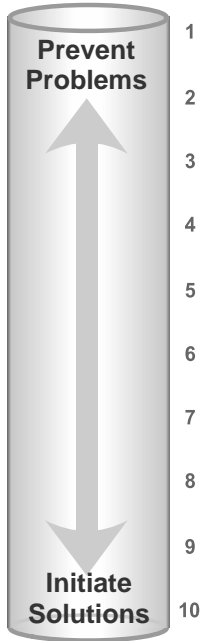




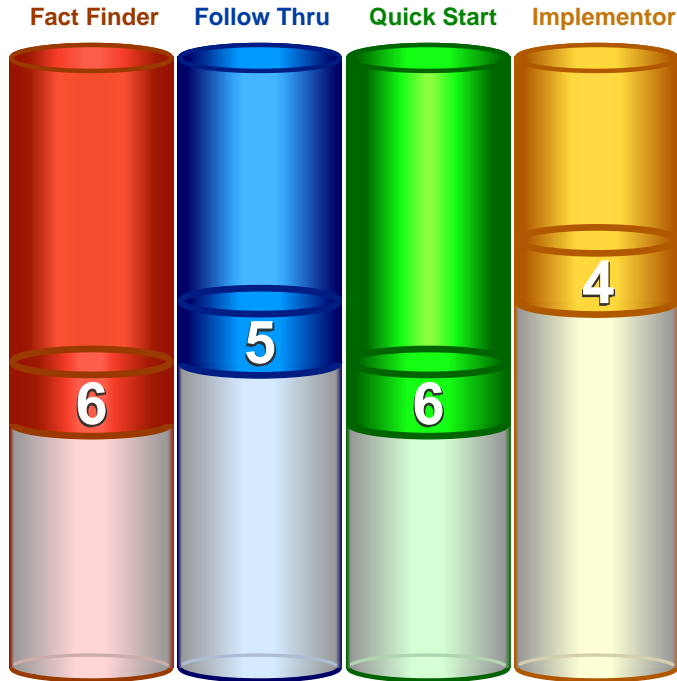
## Kolbe Sample

(Sample Job)

### Continuum



### Kolbe Action Modes®



### Self-Expectations



## Conative Self-Expectations

Kolbe Sample, this Kolbe B Index result indicates your conative requirements for the position of Sample Job.

## The Role As You See It

You indicated that your job requires the talents of a mediator who can coordinate contrasting approaches. It is a great role for a team player who is willing to accommodate varying needs without vying for one methodology. This is a job that means having to be all things to all people.

 **Conative energy on the Kolbe B Index is represented by boxes.**

Kolbe B Result - access it at [www.kolbe.com](http://www.kolbe.com).

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## Different Jobs Require Different Conative Abilities

### Action Modes

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#### Fact Finder



#### Explain

You've indicated this job takes the instinctive talent to:

- |                                       |   |
|---------------------------------------|---|
| Create documentation and instructions | Use terms properly                      |
| Review the data                       | Respond appropriately                   |
| Edit the details                      | Test analogies                          |
| Work within priorities                | Consider all of the evidence            |
| Start with the highest probability    | Rewrite and fact-check written material |
- 

#### Follow Thru



#### Maintain

You've indicated this job takes the instinctive talent to:

- |                                  |                                |
|----------------------------------|--------------------------------|
| Package things together that fit | Draft guidelines               |
| Adjust procedures                | Provide transitions and segues |
| Monitor policies                 | Identify inconsistencies       |
| Realign objectives               | Review lists                   |
| Coordinate schedules             | Record information             |
- 

#### Quick Start



#### Modify

You've indicated this job takes the instinctive talent to:

- |                                |  |
|--------------------------------|--|
| Monitor experiments            | Overcome the odds                        |
| Create responses to challenges | Interject spontaneously                  |
| Try out new ideas              | Adjust deadlines                         |
| Assist with innovations        | Reduce risks                             |
| Use metaphors                  | Mediate between the vision and the given |
- 

