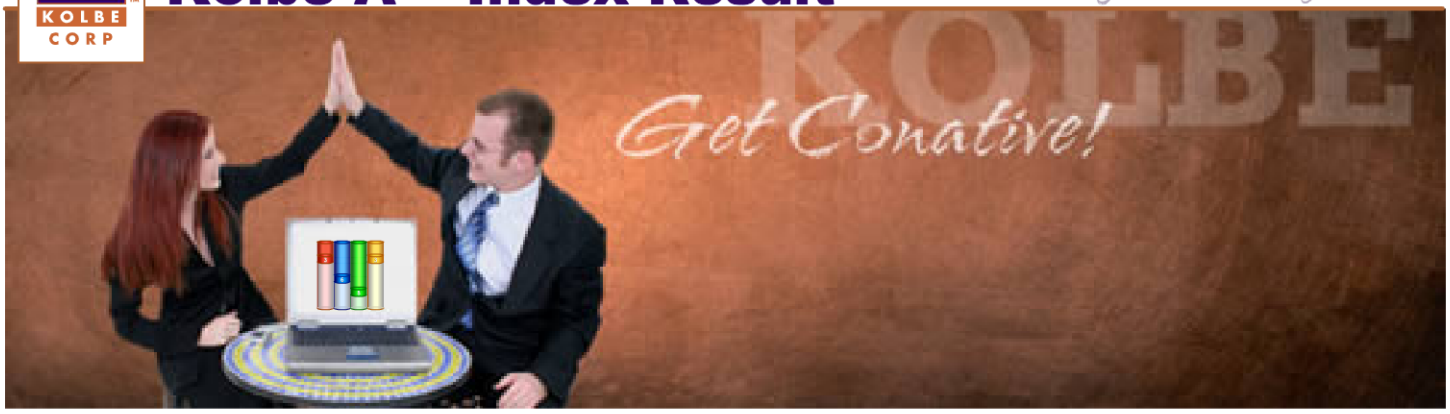
# Kolbe A™ Index Result

*30 Years - Validating Instincts*




**Your way is the right way**
*(And we can prove it)*

***"This is cutting-edge knowledge with powerful, immediate applications. There's nothing else like it."***

***Martha Beck, PhD***
***NY Times best selling author and "Best Known Life Coach in America"***

***"I found great validation in who I am instinctively when I reviewed my Kolbe results. It immediately showed me problems I can now avoid, sooner."***

***Robert Kiyosaki***
***Best selling author of "Rich Dad, Poor Dad" books, and world-reknowned lecturer.***

# CONGRATULATIONS

## Yael

Your Kolbe A™ Index result shows you are terrific at seeing trends and jumping in at the last moment, highlighting opportunities and systematically checking them off. You're especially good at revising plans as the situation changes.

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.***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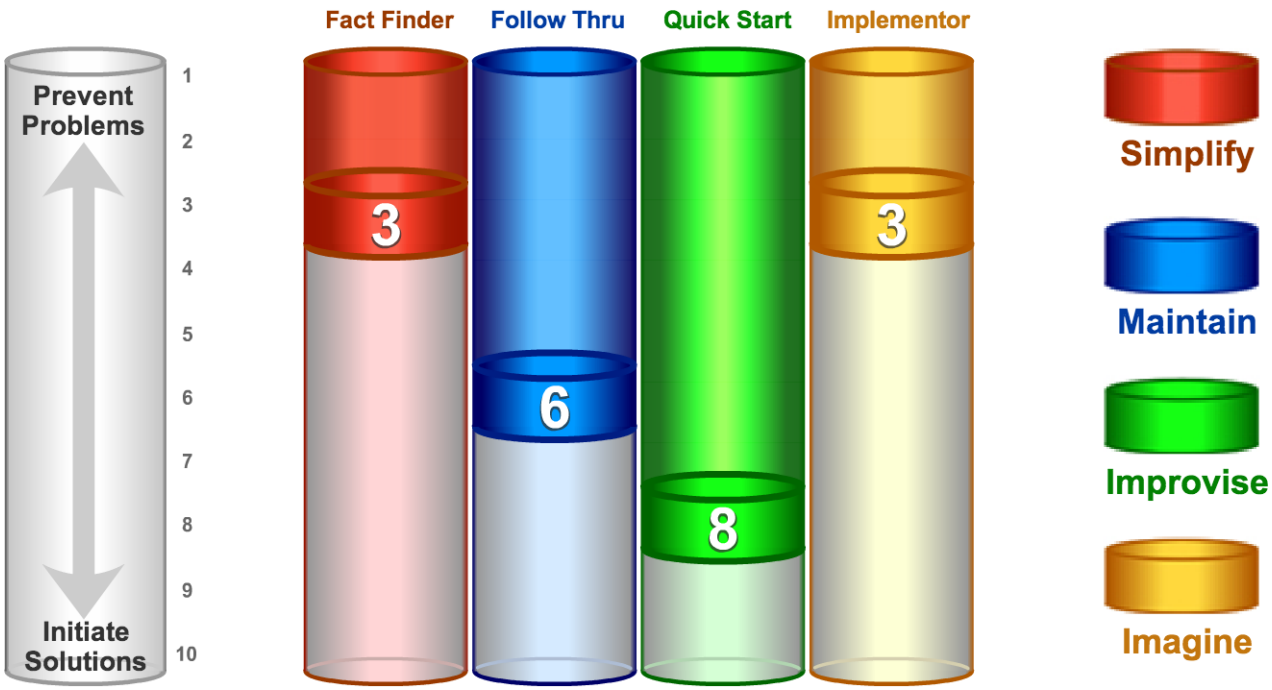
# Yael Degany

