



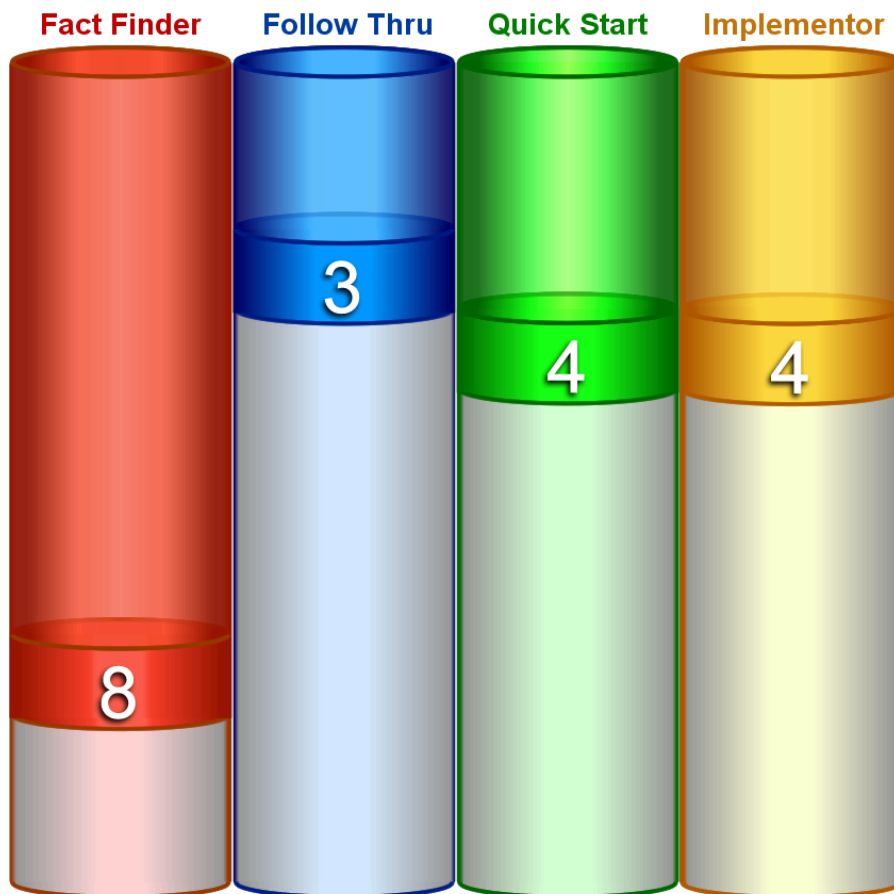
Kolbe A™ Index Result

CONGRATULATIONS AMEDU

You Got a Perfect Score on the Kolbe A™ Index!

You are fantastic at making comparisons, documenting information, and defining priorities. You can be counted on to research historical details, become an expert in areas of special interest, and make strategic decisions.

Kolbe Action Modes®



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How do we know this? You told us when you completed the Kolbe A™ Index which revealed your 4-number MO (Mode of Operation).