#### Implementor



#### Restore

You've indicated this job takes the instinctive talent to:

- |                                       |                                  |
|---------------------------------------|----------------------------------|
| Create simulations of physical action | Reproduce models                 |
| Renovate structures                   | Utilize mechanical equipment     |
| Test ingredients                      | Interpret sign and body language |
| Fix moving parts                      | Reinforce tangibles              |
| Convert space                         | Connect concrete paths           |
- 

***Kolbe B results can change over time as your job responsibilities change.***



## Conative Stress Can Be Identified By Comparing The Difference Between Your Kolbe B And Kolbe A™ Results

### Action Modes

Your job success **does not require** you to:

- prove every point
- argue over the facts
- get immersed in complexities
- oversimplify
- discard all traditions

#### Fact Finder



Your job success **does not require** you to:

- initiate rigid systems
- make too many guarantees
- work without a sense of closure
- be responsible for integrating different points of view
- work without a plan

#### Follow Thru



Your job success **does not require** you to:

- conform
- stick with the script
- avoid potential risks
- work with ambiguities
- frequently act on short deadlines

#### Quick Start



Your job success **does not require** you to:

- build something that won't break
- use lousy equipment
- be literal about a solution
- present information without props or photos
- sit at a desk all day

#### Implementor



***Learned behaviors can enhance or mask natural strengths.***



## Making Your Point On The Job

Communication is key in any position. Your number in each Action Mode indicates the degree to which you should use the communication methods listed.



written words with data, citations, analogies, case studies, verifications



visuals with graphs, charts, diagrams, posters, outlines, maps, similes, patterns



spoken words with ad libs, improvised metaphors, visuals, bullet points, intense colors

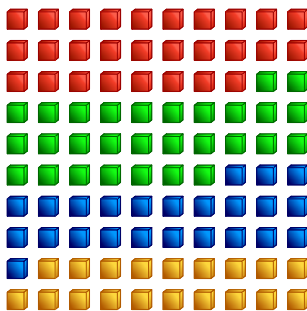


tangibles with props, models, demonstrations, texture, machinery, body language

If this is not your natural way of communicating, it may be causing you conative stress.

Each of the squares inside the box represent 1 unit (erg) of mental energy.

All Action Modes are represented by color. At the top of the box is the Action Mode you've identified as needing to be used first to take action in your job. Other modes follow according to the requirements you indicated.



Box of Energy

- 29% **Fact Finder** deals with the PAST
- 29% **Quick Start** targets the FUTURE
- 24% **Follow Thru** involves PAST, PRESENT & FUTURE
- 18% **Implementor** deals with the HERE-AND-NOW

You indicate your position requires you to spend your time and energy doing what needs to be done in whatever ways work best for the situation or people involved. You can't waste time trying to change the process, as long as you can keep things moving in the right direction. Additionally, your position demands your response to diverse needs with as much flexibility as possible.



## How To Maximize The Opportunity

This job will seem most effortless when you are able to work in your natural stride. However, even a perfect conative fit between talent and task will involve times when personal responsibilities drain available drive. To perform this job you are required to commit "Mediator" energy. To be at your best:

- Consciously commit your time and mental energy so that your job self-expectations (Kolbe B Index) can be fulfilled as much as possible within the limits of your own MO (Kolbe A Index)
- Switch modes when you're stuck in a rut
- Re-energize through your senses: listen, watch, touch, smell, and taste to take in the impressions that nurture your ability to give of your creative self

Results on the Kolbe B Index indicate the requirements or method of operation for your job, as you see it. By depicting the instinctive solutions necessary for success in a particular position, you can determine the conative fit between your job and your natural instincts. While the four instincts are universal and the total capacity for productivity is equal in every human being, the degree to which you are free to be yourself at work determines why some succeed seemingly effortlessly and others have to go against their grain.

Which jobs would be a good fit with your conative talents? Get your personalized Career MO+™ Report and find out today! To purchase, go to [www.kolbe.com](http://www.kolbe.com) and log in.