**Continuum** | **Kolbe Action Modes®** | **Your 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 **Simplify**.

**Follow Thru:** is how you arrange and design. Your way of doing it is to **Maintain**.

**QuickStart:** is how you deal with risks and uncertainty. Your way of doing it is to **Improvise**.

**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 **Simplifying**.

For instance, you might:

- Distill information
- Draft abridgements
- Estimate
- Condense the data
- Approximate the particulars
- Abbreviate the historical background
- See the big picture
- Isolate the crucial material
- Create metaphors
- Stick with the basic hypothesis

### 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

### 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

### 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***


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# Focus Your Strengths

***Yael, you've probably been asked your whole life:***

***Why aren't you more specific?***
***Why don't you document? Just write down what happened.***

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 won't get bogged down in the past.***
***You will prevent analysis-paralysis.***

Your Kolbe result celebrates your **Modes of Operation (MO)**: **3-6-8-3**. 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?

***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.

### Yael, it's what drives you

***Being a 3-6-8-3 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 | Conative | Affective |
|---|---|---|
| *Thinking* | ***Doing*** | *Feeling* |
| IQ | Drive | Desires |
| Skills | Instinct | Motivation |
| Reason | Necessity | Attitudes |
| Knowledge | Mental Energy | Preferences |
| Experience | Innate Force | Emotions |
| Education | Talents | Values |


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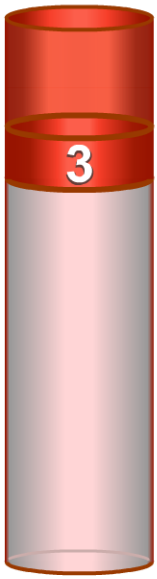
## Compare your instinct to *Simplify* with other ways of gathering and sharing information

**Yael, your Fact Finder Strength**

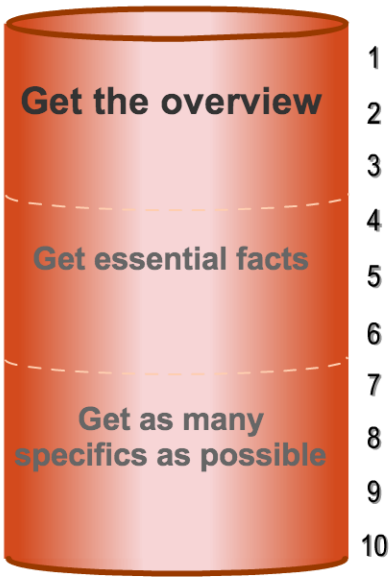



Simplify

Explain

Specify

**Possibilities in Fact Finder**




### Yael, take charge of your Fact Finder instincts!

You **need** to gather information by:

- generalizing
- abbreviating
- summarizing
- clarifying options
- getting right to the point

**Avoid the stress** of having to:

- write out all the details
- seek complex justifications
- provide historical evidence
- get into lengthy debates
- re-read all the fine print

