



Range of Success™ Report

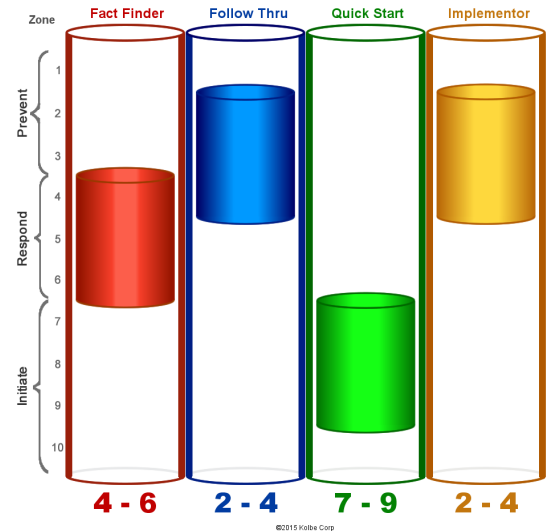
Range of Success: CEO (Div: Other / Dept: Other)

RightFit Summary

The RightFit report is a custom profile for the CEO position, developed using input provided by the following supervisors:

Direct Supervisor	Kolbe A™	Kolbe C™
Herb Edwards	6 4 9 2	5 3 8 3
Additional Evaluator(s)	none	

Range of Success







This Range of Success report identifies the fundamentals of how a successful person will take action in the CEO position. It provides a picture of the conative strengths that are a RightFit for this job to compare with candidates' Kolbe A™ Index results. It was created using input from people within the company who understand the role. It should be used as part of a comprehensive recruitment and selection process that looks at candidates' cognitive abilities (skills and intelligence), affective traits (personality and motivation), and conative strengths.

An additional tool designed to get an objective analysis of how candidates apply their talents in all three parts of the mind is the Dynamynd® Interview. It includes a checklist, interview worksheets and instructions, and is designed to help employers streamline the hiring process. Contact your Kolbe consultant for more information.

An individual's conative talent is the constant we can count on. Unlike learned behavior and social style, it is instinctive. These instincts produce a distinctive cluster of behaviors in four Action Modes® as measured by the Kolbe A Index. All goal-directed action is initiated through one of these Action Modes.

Kolbe Action Modes

-  **FACT FINDER:** Deals with gathering of information. Degree of detail, precision, documentation needed.
-  **FOLLOW THRU:** Deals with organizing of information. Amount of orderliness, sequencing, closure needed.
-  **QUICK START:** Deals with unknowns. Degree of inclination to risk, change, innovate.
-  **IMPLEMENTOR:** Deals with tangibles. Ability to deal with nature, tools, technology equipment.



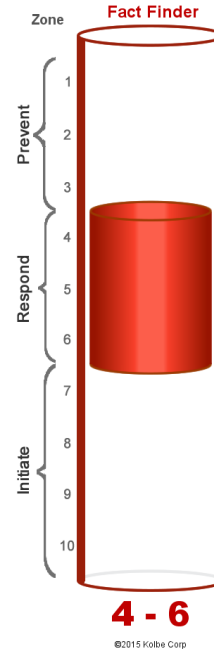
Range of Success™ Report

Range of Success: CEO

(Div: Other / Dept: Other)

A RightFit for CEO WILL HAVE A KNACK FOR:

- reviewing the data
- confirming priorities
- clarifying specifics
- elaborating the bottom line
- paraphrasing
- responding appropriately
- explaining historical context
- filling in the blanks
- editing written material
- highlighting what's important

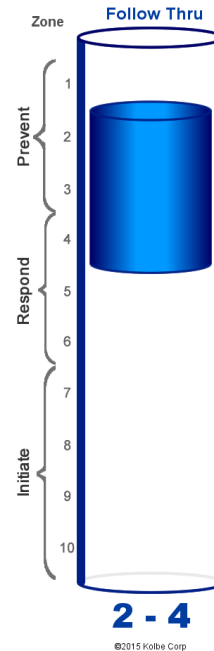


A RightFit for CEO WILL HAVE A KNACK FOR:

- maintaining order
- sustaining systems
- reducing inconsistencies
- complying with the plan
- replicating patterns
- responding to regulations
- meeting needs for closure
- reducing classifications
- readjusting schedules

A RightFit for CEO WILL ALSO:

- create shortcuts
- uncomplicate systems
- handle interruptions
- accept lack of closure
- move seamlessly between tasks
- be flexible
- cut through bureaucracy
- vary the approach
- keep everything accessible
- work around cumbersome processes
- be adaptable





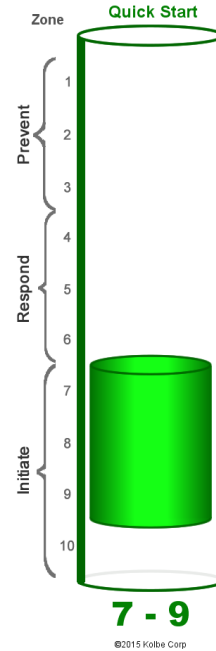
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Range of Success: CEO

(Div: Other / Dept: Other)

A RightFit for CEO WILL:

- take on challenges
- be deadline driven
- improvise when problem solving
- originate options and ad-lib
- promote experimentation
- go against the odds
- brainstorm possibilities
- speak spontaneously
- innovate solutions
- prospect and make deals



A RightFit for CEO WILL HAVE A KNACK FOR:

- handling tangible goods
- bridging the gap between physical and virtual solutions
- repairing mechanical devices
- responding to space requirements
- using tools and equipment
- relocating and refurbishing materials
- restoring the environment

A RightFit for CEO WILL ALSO:

- Create abstract solutions
- conceptualize the problem
- envision circumstances
- use virtual presentations
- imagine concepts
- deal with the intangible
- sketch ideas
- visualize the end-result

