



DOES THE KOLBE WISDOM™ BOX YOU IN?

What the Kolbe Wisdom Does

- Identifies instinct-based or natural abilities.
- Debunks performance-related stereotypes, which have been based on gender, age, race, and ethnicity, physical, intellectual and social attributes.
- Provides language for describing innate talents as your M.O.
- Explains natural abilities in terms of needs or the identifiable necessities for freedom of action.
- Quantifies the stress a person will suffer if not given the freedom to operate according to individual needs.
- Assesses the obstacles to freedom of operation, which may be imposed by the self or others.
- Gives examples of job situations most conducive to succeeding when having the freedom to act on natural abilities.
- Supplies prescriptive (coaching) materials for the individual to maximize the use of identified strengths and minimize obstacles.
- Provides management tools for identifying and reducing job-related obstacles to employees' freedom to operate according to their strengths.
- Explains the mental domains (three parts of the mind) and the seemingly unlimited combinations of behaviors that result from their interrelationships.
- Contrasts the Will with the Striving Instincts as the source of self-determination and free choice in the use of innate abilities.
- Coaches people to act on their Free Will to control their own destinies.
- Defines self-determination through levels of effort in all three parts of the mind as more vital than merely having knowledge, a MO, and personality.
- Puts the responsibility on the individual for self-development (management) of natural abilities (gifts).
- Ties leadership practices to the responsibility for developing opportunities for people to succeed through the freedom to operate according to individual strengths.
- Identifies team structures that keep individuals from freely contributing their strengths toward team success.
- Coaches team leaders and team members on importance of respecting and empowering unique individual contributions of natural abilities.



- Explains self, team and leadership development in a multidimensional model that defines opportunity for growth based on self-determination.

What the Kolbe Wisdom Does Not Do

- **Does not** identify weaknesses.
- **Does not** suggest to people that there is something wrong within them that should be changed.
- **Does not** remove personal responsibility for actions.
- **Does not** rate individual talents on scales of better or worse, more or less important, or any other value assessment.
- **Does not** suggest that one person is more likely to succeed in life than another.
- **Does not** norm or “totem pole” people in terms of abilities.
- **Does not** stereotype or discriminate against people by gender, age, race, ethnicity or culture, or by physical, intellectual or social attributes.
- **Does not** assess what a person can or cannot do.
- **Does not** recommend specific outlets for a person’s talents.
- **Does not** advise for or against individual, team or organizational goals -- provided they are legal and do no harm to individuals.
- **Does not** tolerate known use of the system to label people as unable to achieve success.
- **Does not** knowingly tolerate people familiar with it denying the existence of their own or other peoples’ strengths -- or to unwittingly deny opportunity for the development of those abilities.