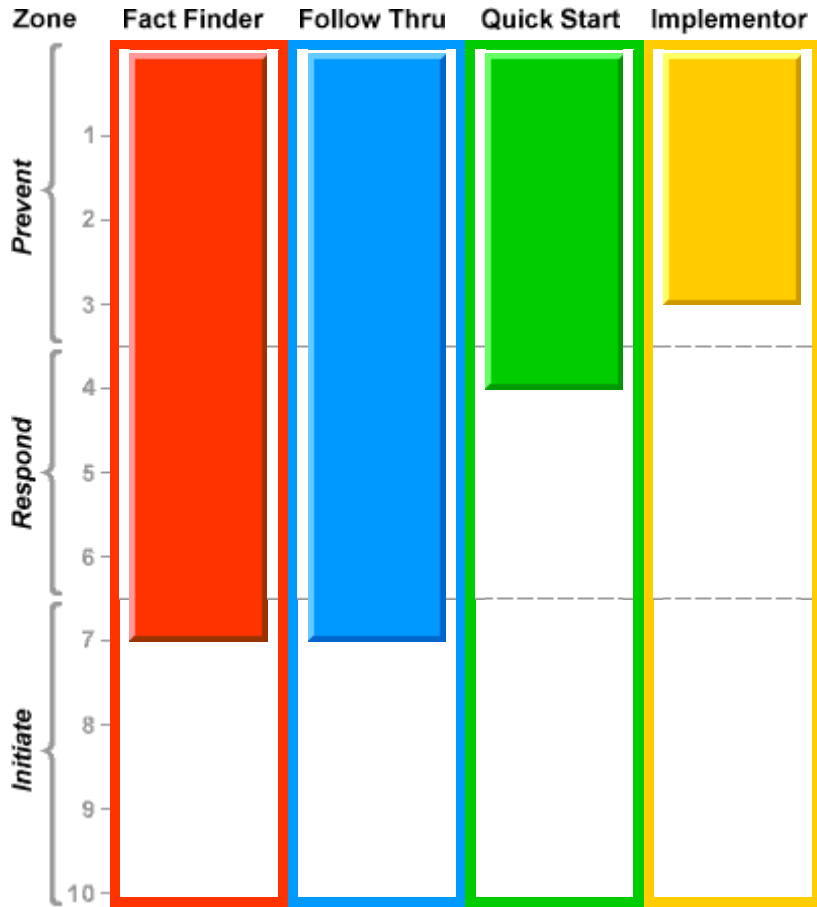




# Kolbe A™ Index Results

Jessica Riner



MO:

7

7

4

3

Paths to Success:

Specify

Classify

Modify

Imagine



Natural Advantage:

Strategic Planner . . .  

*Your conative creativity is in establishing priorities for carrying out plans that are precise and efficient.*

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**To: Jessica Riner**  
**From: Kathy Kolbe**

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**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.

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## 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, handcrafter, weaver, agriculturist, or handler.

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## 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.

Jessica Riner, your Natural Advantage is... **Strategic Planner**

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## Trust Your Instincts



You have an outstanding knack for designing complex systems and thoroughly researching methodologies. Classifying evidence and coordinating details is your forte. You can be counted on to compile all available data and place it into an efficient format. With an innate ability to sort through complexities, you are adept at handling logistics.

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## Use Time and Energy Productively



As the keeper of traditions, you excel in situations that require expertise based on past experience or a strategic way of problem solving. Your talents require an in-depth approach that allows you to:

- probe until you are able to evaluate and thoroughly catalogue information.
- finish one project before you start another.
- establish consensus procedures and priorities before you begin a project.
- fill in any gaps in information without being hurried to a conclusion.
- seek specificity and smooth transitions.
- deal with quantifiable alternatives rather than ambiguous possibilities.

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## How You Communicate Most Effectively



Structure responses and initiate problem-solving in what you consider a "proper" order. Avoid making value judgments when others stray from your prescription. Use charts and graphs to illustrate solutions in written proposals. Set aside time before discussions so that you can prepare your thoughts. Note which key points you want to be sure to cover.

Don't let someone else's sense of urgency push you toward a decision before you are ready or cause you to make a pure guess. Let them know that you work best when you have specifics and can complete what you set out to do. Indicate what you consider to be practical, then plan your time and use of mental energy accordingly.

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## How You Avoid Stress

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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:**

- gaining credentials in your area of interest.
- working from an agenda and maintaining a sense of appropriateness.
- outlining the objectives rather than plunging in without a plan.
- reading the fine print so you can be prepared for any contingency.
- clarifying objectives and defining terms so you can minimize interruptions and later changes.
- seeking help when facing mechanical demonstrations or repairs.

