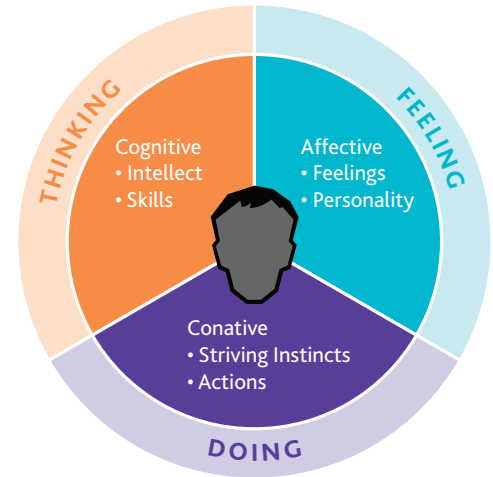


## What Is Kolbe?

Human instinct is the power behind our actions. It's the source of our mental energy. Understanding how instincts combine with intelligence and personality helps you optimize the hiring, training, retention, and effectiveness of your team members.

Assessment tools have historically focused on measuring the cognitive (IQ) and the affective (personality) parts of the mind. While these tools are helpful in training and managing people, something has been missing. IQ scores are influenced by educational opportunities and being smart doesn't necessarily predict success. Personality traits are situational and people who get along don't always do a job successfully or accomplish the team's goals.

Assessing and understanding the instinctive cognitive ways people do things creates a less stressful environment where they are more satisfied and more productive. The Kolbe System™, developed by Kathy Kolbe and Kolbe Corp, does this.



Kolbe Indexes DO:	Kolbe Indexes DO NOT:
<ul style="list-style-type: none"> <li>• identify the striving instincts that drive your natural behaviours</li> <li>• describe your methods of operation</li> <li>• focus on strengths</li> <li>• identify traits that are universal and equal (unbiased)</li> </ul>	<ul style="list-style-type: none"> <li>• measure how smart you are</li> <li>• assess your skill level</li> <li>• describe what you can or can't do</li> <li>• profile your personality</li> <li>• describe your social style</li> </ul>

## How Does It Work

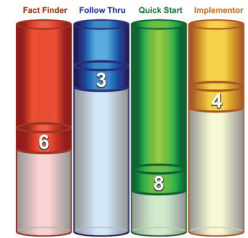
Every person has some mental energy in each of the four Action Modes® on a continuum of 1 to 10. These are completely separate problem-solving approaches that integrate to provide a diversity of strength specific to each individual. Each of the Action Modes is divided into three Zones of Operation. These explain whether someone's mental energy in each mode is naturally directed to Initiate Action, ReAct, or CounterAct. Together these create a matrix of 12 Kolbe Strengths™. Each person has four strengths, one in each mode, based on their Kolbe A™ Index result.

Action Mode <i>Instinct</i>	Fact Finder <i>Gathers information</i>	Follow Thru <i>Sorts and stores</i>	Quick Start <i>Deals with uncertainty</i>	Implementor <i>Handles space/tangibles</i>
CounterAct (1-3)	Simplify	Adapt	Stabilize	Envision
ReAct (4-6)	Explain	Maintain	Modify	Restore
Initiate Action (7-10)	Strategize	Systematize	Innovate	Protect

## Kolbe Indexes

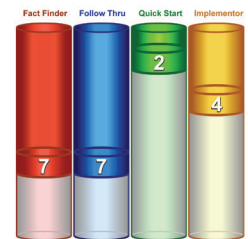
### Kolbe A™ Index = Our Reality

The Kolbe A Index measures an individual's instinctive or natural strengths. It describes the natural way each person takes action in four distinct areas of Action Modes®. The Kolbe A results give team members a language to describe these strengths and a method to communicate with others more effectively. People are often referred to by their MO numbers. For example, a "6 3 8 4" means they ReAct in Fact Finder (6), CounterAct in Follow Thru (3), Initiate Action in Quick Start (8), and ReAct in Implementor (4).



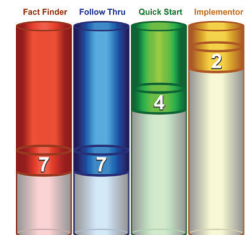
### Kolbe B™ Index = Self-Expectation

The Kolbe B Index measures a team member's own expectations about fulfilling their job. A significant difference between the expectations in the Kolbe B and the reality of the Kolbe A identifies a stress point or strain. An individual attempting to work against his or her grain – whether because of perceived expectations or real requirements – needs additional coaching. Kolbe provides a number of recommendations to help team members or teams.



### Kolbe C™ Index = External Requirements

The Kolbe C Index measures a supervisor's requirements for a particular job – the external performance expectations or how a supervisor thinks a job should be done. A significant difference between the requirements in the Kolbe C and the reality of the Kolbe A identifies another point of stress or tension.



## Results You Can Count On

The Kolbe System™ frees people to use their instinctive talents to drive individual and team productivity. With Kolbe, you will:

- Discover the natural or instinctive ways you and your team take action
- Boost team member performance capabilities
- Understand how individual strengths apply to team participation
- Select the right people for the right jobs
- Replicate the success of top performers by identifying candidates who match their instincts
- Redirect talent to where it's needed
- Take advantage of underused and overlooked talents
- Reduce stress at work
- Give yourself the highest probability for personal, team, and organizational success

## 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.