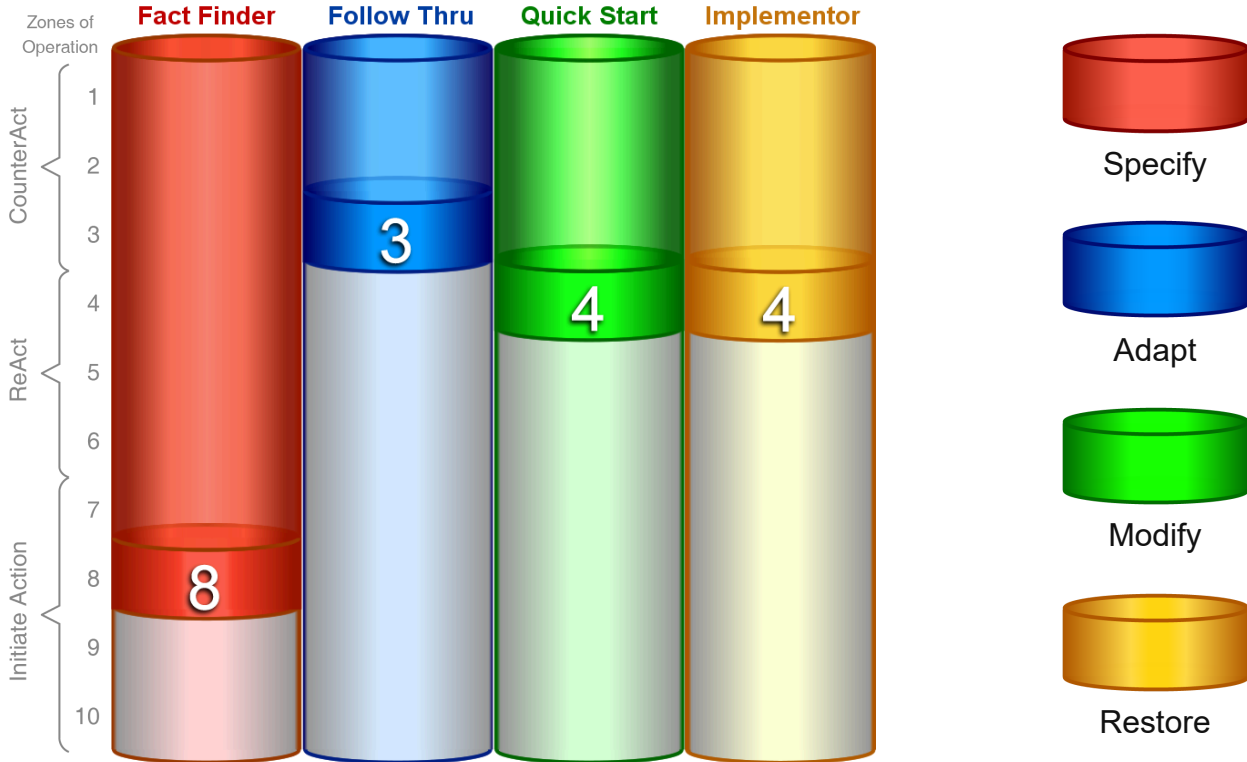
🔊 Hear Kathy Kolbe describe your strengths at www.warewithal.com/kolbereports



AMEDU OBODUMU

Kolbe Action Modes®

Your Kolbe Strengths™



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Kolbe Action Modes are behaviors driven by your striving instincts.

Fact Finder: How you gather and share information.

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

Follow Thru: How you organize.

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

Quick Start: How you deal with risk and uncertainty.

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

Implementor: How you handle space and tangibles.

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

You can count on your Kolbe result being constant over time.

🔊 Don't forget, hear Kathy Kolbe describe your strengths at www.warewithal.com/kolbereports



What's so different about the Kolbe Index?

Your Kolbe result doesn't have anything to do with your personality or how smart you are. Kolbe adds a new dimension—the **conative**. How you take action when you are free to be yourself is one of the most important things to know about yourself. It includes how you will naturally:

- Solve problems
- Make decisions
- Take purposeful action

The **conative** (doing) part of the mind is defined as: *Action derived from instinct; purposeful mode of striving, volition. It is a conscious effort to carry out self-determined acts.*

Based on teachings going back to Plato and Aristotle, conative is one of three parts of the mind.

Three Parts of the Mind

Cognitive

(Thinking)

- Intelligence
- Skills
- Knowledge
- Experience
- Learned Behavior

Affective

(Feeling)

- Motivation
- Preferences
- Values
- Personality
- Emotions

Conative

(Doing)

- Striving Instincts
- Innate Strengths
- Purposeful Actions
- Decision-Making Methods
- Problem-Solving Approaches

These three parts of the mind work together to form your greatest contributions to the world.

Conables® Tips



Without an understanding of the power of conation, you may have learned ways of taking action that won't work well for you. Look for Conables Tips throughout your Kolbe A result. Individualized for you, they will help you *Do More, More Naturally* and achieve what matters to you most.



KOLBE STRENGTHS

You have a natural strength in each Action Mode that helps you make better decisions.

