



JESSE GOOD

11/27/2019

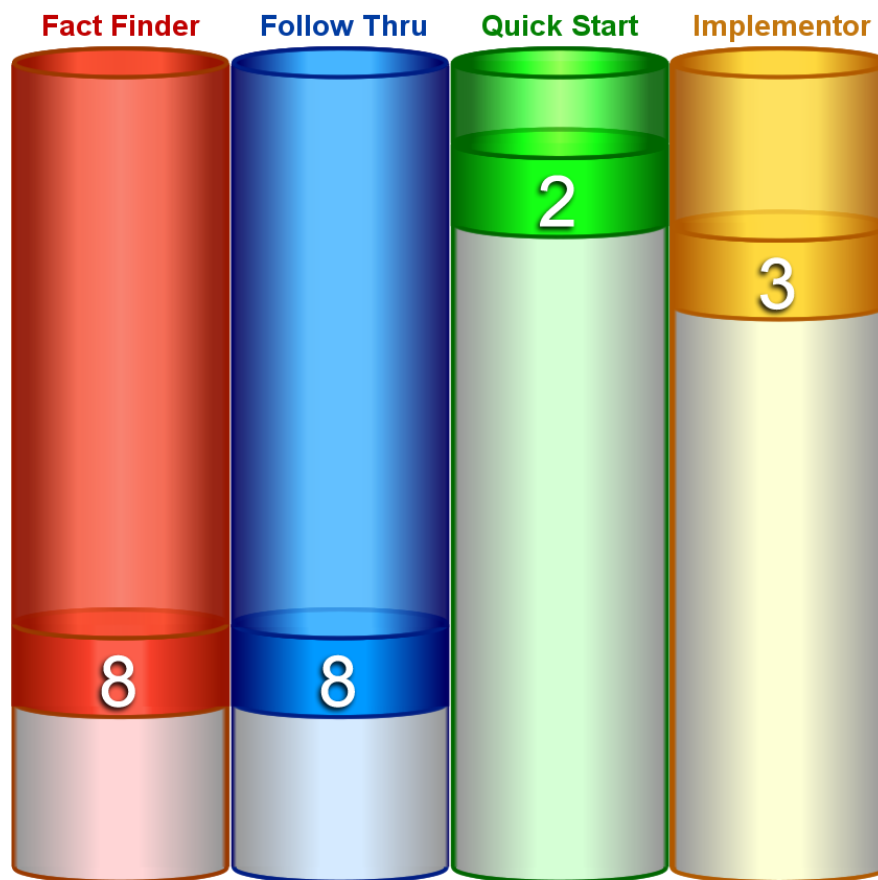
Kolbe A™ Index Result

CONGRATULATIONS JESSE

You Got a Perfect Score on the Kolbe A™ Index!

You are excellent in situations that require strategic organization of information. You set priorities and put them into appropriate sequences. Your talent with both strategies and tactics makes you essential to any massive effort.

Kolbe Action Modes®



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How do we know this? You told us when you completed the Kolbe A™ Index which revealed your 4-number MO (Mode of Operation).

