



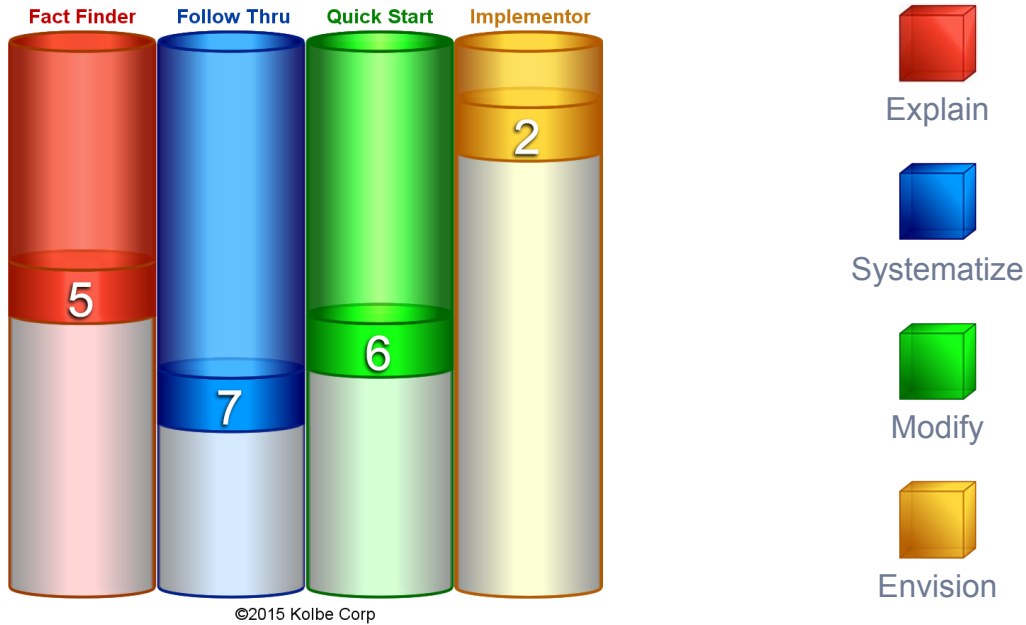
SAMPLE PERSON

11/01/2007

Kolbe B™ Index Result

SAMPLE PERSON

(Sample Job Title)



Conative Self-Expectations

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

The Role As You See It

You have indicated that success on this job requires adjusting to a variety of rapidly changing challenges. It is a role you view for a person adept at planning ahead and anticipating needs. It is not a position ideally suited for a detail-oriented person, as the sequence of activities is ever changing and leaves little time for complete explanation.

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Different Jobs Require Different Conative Abilities

Action Modes

Fact Finder



Explain

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

Paraphrase reports
Review the data
Edit the details
Work within priorities
Start with the highest probability

Use terms properly
Respond appropriately
Test analogies
Clarify specifics
Rewrite and fact-check written material

Follow Thru



Systematize

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

Create the plan
Coordinate needs
Chart and graph logistics
Integrate past, present, and future
Distinguish patterns

Design sequential systems
Categorize differences and similarities
Bring focus and closure
Organize information and materials
Itemize procedures

Quick Start



Modify

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

Participate in experiments
Create responses to challenges
Try out new ideas
Sustain innovations
Use metaphors

Navigate through uncertainty
Interject spontaneously
Adjust deadlines
Reduce risks
Mediate between the vision and the given

Implementor



Envision

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

Create virtual presentations
Conceptualize solutions
Envision circumstances
Capture the essence
Portray symbolically

Find intangible methods
Jury-rig fixes
Sketch ideas
Simulate actual situations
Concoct out of thin air

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



Kolbe B™ Index Result

SAMPLE JOB TITLE

SAMPLE PERSON



5-7-6-2

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:

- disrupt your plans
- switch tasks frequently
- put up with too many interruptions
- start a project without listing essentials
- deal with too much happening at once

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 physical models
- maintain mechanical equipment
- demonstrate the use of tools
- take apart technological things
- fix broken parts

Implementor



Learned behaviors can enhance or mask natural strengths.

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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

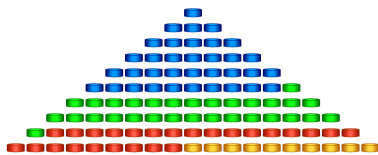


tangibles with props, models, demonstrations, texture, machinery, body language

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

Each of the rings inside the Pyramid represent 1 unit (erg) of mental energy.

All Action Modes® are represented by color. At the top of the Pyramid 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.



Pyramid of Energy

- 25% **Fact Finder** deals with the PAST
- 35% **Follow Thru** involves PAST, PRESENT & FUTURE
- 30% **Quick Start** targets the FUTURE
- 10% **Implementor** deals with the HERE-AND-NOW

Your job needs 35% of your time and energy designing Follow Thru systems. Then you have to go over them to see where you need to experiment with Quick Start possibilities should time allow for them. In your job you also need the ability to plan for contingencies and maximize accomplishments within short time frames.



Kolbe B™ Index Result

SAMPLE JOB TITLE

SAMPLE PERSON



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 Follow Thru and Quick Start 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.

For additional perspective on how your Conative Strengths fit with your job, compare your Kolbe B Index Result with your supervisor's Kolbe C™ Index Result, which identifies his or her conative requirements of the job role.