Action Modes

Fact Finder



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

For instance, you might:

- Research in-depth
- Justify decisions
- Uphold precedent
- Define objectives
- Assess probabilities

- Define terms with exactness
- Establish specific priorities
- Provide historical evidence
- Create analogies
- Develop complex strategies

Follow Thru



Your best way of organizing is to **Adapt**.

For instance, you might:

- Streamline rigid processes
- Vary the approach
- Thrive on interruptions
- Create shortcuts
- Switch tasks frequently

- Be flexible
- Cut through bureaucracy
- Do several things at once
- Keep everything accessible
- Prevent overplanning

Quick Start



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

For instance, you might:

- Support experiments
- Respond to challenges
- Try out new ideas
- Sustain innovations
- Navigate uncertainty

- Accommodate urgency
- Adjust deadlines
- Mitigate risks
- Mediate between the vision and the given
- Facilitate new initiatives

Implementor



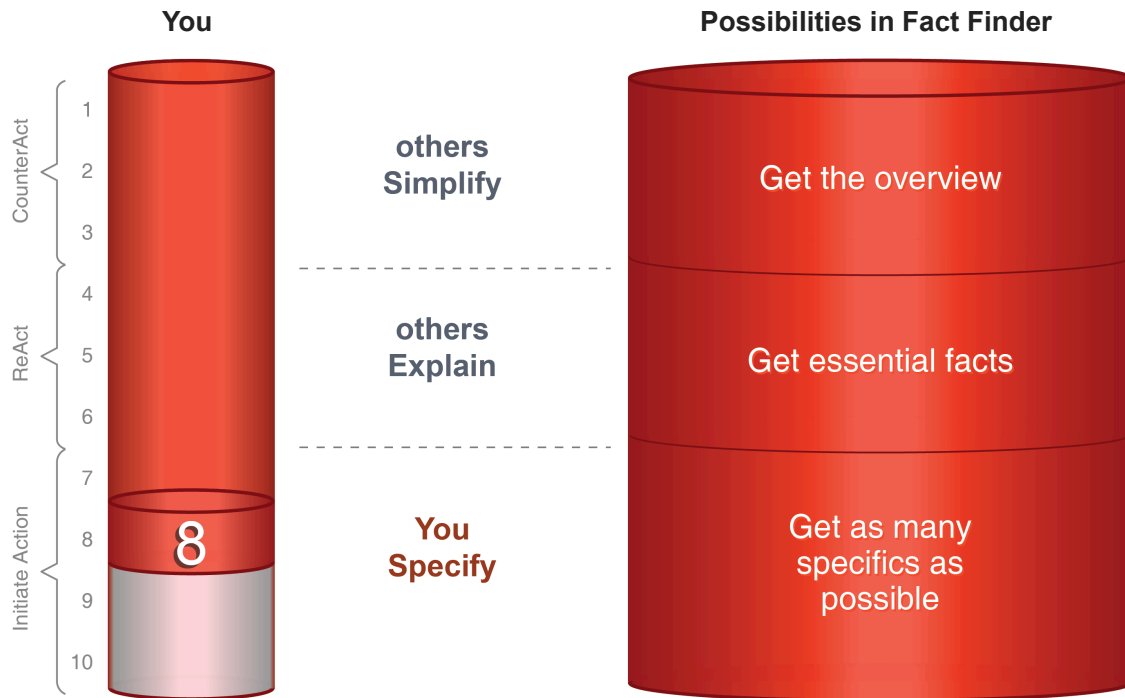
Your best way of tackling space and tangibles is to **Restore**.

For instance, you might:

- Repair and renovate
- Maintain product quality
- Fix moving parts
- Bridge the physical and virtual
- Reconfigure the space

- Utilize mechanical equipment
- Interpret body language
- Simulate actual situations
- Accommodate physical solutions
- Remove obstacles real and imagined

Fact Finder: How you gather and share information



Conables® Tips



Gather and share information in a way that works for you:

