



# Kolbe A™ Index Result

Gary Bernier

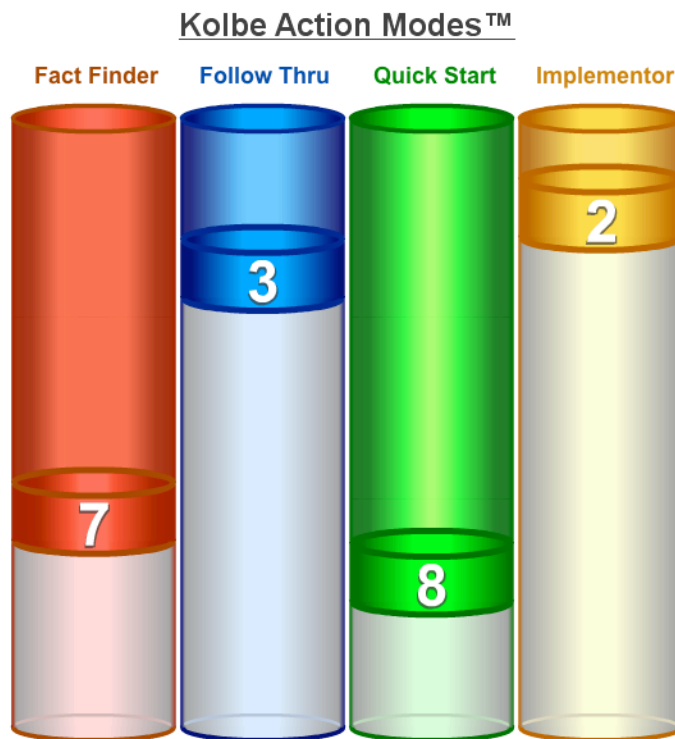


## CONGRATULATIONS

### Gary

Your Kolbe A™ Index result shows you are terrific at juggling rapidly changing priorities, which makes you flexible with a practical bent. That's because you temper your trial-and-error approach by calculating probabilities.

Welcome to a journey of discovery into the Kolbe Wisdom, where equality has been proven, your personal creative abilities are celebrated, and teams work with a predictable level of quantifiable synergy. It's the wisdom of the ages combined with modern technology, revealing hidden truths about the three-dimensional mind and the significance of *conation*, your willful determination to act on instinct.



**Your Kolbe result is so individualized, only 5% of the population is likely to have one just like it**

Kolbe A Result (7 3 8 2) - experience it online with audio at <http://www.warewithal.com/kolbereports/>

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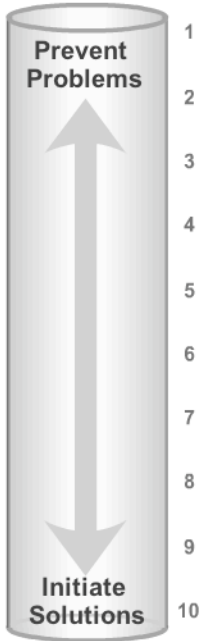


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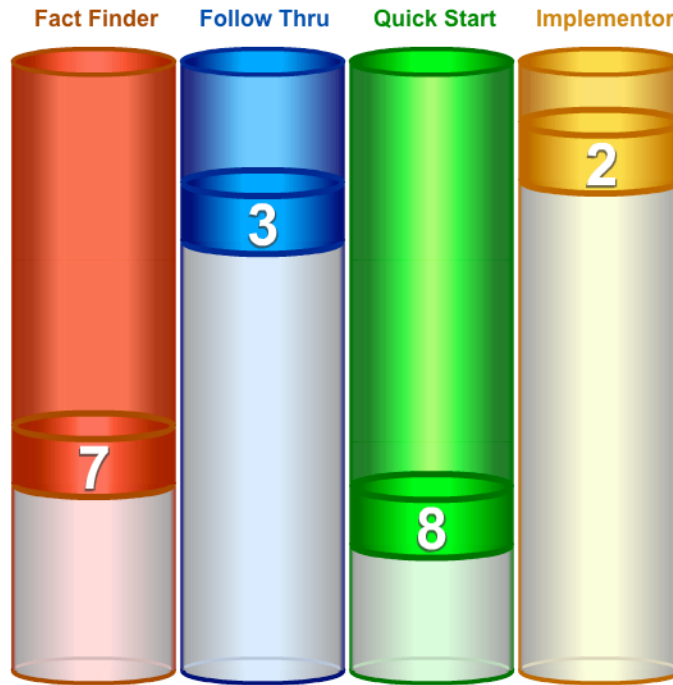
Get Conative

