



Kolbe Career MO+™ Report



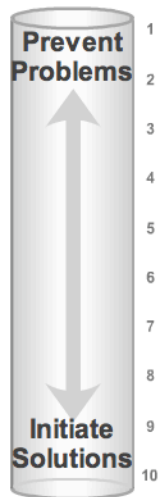
Gary Bernier

Your Kolbe Modes of Operation and career decisions = CareerMO+

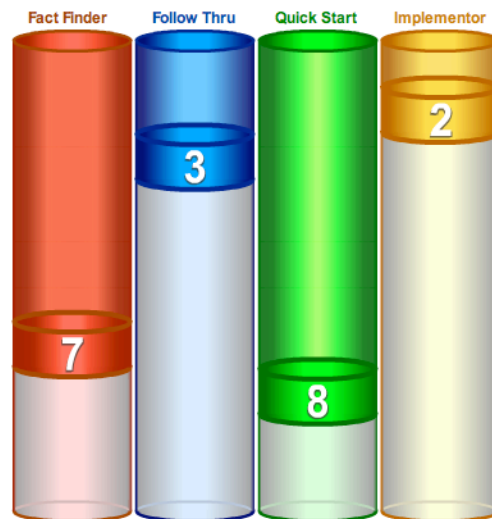
This personalized program will help you make the best possible career decisions by incorporating your instincts. Your instincts are perfect – for you – and equip you for success in many careers.

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.

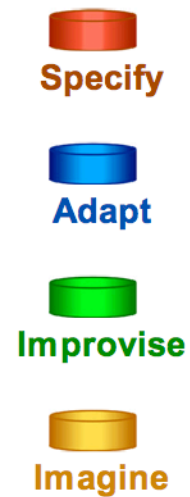
Continuum



Kolbe Action Modes®



Your Kolbe Strengths



Your ideal job will allow you to approach problems using innovative strategies. Look for opportunities to juggle changing priorities and promote complex alternatives.



Leverage Your Full Set of Abilities

Gary, 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

Quick Start



Improvise

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

- brainstorm new solutions
- ad lib on the job
- experiment with different methods
- play a hunch

Fact Finder



Specify

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

- probe and thoroughly research information
- investigate the background of what's happening
- justify your results based on past results
- differentiate between options and set priorities

Follow Thru



Adapt

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

- act outside the box
- work on several assignments at once
- escape from procedure
- act on a whim

Implementor



Imagine

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

- visualize a solution
- imagine your next step
- deal with abstract concepts
- stay away from handling materials



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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.

TRIAL LAWYER
HUMAN RESOURCES MANAGER
SALES MANAGER
RADIO INTERVIEWER
THEATRICAL PRODUCER
TAX ACCOUNTANT
SPORTS WRITER
ALTERNATIVE SCHOOL EDUCATOR
FUNDRAISER
THERAPIST
PUBLISHER
POLITICIAN
PUBLICIST/ADVERTISING EXEC
INSURANCE AGENT

FINANCIAL PLANNER
GENETICIST
RECRUITER
INTERNATIONALIST
CONCIERGE
COPY EDITOR
COUNSELOR
NEW PRODUCT DEVELOPER
PHARMACEUTICAL SALES
REAL ESTATE DEVELOPER
TECHNOLOGY SALES
CRISIS COUNSELOR
ENGINEER
ASSOCIATION DIRECTOR



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:

- not worry if you don't finish everything you start or fix everything that's broken.
- take on open-ended and spontaneous challenges.
- gather information to support your hunches.
- play the odds.
- refuse to get locked into procedures.
- compare possibilities.

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 *Improvise* 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 *Specify*?**

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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