🔊 Hear Kathy Kolbe describe your strengths at www.warewithal.com/kolbereports



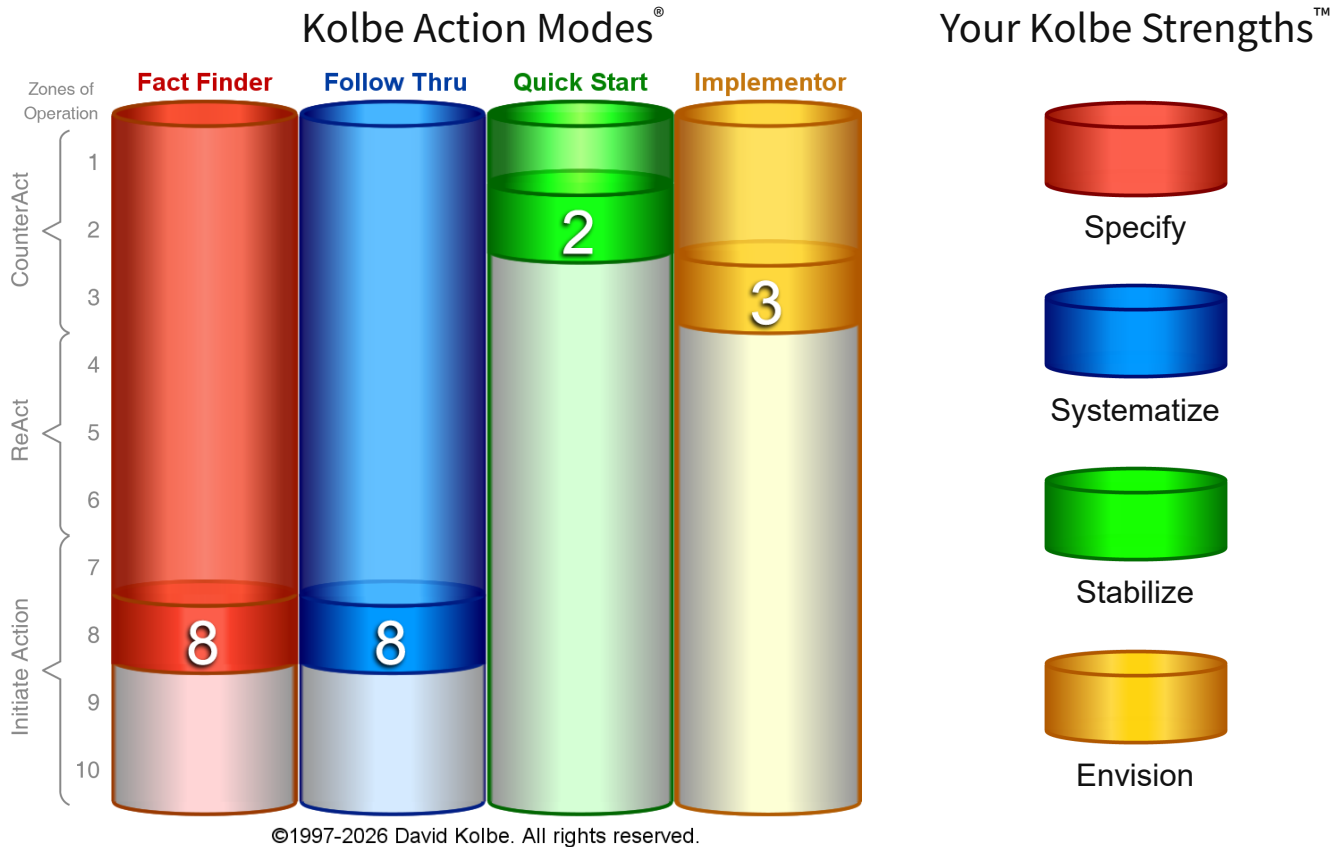
Kolbe A™ Index Result

SUMMARY

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Kolbe Action Modes are behaviors driven by your striving instincts.

Fact Finder: How you gather and share information.

Your way of doing it is to **Specify**.

Follow Thru: How you organize.

Your way of doing it is to **Systematize**.

Quick Start: How you deal with risk and uncertainty.

Your way of doing it is to **Stabilize**.

Implementor: How you handle space and tangibles.

Your way of doing it is to **Envision**.

You can count on your Kolbe result being constant over time.

🔊 Don't forget, hear Kathy Kolbe describe your strengths at www.warewithal.com/kolbereports



What's so different about the Kolbe Index?

Your Kolbe result doesn't have anything to do with your personality or how smart you are. Kolbe adds a new dimension—the **conative**. How you take action when you are free to be yourself is one of the most important things to know about yourself. It includes how you will naturally:

- Solve problems
- Make decisions
- Take purposeful action

The **conative** (doing) part of the mind is defined as: *Action derived from instinct; purposeful mode of striving, volition. It is a conscious effort to carry out self-determined acts.*

Based on teachings going back to Plato and Aristotle, conative is one of three parts of the mind.

Three Parts of the Mind

Cognitive (Thinking)	Affective (Feeling)	Conative (Doing)
Intelligence	Motivation	Striving Instincts
Skills	Preferences	Innate Strengths
Knowledge	Values	Purposeful Actions
Experience	Personality	Decision-Making Methods
Learned Behavior	Emotions	Problem-Solving Approaches

These three parts of the mind work together to form your greatest contributions to the world.