## Gary Bernier

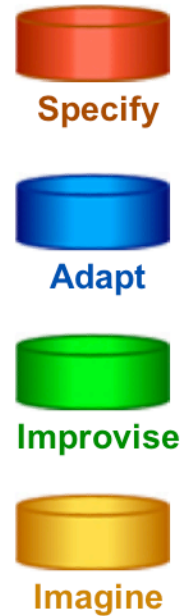
### Continuum



### Kolbe Action Modes™



### Kolbe Strengths



Kolbe Action Modes are behaviors driven by your *instinct* -- **not** your personality or IQ.

#### Fact Finder:

is how you gather and share information.

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

#### Follow Thru:

is how you sort and store information.

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

#### QuickStart:

is how you deal with risks and uncertainty.

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

#### Implementor:

is how you handle space and tangibles.

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

**Every ring on a Kolbe Continuum represents an equally positive trait**

Kolbe A Result - Listen online to Kathy Kolbe, the creator of the Kolbe Index.

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**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

**Follow Thru**



Your best way of sorting/storing information is by **Adapting**.

For instance, you might:  
 Create shortcuts  
 Revise approaches  
 Thrive on interruptions  
 Diversify  
 Switch tasks frequently  
 Be flexible

Decentralize efforts  
 Vary approaches  
 Do several things at once  
 Keep everything accessible  
 Find ways around problems

**Quick Start**



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

For instance, you might:  
 Create a sense of urgency  
 Initiate change  
 Improve solutions  
 Promote experimentation  
 Negotiate shortcuts

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

**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

***Learned behaviors can mask natural strengths***

***You can count on Kolbe results being constant over time***



## Focus Your Strengths

Gary, you've probably been asked your whole life:

### Why do you put off making repairs and attacking mechanical problems?

Kolbe changes the dialogue. **Kolbe Tips**, individualized for you, explain how wherever you are on the continuum in an Action Mode is a strength - if you take control of leveraging this innate ability. For example:

*You help by imagining what could happen - and getting help.  
You don't have to see it to believe it.*

Your Kolbe result celebrates your **Modes of Operation (MO): 7-3-8-2**. Understanding and trusting this powerful force will give you *the freedom to be yourself*.

Only about 5% of people are as good as you are at what you naturally do best. Don't exhaust time and energy trying to change your MO; instead, discover how you can take charge of putting your natural strengths to good use.

## What's so different about the Kolbe Index?

### Gary, it's what drives you

*Being a 7-3-8-2 in Kolbe has nothing to do with whether you are an introvert or extrovert, or a math whiz. Kolbe Index results deal with a different part of the mind than your personality or intelligence.*

### Three Parts of the Mind

#### Cognitive

Thinking  
IQ  
Skills  
Reason  
Knowledge  
Experience  
Education

#### Conative

Doing  
Drive  
Instinct  
Necessity  
Mental Energy  
Innate Force  
Talents

#### Affective

Feeling  
Desires  
Motivation  
Attitudes  
Preferences  
Emotions  
Values

### Conative?

Action derived from instinct; purposeful mode of striving, volition. It's a conscious effort to carry out self-determined acts.

