate, incorporate, substitute



Conceptualize, symbolize, imagine, virtualize, visualize

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You have many strengths that could contribute to an organization.

In job interviews, people often say things they think employers want to hear. Yet if they get a job based upon false promises, they usually become frustrated and regret having to live up to them.

Finding a job that lets you use your natural strengths is a formula for success.

It pays to be truthful in promoting your MO

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- ✓ Evaluate career opportunities not only for the ways you will be able to Initiate Action, but also ways to use your energy to CounterAct. Steer away from careers where your CounterActing abilities will be perceived negatively.
- ✓ When considering a specific career, see if you can find out the MOs of those who are successful in that role.



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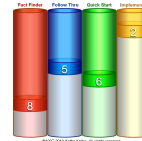


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Erin, the information in every section of this report was individualized for you, whether you remember it by:

Your iconic Kolbe bar chart



Your four numbers

8 5 6 2

Your four conative strengths

Strategize
Maintain
Modify
Envision

Your use of time



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!

We hope you find this analysis will help you maximize your time and energy and communicate more effectively.

If you took the Index through your organization, check back with your Kolbe Consultant or Administrator for additional services.

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