Conables® Tips



Without an understanding of the power of conation, you may have learned ways of taking action that won't work well for you. Look for Conables Tips throughout your Kolbe A result. Individualized for you, they will help you *Do More, More Naturally* and achieve what matters to you most.



KOLBE STRENGTHS

You have a natural strength in each Action Mode that helps you make better decisions.

Action Modes

Fact Finder



Your best way of gathering and sharing information is to **Specify**.

For instance, you might:

Research in-depth
Justify decisions
Uphold precedent
Define objectives
Assess probabilities

Define terms with exactness
Establish specific priorities
Provide historical evidence
Create analogies
Develop complex strategies

Follow Thru



Your best way of organizing is to **Systematize**.

For instance, you might:

Provide structure
Arrange logistics
Design sequential systems
Create plans
Set timelines

Promote order
Drive closure
Distinguish patterns
Establish procedures
Organize information and materials

Quick Start



Your best way of dealing with risk and uncertainty is to **Stabilize**.

For instance, you might:

Prevent chaos
Lessen uncertainty
Protect what's working
Control the options
Minimize risk

Stick with the familiar
Reduce unexpected events
Decide what should stay the same
Establish limits
Prevent false urgency

Implementor



Your best way of tackling space and tangibles is to **Envision**.

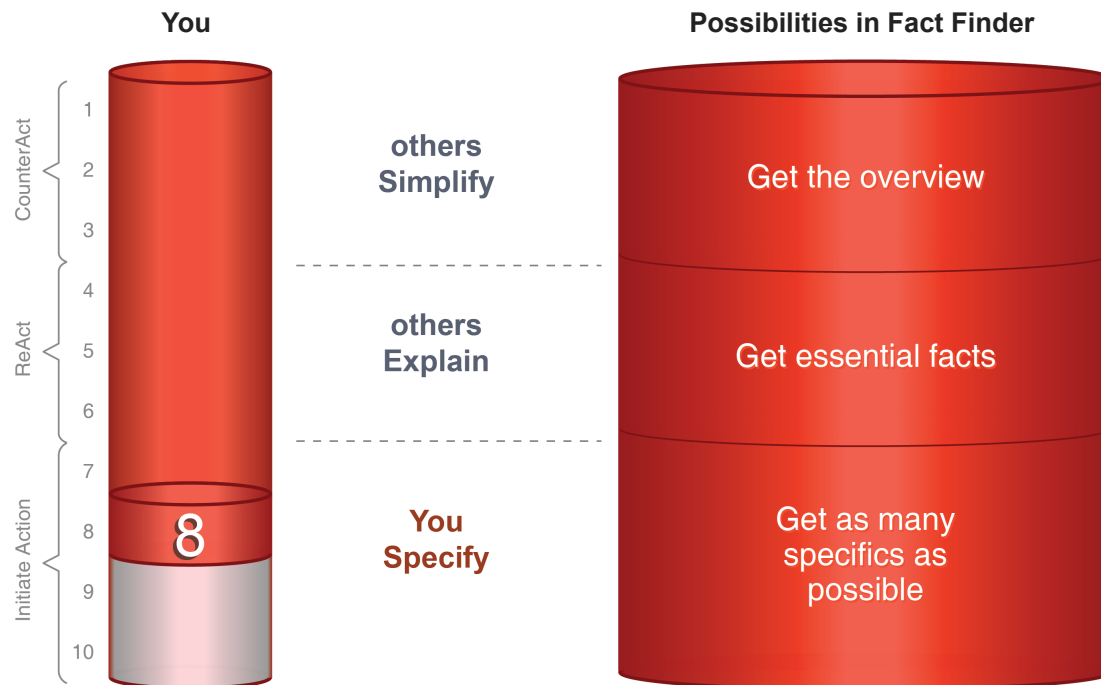
For instance, you might:

Prevent overbuilt solutions
Imagine outcomes
Use preassembled products
Portray conceptually
Reduce manual effort

Use intangible methods
Make temporary fixes
Deal with the abstract
Envision circumstances
Describe without having to demonstrate



Fact Finder: How you gather and share information



Conables® Tips



Gather and share information in a way that works for you:

Do



- ✓ Be precise
- ✓ Rate probabilities
- ✓ Correct errors
- ✓ Define differences
- ✓ Question frequently and thoroughly

Don't



- ✓ Generalize
- ✓ Make snap judgements
- ✓ Give yes-or-no answers
- ✓ Answer off the top of your head
- ✓ Decide without prioritizing reasons



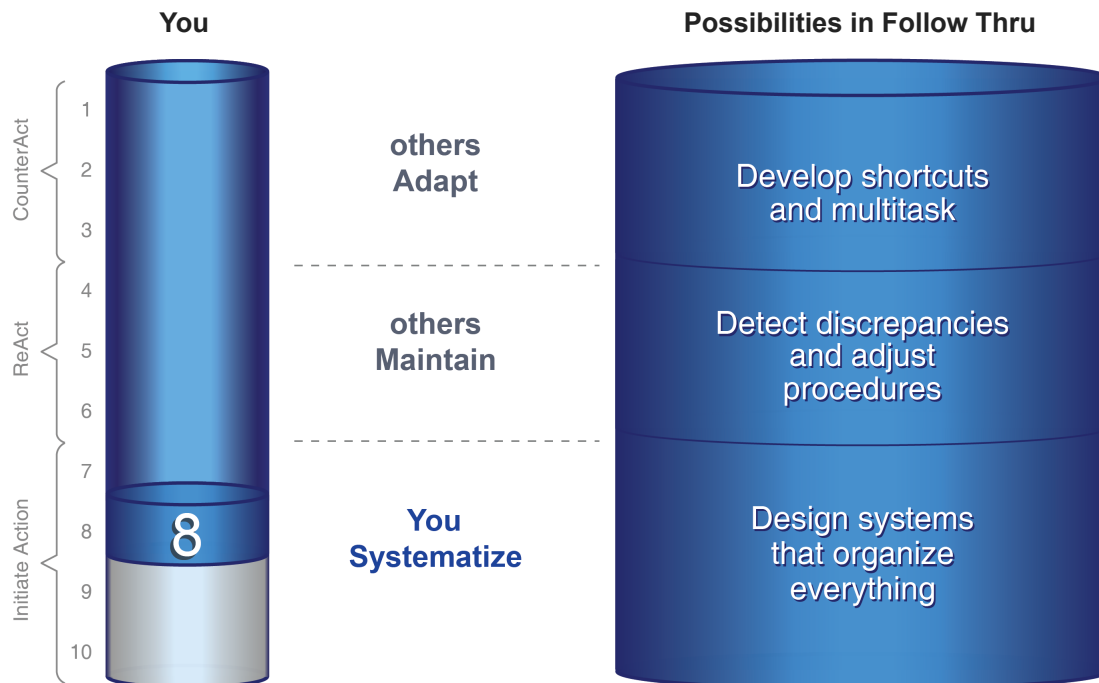
Kolbe A™ Index Result

KOLBE STRENGTHS

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Follow Thru: How you organize



Conables® Tips



Organize in a way that works for you:

Do



- ✓ Design sequential systems
- ✓ Coordinate and integrate activities
- ✓ Chart and graph information
- ✓ Categorize and catalog items
- ✓ Get closure on a task before moving on