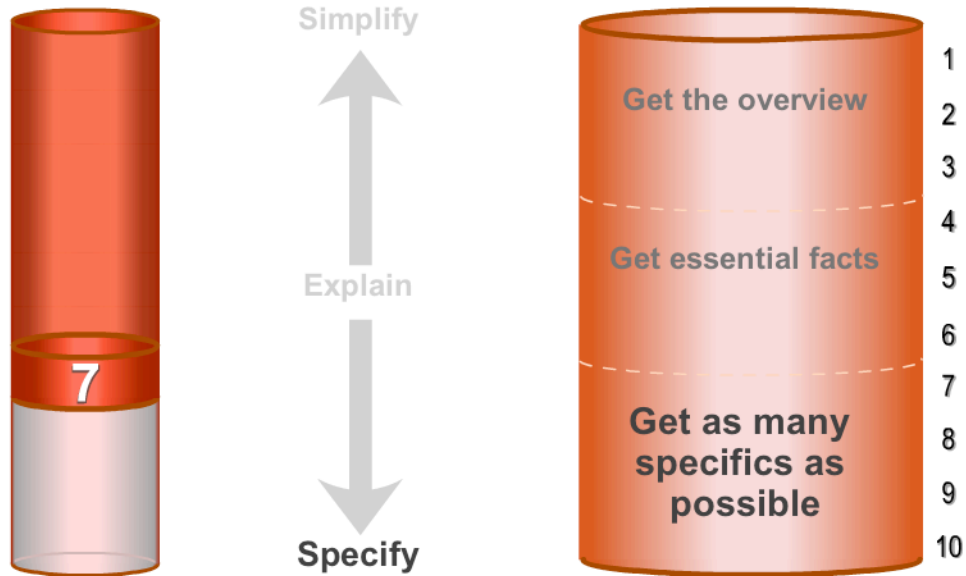
If **conative** is a new word for you - join the crowd. It's the long-lost term for one of the most important things you need to know about yourself.



**Compare your instinct to *Specify* with other ways of gathering and sharing information**

**Gary, your Fact Finder Strength**

**Possibilities in Fact Finder**



**Gary, take charge of your Fact Finder instincts!**

You **need** to gather information by:

- being precise
- seeking details
- correcting errors
- defining differences
- questioning frequently and thoroughly

**Avoid the stress** of having to:

- generalize
- jump to conclusions
- give yes-or-no answers
- answer off the top of your head
- decide without prioritizing reasons

***Kolbe identifies your natural strengths; it's up to you to put them to good use***

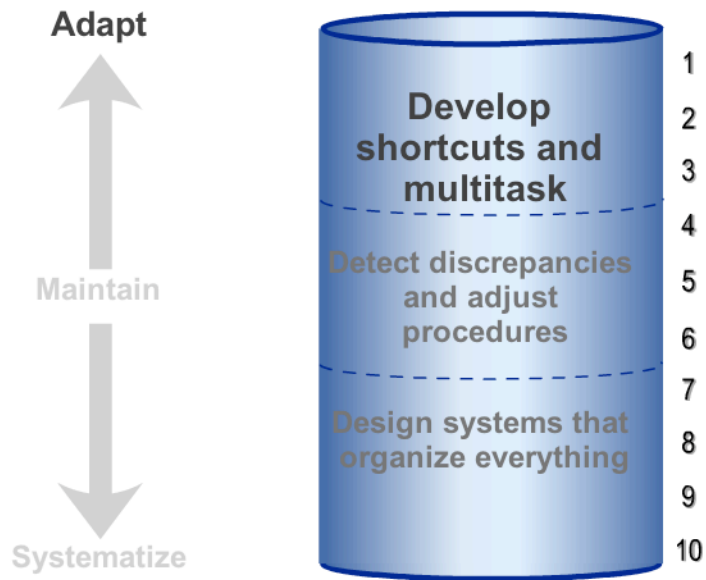


**Compare your instinct to *Adapt* with other ways of sorting and storing information**

**Gary, your Follow Thru Strength**



**Possibilities in Follow Thru**



**Act with determination. Make good use of your natural strengths.**

You **need** to organize by:

- seeing and easily reaching what you use
- frequently revising systems
- doing several things at once
- dealing with tasks as they arise
- not trying to follow standard methods

**Avoid the stress** of having to:

- follow rigid rituals
- put up with step-by-step procedures
- repeat yourself
- adhere to redundant systems
- be overly scheduled

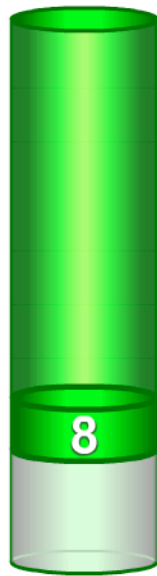
***People with very different strengths in Follow Thru may drive you nuts - but they offer an important difference***