## Know Your WILL and WON'T



The conative part of your mind is your striving mechanism, your will or the effort you make to reach goals. It is engaged whenever you act on your thoughts or feelings. It is not enough to want something, or know you need to do it. You must act. You, therefore, control your conative will and choose how you allocate this creativity. HOW you will succeed is instinctive. You determine why, when, where, what and with whom you will use this talent. Your best efforts stem from your will to:

 PROBE      ALLOCATE      DEFINE      CALCULATE  
RESEARCH      DELIBERATE      PROVE      INQUIRE  
FORMALIZE      PRIORITIZE      SPECIFY      EVALUATE


 STRUCTURE      PREPARE      ARRANGE      PLAN  
CONSOLIDATE      DISCIPLINE      INTEGRATE      BUDGET  
TRANSLATE      COORDINATE      SCHEDULE      CHART

While you initiate activity in those ways, you are willing to use your mental energy or conative creativity to accommodate people or situations which require that you act:

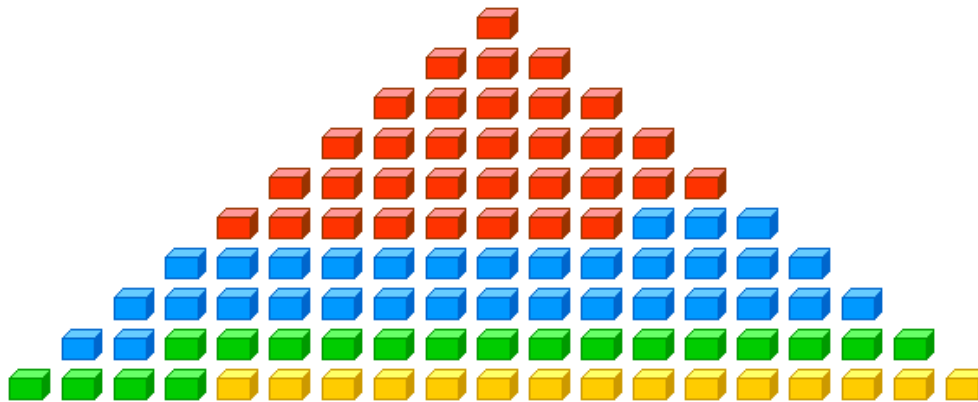
 FLUENTLY      FLEXIBLY      SPONTANEOUSLY  
ADVENTUROUSLY      RAPIDLY      IMAGINATIVELY  
CONCEPTUALLY      INVENTIVELY      INTUITIVELY

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 the avoidance of striving in a resistant Mode. It is not that you can't operate through a resistance, to do so is simply an unproductive use of your talent, a drain on your mental energy. Therefore, you need to resist:

 HAND-CRAFTING SOLUTIONS  
USING TECHNICAL EQUIPMENT  
MECHANICALLY OPERATING  
PHYSICALLY DEMONSTRATING  
BUILDING PROTOTYPES  
FUNCTIONING THROUGH TOUCH

EXTENSIVE MANUAL EFFORT  
USING AGILITY



There are 100 squares. Each one is 1% of your mental energy or creativity. Everyone has the same amount. We are all equal. The colors at the top explain how you start the problem solving process. The ones in the middle are how you respond. The ones toward the bottom are the methods you use to prevent problems or stay out of trouble.

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## Career Paths of Others with Your MO



"Strategic Planner" is not a job title, but rather a Mode of Operation (MO). It is a broad approach to how you solve problems and the talent you bring to a task. You will succeed in roles that allow you to use this Natural Advantage.

**The following is a partial list of job titles that people with your Natural Advantage have identified as positive outlets for their talents.** Their reasons for success have tied, in part, to these careers giving them the freedom to act according to the advice given in the previous sections of this report. Keep in mind, though, that this isn't a list of jobs we're saying you should do. They may be a good fit for you but other factors like your educational background and your interests should be part of your decision-making when it comes to choosing a career.

BIOGRAPHER	AUDITOR
CURRICULUM COORDINATOR	HISTORY TEACHER
CITY PLANNER	STRATEGIST
DATA ANALYST	CORPORATE ATTORNEY
SCRIPT WRITER	PROGRAM EVALUATOR
SCIENTIFIC RESEARCHER	STATISTICIAN
TALENT SCOUT	PROOFREADER
APPRAISER	CLASSIFIER
ADMINISTRATOR	ARBITRATOR