



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

Action Modes

Fact Finder



Your best way of gathering/sharing information is by **Specifying**.

For instance, you might:

- Research in depth
- Establish specific priorities
- Quantify/rank order particulars
- Define objectives
- Assess probabilities

- Define terms with exactness
 - Determine appropriateness
 - Provide historical evidence
 - Create analogies
 - Develop complex strategies
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Follow Thru



Your best way of arranging/designing is by **Maintaining**.

For instance, you might:

- Package things together that fit
- Adjust procedures
- Monitor policies
- Realign objectives
- Coordinate schedules

- Draft guidelines
 - Provide transitions and segues
 - Identify inconsistencies
 - Review lists
 - Record information
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Quick Start



Your best way of dealing with risks/uncertainty is by **Improvising**.

For instance, you might:

- Create a sense of urgency
- Initiate change
- Improvise solutions
- Experiment
- Promote alternatives

- Initiate innovation
 - Originate options
 - Generate slogans
 - Defy the odds
 - Ad lib stories and presentations
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Implementor



Your best way of handling space/tangibles is by **Imagining**.

For instance, you might:

- Create abstract images
- Conceptualize solutions
- Envision circumstances
- Capture the essence
- Symbolically portray

- Find intangible methods
 - Create temporary fixes
 - Mass produce
 - Deal with abstractions
 - Concoct out of thin air
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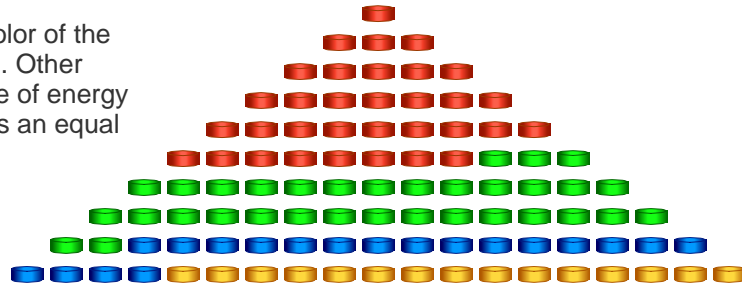
Learned behaviors can mask natural strengths

You can count on Kolbe results being constant over time



Everyone has 100% of conative energy, represented here as a pyramid with 100 units (ergs)

At the top of your pyramid are ergs the color of the Action Mode you use first in taking action. Other modes follow according to the percentage of energy you have available in them. Everyone has an equal amount of conative energy.



Pyramid of Energy

Kristi, here's the percentage in each Action Mode of your total available mental energy. This is also the approximate percentage of time you'll spend making efforts in each mode when you are most productive.

- 33% **Fact Finder**-deals with the PAST
- 19% **Follow Thru**-involves PAST, PRESENT & FUTURE
- 33% **Quick Start**-targets the FUTURE
- 15% **Implementor**-deals with the HERE-AND-NOW

You spend approximately 33% of your time and energy dealing with the past, through your Fact Finder mode. You can spend hours searching through previously documented evidence, or defining the issues that need to be researched. Then, you'll expend energy targeting the future because of your Quick Start instincts.

Kristi, you will get more done in less time when you leverage your MO of 7-4-7-3.

Thoughts and emotions can emerge in a blink - without your control. You can control the instinctive energy it takes to act on impulses.

Everyone has equal, yet limited, time and conative - or instinct-driven - energy. **Commit-but to very little.** Target your top priorities. Unlike time, you can replenish conative energy, but it takes downtime to do it.

You have an instinct to act sooner or later, urgently or cautiously. That's what determines your MO. Here are Kolbe Tips, individualized for you, for controlling the use of these natural abilities. This is not "cookie cutter" advice that's repeated for everyone. If others followed the advice intended for you, they would exhaust themselves and have little to show for their efforts.

Take time to calculate the odds of success before taking on big risks.

Protect your energy by rapidly adjusting what isn't helping you reach your goals.

Self-Provoke to get where you want to go. You often have to goad yourself to initiate action you desire.



Careers are built on your conative strengths

Kristi, you do your best work when you strive according to your MO. You're most likely to succeed in jobs that use your conative strengths according to each Action Mode.



Elaborate, compute, scrutinize, substantiate, validate



Monitor, combine, accessorize, guide, record



Speculate, discover, originate, promote, customize



Conceptualize, symbolize, imagine, envision, infer

Your MO doesn't limit what you do; it determines how you'll do it

It is important that the environment you work in nurtures your strengths and allows you to be free to be yourself.

Be sure you find out before taking a job whether it will provide you with opportunities to use your strengths by:

- keeping several projects going at once, as long as they are within your area of expertise.
- using your specialized knowledge in broad applications (do not become isolated in a narrow technical role).
- defining goals and tackling priorities head-on.

A job can be just a way to bring in money, or to gain skills. It can also be a way to find a sense of achievement.

Kristi, your Kolbe result can help you accomplish all three of these goals, plus develop strong alliances with co-workers who will gain respect for your contributions.