**Compare your instinct to *Improvise* with other ways of dealing with risks and uncertainty**

**Gary, your Quick Start Strength**

**Possibilities in Quick Start**



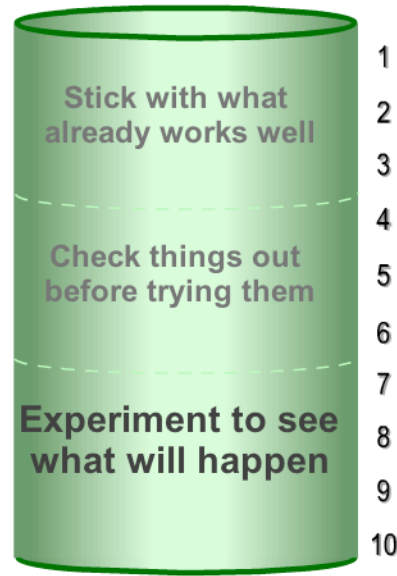
Stabilize



Modify



Improvise



**Without improvisation we would not need stabilization.**

You **need** to deal with risk/uncertainty by:

- racing the clock
- innovating changes
- negotiating for shortcuts
- experimenting
- doing things at the last minute

**Avoid the stress** of having to:

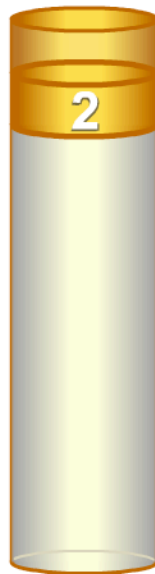
- conform
- avoid potential risks
- stick with the script
- work toward known outcomes
- edit your many ideas

***We all have equal potential for creativity - as long as we are all free to create in our own ways***



Compare your instinct to *Imagine* with other ways of dealing with tangibles

Gary, your Implementor Strength



Possibilities in Implementor

Imagine



Restore



Build



1  
2  
3  
4  
5  
6  
7  
8  
9  
10

Every Implementor strength is critical to creative problem solving.

You have a **knack** for:

- seeing solutions in your mind
- visualizing possibilities
- conceptualizing what could be
- having discussions without having to be face-to-face
- making decisions without having tangible evidence

**Avoid the stress** of having to:

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

**Kolbe results are proven to be free of gender biases. Males and females have equally distributed strengths on the Implementor continuum - as well as the other three.**

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7-3-8-2

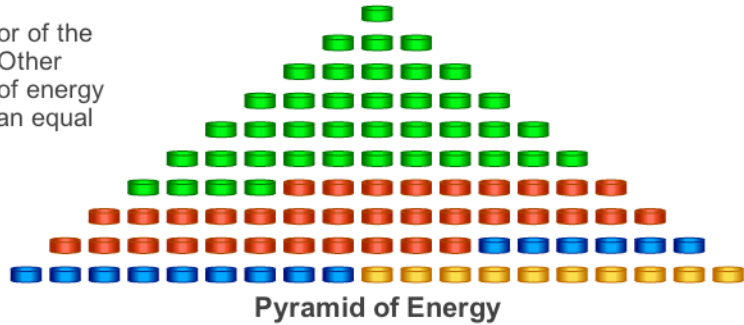


*Time and Energy*

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

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.

Gary, 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.



- 35% **Fact Finder**-deals with the PAST
- 15% **Follow Thru**-involves PAST, PRESENT & FUTURE
- 40% **Quick Start**-targets the FUTURE
- 10% **Implementor**-deals with the HERE-AND-NOW

You spend 40% of your time and energy with your Quick Start driving you toward the uncertainties of the future. You're challenged by immediate deadlines, thrive on suspenseful situations, and run toward complex perplexities. Then, your Fact Finder strength makes sure you're not wasting time on low-priority tasks.

### Gary, you will get more done in less time when you leverage your MO of 7-3-8-2.

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.

Estimate the time that tasks will take – then see how much faster you can get them done.

Direct your energy toward juggling a flexible agenda - and avoid routines.

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



## More than an assessment tool, these results prescribe ways to build on conative strengths

Gary, you can kick your **MO** into gear (or "**Get Conative**" ) when you...

- give yourself a deadline, guess if you must, and decide to beat the odds.

