

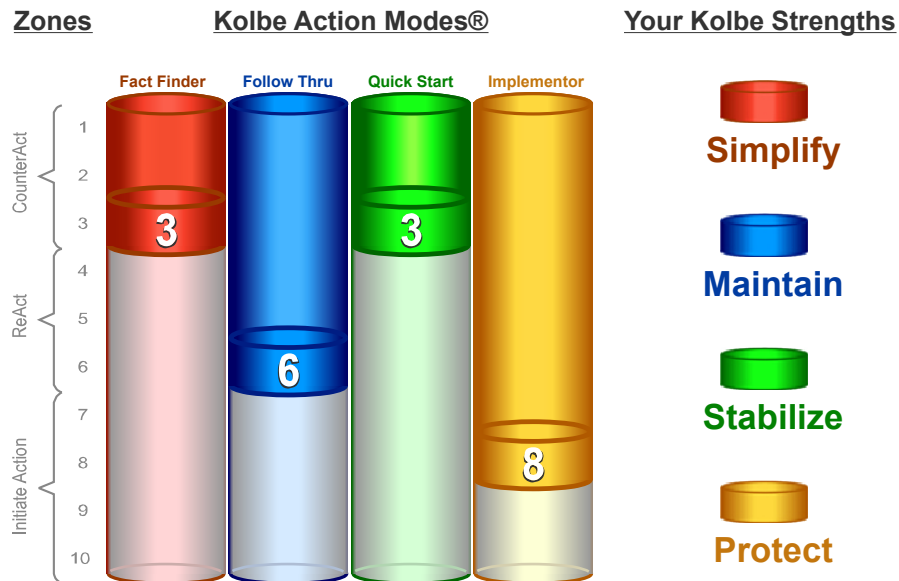


Kolbe Sample

Your Kolbe Modes of Operation and career decisions = CareerMO+

This personalized program will help you make the best possible career decisions by incorporating your instincts. Your instincts are perfect – for you – and equip you for success in many careers.

Your CareerMO+ provides the vital piece of information that other approaches ignore and defines why a particular career that intrigues you may – or may not – work out.



Your ideal job will allow you to find discrepancies and inconsistencies in tangible systems. Look for opportunities to physically coordinate safety and quality standards.



Leverage Your Full Set of Abilities

Kolbe, you're made up of more than one Action Mode. It's important for you to find a role that uses all of your natural abilities.

Your Kolbe Strengths

Implementor



Protect

Seek job opportunities that use your **Implementor** strength to:

- demonstrate your solution
- construct the product
- use the best or sturdiest instruments
- use physical effort and get outside

Follow Thru



Maintain

Seek job opportunities that use your **Follow Thru** strength to:

- keep up with a routine
- do your job efficiently
- work methodically or systematically
- be depended upon

Fact Finder



Simplify

Seek job opportunities that use your **Fact Finder** strength to:

- get to the bottom line
- be informal in your methods
- prevent over analysis
- hand in a result, not a justification

Quick Start



Stabilize

Seek job opportunities that use your **Quick Start** strength to:

- work with what's known
- act with caution
- offers long-term assignments...or at least projects not due at the end of the day
- provide a constant environment



Kolbe Sample Kolbe Career MO+™ Report



Career paths based on your leading strengths

The following are examples of jobs that have brought satisfaction to people with an MO similar to yours.

PROFESSIONAL MILITARY
FURNITURE MOVER
STEVEDORE
POLICE/FIRE OFFICER
ANTHROPOLOGIST
OCCUPATIONAL THERAPIST
EQUIPMENT OPERATOR
PRODUCT DEMONSTRATOR
PHYSICAL EDUCATION TEACHER
TECHNICAL TRAINER
PERCUSSIONIST
QUALITY ENGINEER
ANIMAL BREEDER
MECHANIC

BAKER
INSTALLER
COMPUTER TECHNICIAN
MAINTENANCE TECHNICIAN
BODY/SECURITY GUARD
DENTAL HYGIENIST
ELECTRICAL ENGINEER
GYMNAST/COACH
HORSE TRAINER
NATURE PHOTOGRAPHER
PRINTER
ROOFER
QUALITY CONTROLLER
WELDER