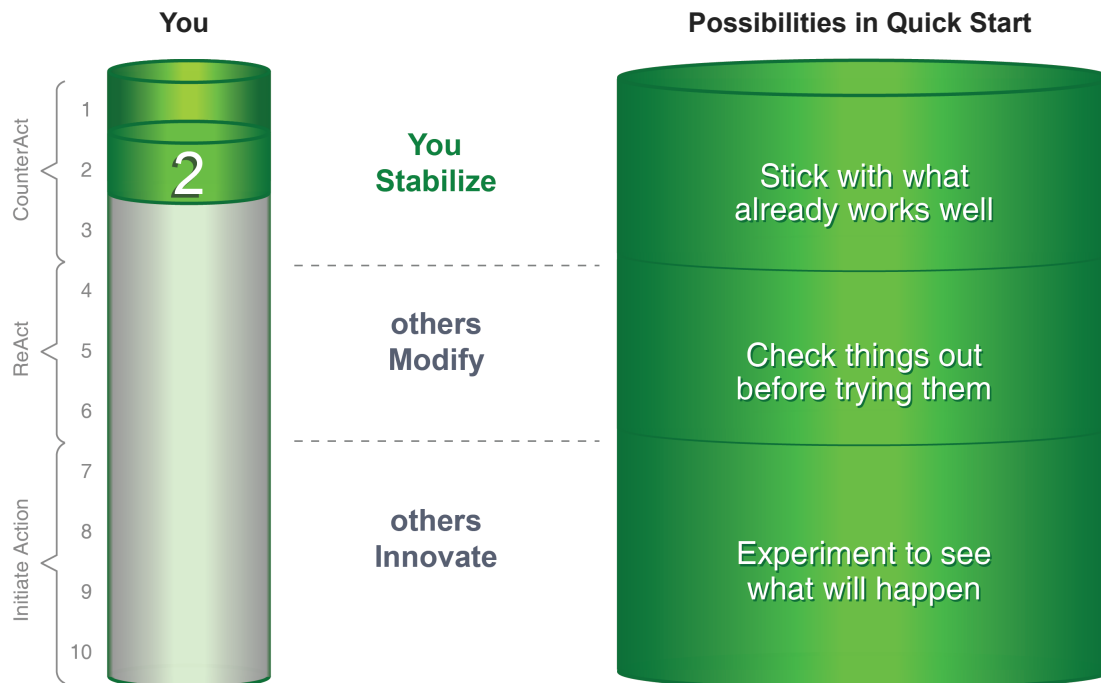
Don't



- ✓ Deviate from your plans
- ✓ Put up with too many interruptions
- ✓ Start a project without a checklist
- ✓ Leave without a schedule
- ✓ Take shortcuts



Quick Start: How you deal with risk and uncertainty



Conables® Tips



Deal with risk and uncertainty in a way that works for you:

Do



- ✓ Avoid chaos
- ✓ Find similarities
- ✓ Remove unknowns
- ✓ Fit new things into the existing picture
- ✓ Reduce the chance of making mistakes

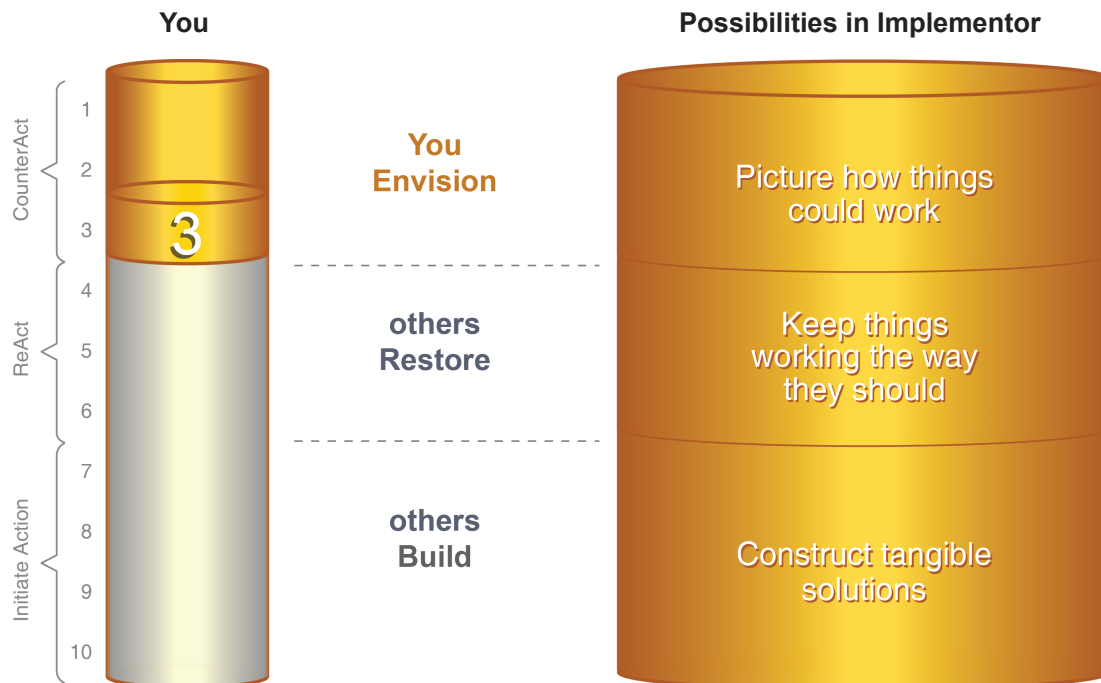
Don't



- ✓ Deal with oddities
- ✓ Race the clock
- ✓ Experiment
- ✓ Volunteer for uncertain assignments
- ✓ Work with ambiguities