**Because most of the world hasn't recognized conation, you may actually have been taught what's absolutely wrong for you. The truth is you need to...**

- kick it and magically make it work again.

**A good way to start your day is to...**

- decide what you are not going to do.

***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.***

You're likely to procrastinate if you have to follow a highly structured format or system.

When you need to be persuasive in an unfamiliar situation, wing it. Trust your guts to pull out the right examples and call it as you see it. You'll be right on target.

You may be acting against your grain without even knowing it. When we work against our grain, 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 the things you need to do so that you can accomplish them in your own way.

***If you are working against your grain, you may feel fatigued, irritable, helpless, and/or unsatisfied***

***For more information about how you take action, listen to the Natural Advantage - Entrepreneur CD.***



## Methods of Communication: Making Your Point

Your authentic "voice" is your natural, conative way of expressing your thoughts and feelings. Communicating in contrary ways will be less effective. You need to save your best methods of communication for the highest impact situations. Here is the % of energy you have in each Mode:



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

Gary, you have charisma when you act as the authentic you, communicating through your natural conative strengths.

People trust what they sense comes from your conative truths.

Trust others when they follow suit.

Enhance your communication by explaining:

you seek a lot of detailed information and classic examples of the way it's worked before, so you can give expert analysis of any situation. Define conation as the historically accepted third part of the mind that deals with how you take action.

You are likely to criticize another person's idea, a book, movie or play if you find it:

- moves too slowly or doesn't get right to the point
- is predictable
- is just plain boring or the information isn't new

***Sharing your Kolbe result helps people understand your strengths and your needs***



## Communicating requires conative action

Let others know not to expect you to stay with the plan or put energy into procedural matters.

You may create clutter, which is fine for you because it results from the diversity of communiqués around you at any one time. Be brief, spontaneous, but thorough. Don't let efficiency experts try to change you. Orderliness is among the least of your priorities, but communicate an appreciation of it in others.

You work well against deadlines; in fact, you need them in order to call a halt to your information gathering. You make decisions for the future without paying a lot of attention to the here-and-now. Others may believe you expect the impossible, so use your powers of persuasion to promote your own talent for getting things done.

Conative action never happens in isolation from the other two parts of the mind, the affective and cognitive.

Your instincts won't change with age. **Be obstinate** with people who expect you to conform to age-group stereotypes.

Others can throw your day off kilter by requiring that you stick with a schedule. Don't be timid about sharing with others what you need!

Communicating requires consideration of the other person's MO, emotions, and level of understanding.

***Communicating in your true conative character attracts others to you***



## Careers are built on your conative strengths

**Gary, 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



Diversify, disguise, diffuse, interject, switch



Speculate, discover, originate, promote, customize



Conceptualize, symbolize, imagine, envision, infer

In job interviews, people often say things they think employers want to hear.

Yet if they get a job based upon false promises, they usually become frustrated and regret having to live up to them.

Finding a job that lets you use your natural strengths is a formula for success.

Introduce yourself to prospective employers, clients, colleagues - even classmates, dates, and in-laws - with these truthful pluses they can count on from you:

To Whom It May Concern,

You can count on me to consistently contribute the following Kolbe-validated strengths:

- I will provide an accurate appraisal of options.
- In situations requiring structure, I will adapt for necessary deviations.
- My contribution to innovation is to improvise possibilities.
- Imagining the solutions helps me when dealing with security and space issues.

***It pays to be truthful in promoting your MO***



## 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:

- setting frequent but realistic deadlines for yourself.
- bartering to avoid putting energies into the procedural or mechanical activities which have lower priorities for you.
- selling others on the need for immediacy.

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.

Gary, 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.

**You have many strengths that could contribute to an organization including your ability to tackle many tasks at one time.**

### **REDUCE ON-THE-JOB STRESS**

Measure the demands of your job and leverage your natural talents at work.

[Kolbe B™ Index.](#)

### **PUT THE KOLBE SYSTEM TO WORK AT WORK**

Identify people's instincts for success and discover the untapped potential of your team.

[Business/Leadership Pack.](#)

We hope you find this analysis will help you maximize your time and energy and communicate more effectively.

If you took the index through your organization, check back with your Kolbe Consultant or Administrator for additional services.