Do



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

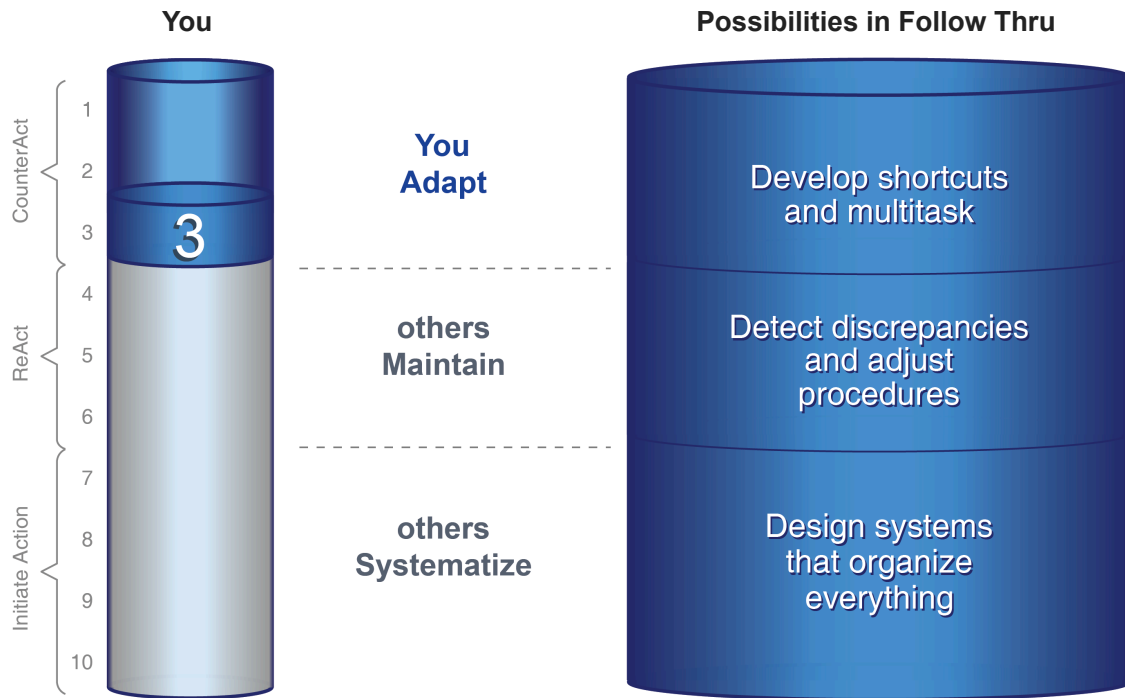
Don't



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



Follow Thru: How you organize



Conables® Tips



Organize in a way that works for you:

Do



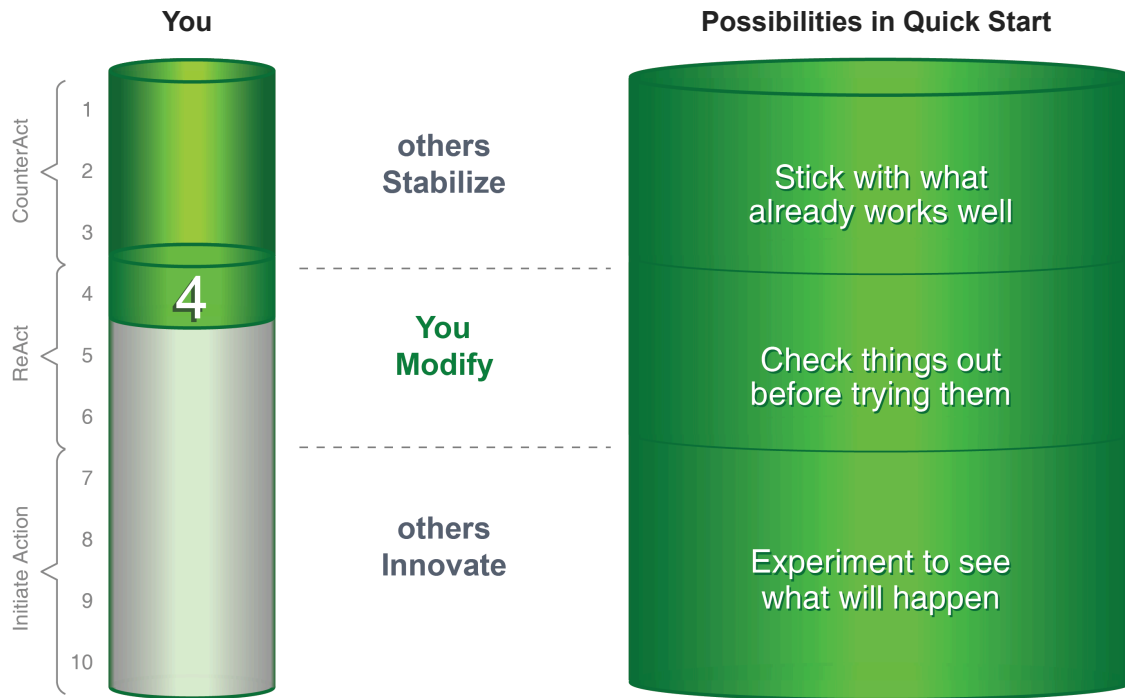
- ✓ Find shortcuts
- ✓ Keep what you use easy to see and reach
- ✓ Try random approaches
- ✓ Actively pursue multiple projects
- ✓ Deal with tasks as they arise