Striving for your job match

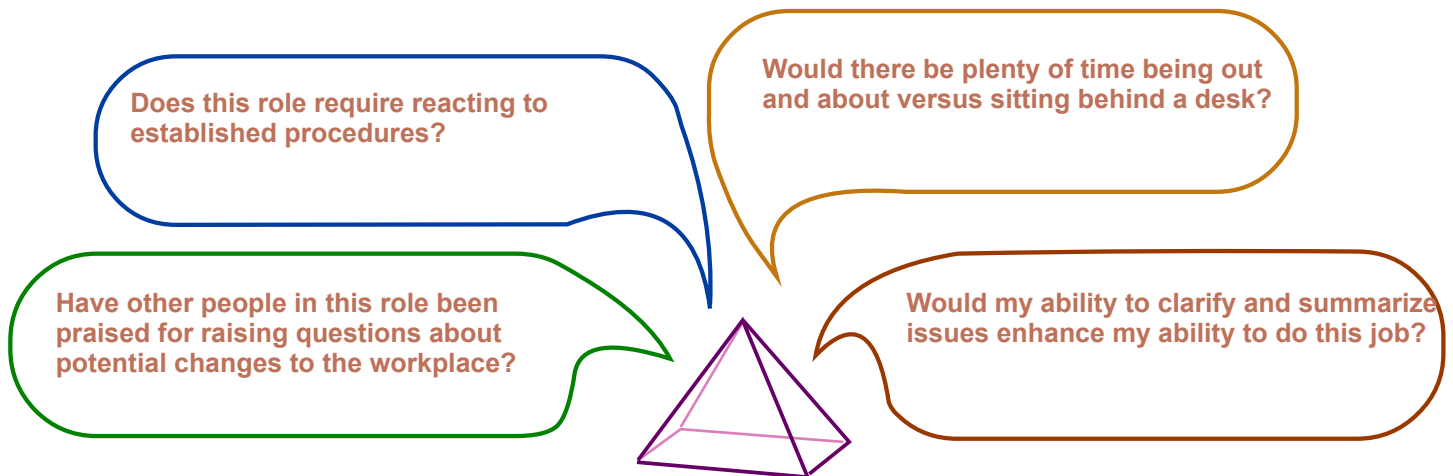
You will find your conative career match when you find a career that interests you and gives you regular opportunities to:

- refuse to be hurried unnecessarily.
- cast your efforts in the most concrete form possible and avoid fabrication, frills or flimsiness.
- get projects in shape without interference or disruptive influences.
- demonstrate finished goods or completed effort without having to explain it while in process or justifying your methodology in advance.
- put together all the parts in an orderly sequence.
- protect your efforts from publicity or second-guessing assessments.

Interviewing the Interviewer

Interviews are not just an opportunity for your potential employer to size you up – you also get to size up the fit.

Use these questions to help you assess whether your conative talents would be valued. A "Yes" from your interviewer to each of these questions implies that the job would be a great fit for your conative strengths.





Having a Sense of Purpose

It's not good enough to just show up.

At Kolbe, we're not interested in helping you get a job if you aren't interested in doing it well. When you go in for an interview, find out enough about the organization and what it does to be able to probe for whether you would be willing to commit your conative abilities toward fulfilling its mission.

- **Why would you take the time or energy to *Stabilize* on an employer's behalf if you didn't believe you could make a difference there?**
- **What would be the point of being on a project team, or being responsible for a particular contribution, if you would not be willing to put forth the effort to *Simplify*?**

Our Kolbe Dynamynd® Decision Ladder™ helps you think about the amount of effort you truly are willing to give to a job, or to various opportunities you may be considering.

We'd love to share more about it with you. Just visit www.kolbe.com for more information. Otherwise, come back to it when you wonder why something that fits your MO, skills, and desires just doesn't seem worth the trade-offs.

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