Implementor: How you handle space and tangibles



Conables® Tips



Handle space and tangibles in a way that works for you:

Do



- ✓ See solutions in your mind
- ✓ Visualize possibilities
- ✓ Conceptualize what could be
- ✓ Have discussions without having to be face-to-face
- ✓ Make decisions without having tangible evidence

Don't



- ✓ Take responsibility for maintaining equipment
- ✓ Demonstrate the use of mechanical stuff
- ✓ Take apart small appliances
- ✓ Fix broken parts
- ✓ Build many physical models

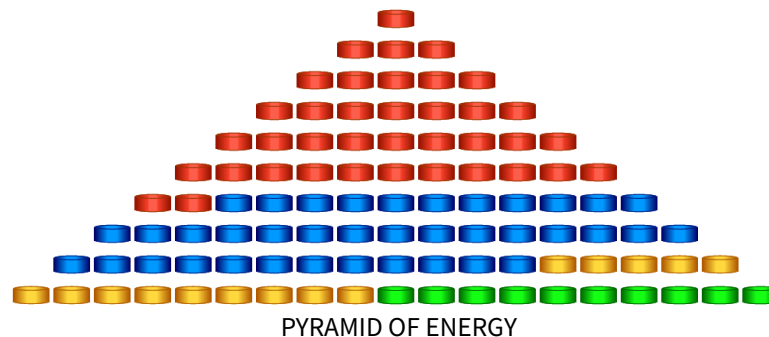


TIME AND ENERGY

Everyone runs out of time and energy. You can't get time back – once it's used, it's gone – but energy can be renewed.

Your Pyramid of Mental Energy

Your 100 units of conative energy are equal to the energy available to every other human being. Your MO of **8-8-2-3** gives you the same potential power as any CEO or rock star. Turn this potential into greatness by using your available energy according to your strengths.



Specify
38%

Systematize
38%

Stabilize
10%

Envision
14%

Conables® Tips



Your forte is combining your Fact Finder sense of history with your Follow Thru talent for seeing themes. You use the greatest amount of your energy figuring out the background of a problem and the steps necessary to solve it. That firmly establishes a path that requires the contribution of your other conative strengths to accomplish your best work.

Don't let anyone stereotype you as contributing or "being" just one of the Action Modes. Your contribution begins with specifying and continues until you stabilize the solution.

Self-manage your use of these limited, but renewable, resources. Use them purposefully and they will bring joy to your life.



Kolbe A™ Index Result

TIME AND ENERGY

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8-8-2-3

Your Problem-Solving Sequence

The ideal way for you to use your time is according to your MO of **8-8-2-3**. So, forget time management advice that doesn't take your striving instincts into consideration.

When free to be yourself, you will use your strengths in the following way:



1. You'll start the problem-solving process by fact checking and determining practical and appropriate priorities.
2. Next, you create a plan of attack.
3. Then, you visualize solutions.
4. Finally, Jesse, you advocate for what needs to stay the same.

If you work against your strengths, you'll never have enough time. You will squander it by taking non-productive paths.

Get Conative, Jesse!

We can't give you more time, but we have proven that leveraging your conative strengths can dramatically improve your productivity.

Conables® Tips



Here are some ways you can get the multiplier effect from your MO of **8-8-2-3**:

- ✓ Commit—but to very little. Target your top priorities. Because you have limited mental energy, determine what deserves your best efforts.
- ✓ Save time by not working on details that don't fit into the big picture.
- ✓ Check off tasks that need your best efforts before you use up energy on the small stuff.



Get More Done in Less Time

Conables® Tips



A good way to start your day is to zero in on the top priorities and get them done first.

Set priorities and allocate time for the top three or four, making sure you have gathered appropriate resources and background information.