Don't



- ✓ Stick with step-by-step procedures
- ✓ Repeat patterns
- ✓ Adhere to redundant systems
- ✓ Be overly scheduled
- ✓ Succumb to rigid routines

Quick Start: How you deal with risk and uncertainty



Conables® Tips



Deal with risk and uncertainty in a way that works for you:

Do



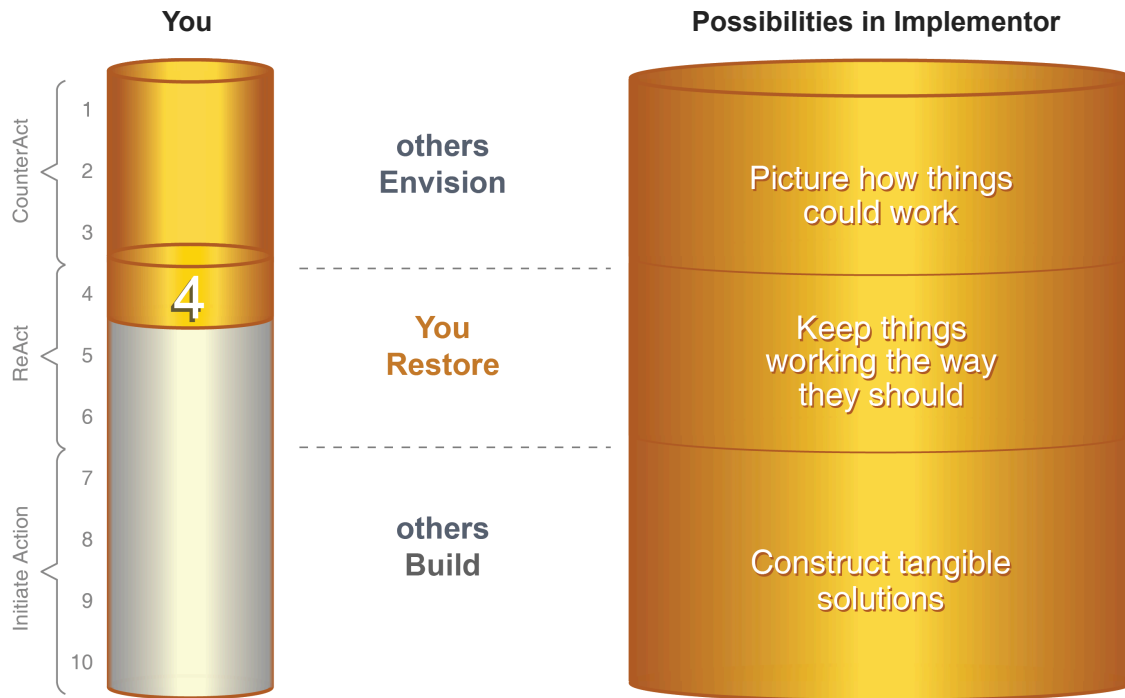
- ✓ Respond quickly to challenges
- ✓ Make adjustments on the fly
- ✓ Handle last-minute changes
- ✓ Seek alternatives
- ✓ Mediate risk

