Kolbe A™ Index

The Kolbe A Index measures an individual's instinctive or natural strengths. It describes the natural way each person takes action in four distinct modalities or Action Modes. The Kolbe A results give team members a language with which to describe these strengths and a method to communicate with others more effectively.

The four Action Modes are summarized in the box below. The corresponding number from 1 to 10 on the Index determines an individual's MO (Mode of Operation or "modus operandi").

Action Modes®

Fact Finder	The way we gather information. People within this mode range from generalist to specialist.
Follow Thru	The way we organize information. People within this mode range from being adaptive to being structured/systematic.
Quick Start	The way we deal with time and uncertainty. People within this mode range from stabilizers to improvisers.
Implementor	The way we seek tangible solutions. People within this mode range from being abstract to concrete.

Zones of Operation

Each Action Mode is displayed across three Zones of Operation:
- **Prevent** (1 to 3 on the index): how you won't act or how you will prevent problems
- **Respond** (4 to 6): how you are willing to act or respond to opportunities
- **Initiate** (7 to 10): how you will act or initiate solutions

People are often referred to by their MO numbers. For example, "a 7 6 5 3" means that she initiates in Fact Finder (7), responds in Follow Thru (6) and Quick Start (5), and prevents in Implementor (3).

An Operating Zone indicates the perspective through which a person naturally uses a mode — how you make the best use of a mode.

	Fact Finder	Follow Thru	Quick Start	Implementor
Prevent	Prevents analysis paralysis, getting bogged down in details	Avoids getting boxed in, rebels against structure	Controls chaos, avoids crisis mode operations	Functions without physical evidence and models
Respond	Adds specifics to generalities, edits detail, weighs pros and cons	Adjusts to existing plans, allows for the unexpected, maintains control or classifications	Offers alternatives, imposes deadlines, mediates between vision and given	Uses machinery/tools for both tangible and intangible purposes
Initiate	Needs detail, strategies, research	Needs systems, designs, and a sense of order	Needs sense of urgency, open-ended solutions, challenges	Needs tangible solutions, quality implements or tools

Kolbe Strengths

The Kolbe Strengths are the 12 possible ways we approach problem-solving.

Although we can solve problems using any of the 12 methods, each of us has four — one in each Action Mode — that allows us to do our best, most efficient, creative work. We will instinctively begin the creative problem-solving process using our most insistent mode of initiation.

	Fact Finder	Follow Thru	Quick Start	Implementor
Prevent	Simplify	Adapt	Stabilize	Imagine
Respond	Explain	Maintain	Modify	Restore
Initiate	Specify	Systematize	Improvise	Build

Freedom To Be Yourself

Once you know your innate abilities, you can improve your choices about the way you work, interact with others, communicate, delegate, lead, and more. By giving yourself the freedom to do things "your way" and play to your strengths, you have the greatest chance of achieving the highest success.

Kolbe A Index Results – Online

To see your full report online, listen to the corresponding audio presentation, and print a copy of your report:

1. Use a web browser and go to **www.warewithal.com/kolbereports/**
2. Select Report **"Index A Index Result"**
3. Enter this information from your report:
   a. your **First Name** and **Last Name**
   b. your exact four **Kolbe A profile "MO" values** (ex. 6 6 4 4)
   c. **Language** (English, Español, Français)
4. Then click **"Search for record"**

OR go to: **www.Kolbe.com/index.cfm?view=my-result** and Login to your account.