You're likely to procrastinate if you don't have all the pieces to the puzzle.

Ultimately, you need to guard the status quo while striving for positive change.

Self-Provoke to get where you want to go. You're responsible for goading yourself to initiate necessary action.

You may be working against your grain without even knowing it. When we take action outside of our strengths zone, we are not only unhappy but also unproductive, wasting our time on things that require too much energy. Instead of robbing yourself of your valuable time and energy, modify how you do things so that you can accomplish them in your own way.

Don't just take our word for it; try it! You may surprise yourself with how much you can get done, and by how natural it feels.

Pinpoint Potential Stress



The Kolbe B™ Index measures an individual's perception of their own job responsibilities. Comparing your Kolbe B Index result with your MO (in this Kolbe A Index report) will reveal if and where you may be working against your natural way of doing things.



COMMUNICATION AND RELATIONSHIPS

There are two main factors that drive success when you're working with others—communication and the interplay between each person's conative strengths.

Jesse, Communicate Your Way

Communication is at the heart of every relationship and involves all three parts of the mind. Emotions cause the desire to communicate while thoughts provide the content. However, your conative instincts also drive how it plays out.

We're taught that there is a "right way" to do things, and often only certain types of communication are valued. If you don't communicate according to your conative strengths, you are likely to seem inauthentic and may not get the results you seek. Be true to who you are to get your message across effectively without alienating others.



It's Not Just What You Say, It's How You Say It

Conables® Tips



Remember the time there was a problem and you were the only person around with enough information to help figure out what caused it? That's your forte. When that's what is needed, you're the hero. When what's needed is a simple reply, you may go on too long. Beware of causing other's eyes to glaze over.

You're at your very best when you document information and add graphic elements. It would be great if you knew the Kolbe MO of those with whom you communicate so you can judge when they are likely to reach information overload.



WIN-WIN RELATIONSHIPS

There is no perfect combination of Kolbe results for relationships. You can improve both personal and professional relationships by understanding how everyone's conative strengths interact.

Collaborating with others can be challenging, whether you have similar or differing instinctive strengths. You need to act according to your instincts while allowing others to act according to theirs.

Conables® Tips



In situations with **a person who has very different conative strengths than you do**, you can benefit from the resulting diversity of strengths, but those differences could cause conflict and frustration.

- ✓ For you, togetherness may mean doing different things in the same room.
- ✓ Don't expect the other person to work toward shared goals the same way you do.

Conables® Tips



In situations with **someone who has similar strengths**, you might be able to finish each other's sentences, but you could struggle to make forward progress.

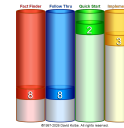
- ✓ Find people with different approaches to fill some of the gaps to avoid getting stuck.
- ✓ Avoid competing with one another by tackling different tasks while working toward shared goals.



SUMMARY AND SHARE

Jesse, the information in every section of this report was individualized for you, whether you remember it by:

Your iconic Kolbe bar chart



Your four numbers

8 8 2 3

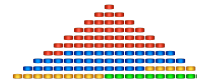
Your four conative strengths

Specify
Systematize
Stabilize
Envision

Your use of time



Your use of energy



However you visualize your MO, it's important to keep your conative strengths in mind as you make life-empowering decisions.

You have many strengths that could contribute to your career, family, or community.

Now that you know the power of your MO, it's up to you to use it for good purposes.

The world needs your conative strengths!



WORKSHEET

Refer to your Kolbe A Result and answer the following questions.

1. See your strengths summary on **page 4** of your result. Mark the phrases in each of the Action Modes® that best describe how you naturally take action. Choose one or more of your strengths and describe how you use them in your own words.

2. Consider the Do's and Don'ts on **pages 5-8** and answer these questions. Which actions do you need to take more often? *Hint: See the Do's.* Which actions do you need to avoid? *Hint: See the Don'ts.*

3. Notice your arrow on **page 10**. How often do you get to use your conative mental energy in the way your percentages would suggest? Why or why not?

4. Given your insights from the questions above, how will you maximize your strengths and mental energy to reach your goals and/or improve your collaborative efforts?

Don't forget to review the paragraph above your Kolbe Bar Chart (page 1) for highlights of your strengths.