Don't



- ✓ 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

Implementor: How you handle space and tangibles



Conables® Tips



Handle space and tangibles in a way that works for you:

Do



- ✓ Protect what has been built
- ✓ Restore functionality
- ✓ Maintain tangible quality
- ✓ Use tools well
- ✓ Fix things that break

Don't



- ✓ Commit to build something that won't break
- ✓ Use lousy equipment
- ✓ Be literal about a solution
- ✓ Present information without props or photos
- ✓ Draw conclusions without a walk-through

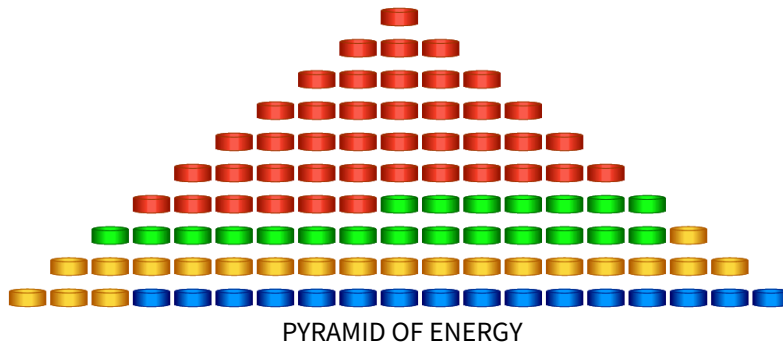


TIME AND ENERGY

Everyone runs out of time and energy. You can't get time back – once it's used, it's gone – but energy can be renewed.

Your Pyramid of Mental Energy

Your 100 units of conative energy are equal to the energy available to every other human being. Your MO of **8-3-4-4** gives you the same potential power as any CEO or rock star. Turn this potential into greatness by using your available energy according to your strengths.



Specify
42%

Adapt
16%

Modify
21%

Restore
21%

Conables® Tips



You spend a great amount of time and energy digging into the past. You define, then compare problems and opportunities, assigning priorities to them. Only then do you use your other conative strengths to figure out what comes next.

Don't let anyone stereotype you as contributing or "being" just one of the Action Modes. Your contribution begins with specifying and continues until you adapt the solution.

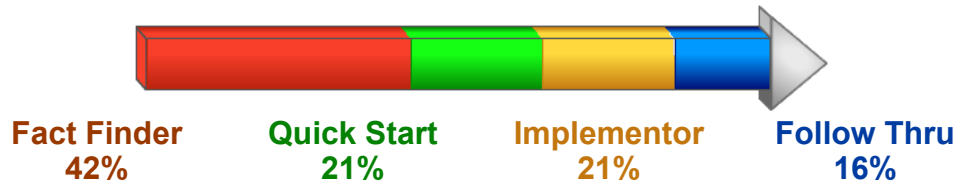
Self-manage your use of these limited, but renewable, resources. Use them purposefully and they will bring joy to your life.



Your Problem-Solving Sequence

The ideal way for you to use your time is according to your MO of **8-3-4-4**. So, forget time management advice that doesn't take your striving instincts into consideration.

When free to be yourself, you will use your strengths in the following way:



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 check the strength and durability of available materials.
4. Finally, Amedu, you look for several alternative routes.

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

Get Conative, Amedu!

We can't give you more time, but we have proven that leveraging your conative strengths can dramatically improve your productivity.

Conables® Tips



Here are some ways you can get the multiplier effect from your MO of **8-3-4-4**:

- ✓ Commit—but to very little. Target your top priorities. Because you have limited mental energy, determine what deserves your best efforts.
- ✓ Avoid getting bogged down in analysis paralysis by digging deeply when it matters most.
- ✓ Save energy by not trying to become an expert in everything that interests you.



Get More Done in Less Time

Conables® Tips



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

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

You're likely to procrastinate if you have to fill in lots of forms.

Ultimately, you need to vary activities to keep your mind engaged.

Self-Provoke to get where you want to go. You're responsible for goading yourself to initiate necessary action.

You may be working against your grain without even knowing it. When we take action outside of our strengths zone, 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 how you do things 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.

Pinpoint Potential Stress



The Kolbe B™ Index measures an individual's perception of their own job responsibilities. Comparing your Kolbe B Index result with your MO (in this Kolbe A Index report) will reveal if and where you may be working against your natural way of doing things.



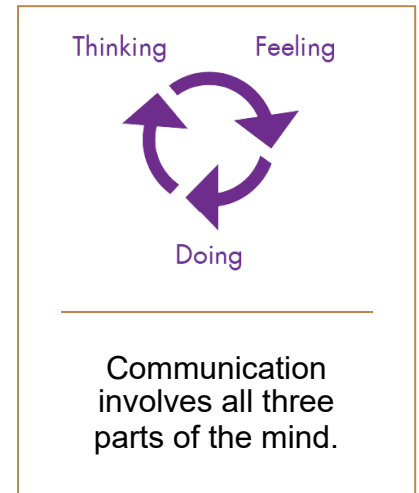
COMMUNICATION AND RELATIONSHIPS

There are two main factors that drive success when you're working with others—communication and the interplay between each person's conative strengths.

Amedu, Communicate Your Way

Communication is at the heart of every relationship and involves all three parts of the mind. Emotions cause the desire to communicate while thoughts provide the content. However, your conative instincts also drive how it plays out.

We're taught that there is a "right way" to do things, and often only certain types of communication are valued. If you don't communicate according to your conative strengths, you are likely to seem inauthentic and may not get the results you seek. Be true to who you are to get your message across effectively without alienating others.



It's Not Just What You Say, It's How You Say It

Conables® Tips



"It depends" is your answer in many situations. You're right, of course. But it can drive people crazy when you don't seem willing to give them an answer right away. Unless you're talking to another Initiating Fact Finder, you need to follow "It depends" with a brief example of why, and then your most probable correct answer. You usually make your point better when you put it in writing.

In social relationships, remember most people generalize far more than you do. You can fill in the conversation with more accurate data as long as you aren't being judgmental in the way you do it.

It would help if you know the Kolbe result of others in your life so you could know with whom to share and how much.



WIN-WIN RELATIONSHIPS

There is no perfect combination of Kolbe results for relationships. You can improve both personal and professional relationships by understanding how everyone's conative strengths interact.

Collaborating with others can be challenging, whether you have similar or differing instinctive strengths. You need to act according to your instincts while allowing others to act according to theirs.

Conables® Tips



In situations with **a person who has very different conative strengths than you do**, you can benefit from the resulting diversity of strengths, but those differences could cause conflict and frustration.

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

Conables® Tips



In situations with **someone who has similar strengths**, you might be able to finish each other's sentences, but you could struggle to make forward progress.

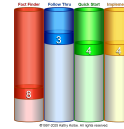
- ✓ Find people with different approaches to fill some of the gaps to avoid getting stuck.
- ✓ Avoid competing with one another by tackling different tasks while working toward shared goals.



SUMMARY AND SHARE

Amedu, 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 3 4 4

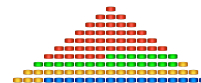
Your four conative strengths

Specify
Adapt
Modify
Restore

Your use of time



Your use of energy



However you visualize your MO, it's important to keep your conative strengths in mind as you make life-empowering decisions.

You have many strengths that could contribute to your career, family, or community.

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!

Don't forget, hear Kathy Kolbe describe your strengths at www.warewithal.com/kolbereports



WORKSHEET

Refer to your Kolbe A Result and answer the following questions.

1. See your strengths summary on **page 4** of your result. Mark the phrases in each of the Action Modes® that best describe how you naturally take action. Choose one or more of your strengths and describe how you use them in your own words.

2. Consider the Do's and Don'ts on **pages 5-8** and answer these questions. Which actions do you need to take more often? *Hint: See the Do's.* Which actions do you need to avoid? *Hint: See the Don'ts.*

3. Notice your arrow on **page 10**. How often do you get to use your conative mental energy in the way your percentages would suggest? Why or why not?

4. Given your insights from the questions above, how will you maximize your strengths and mental energy to reach your goals and/or improve your collaborative efforts?

Don't forget to review the paragraph above your Kolbe Bar Chart (page 1) for highlights of your strengths.