***Kolbe identifies your natural strengths; it's up to you to put them to good use***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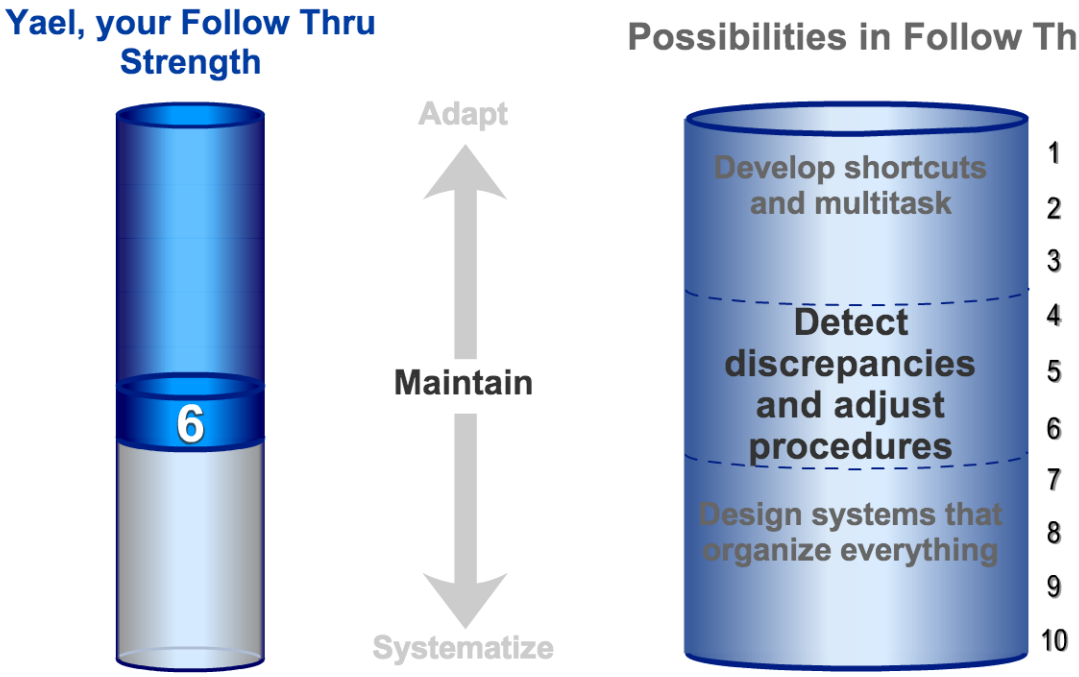
## Compare your instinct to *Maintain* with other ways of arranging and designing




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

You **need** to organize by:
- sticking with a system
- following procedures
- keeping things in a consistent place
- coordinating with others
- using an outline

**Avoid the stress** of having to:
- initiate rigid systems
- make too many guarantees
- work without a sense of closure
- be responsible for integrating different points of view
- work without a plan

***People with very different strengths in Follow Thru may drive you nuts - but they offer an important difference***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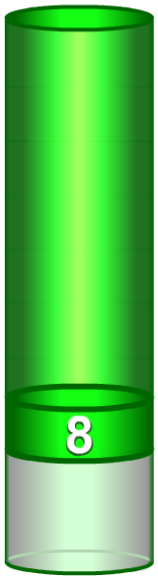
## Compare your instinct to *Improvise* with other ways of dealing with risks and uncertainty

**Yael, your Quick Start Strength**

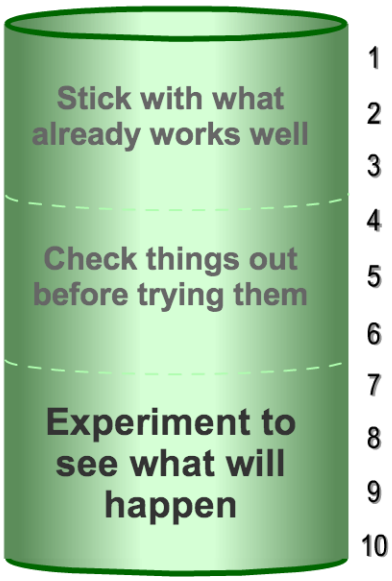



Stabilize

Modify

Improvise

**Possibilities in Quick Start**




### Without improvisation we would not need stabilization.

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

- racing the clock
- innovating changes
- promoting alternatives
- 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***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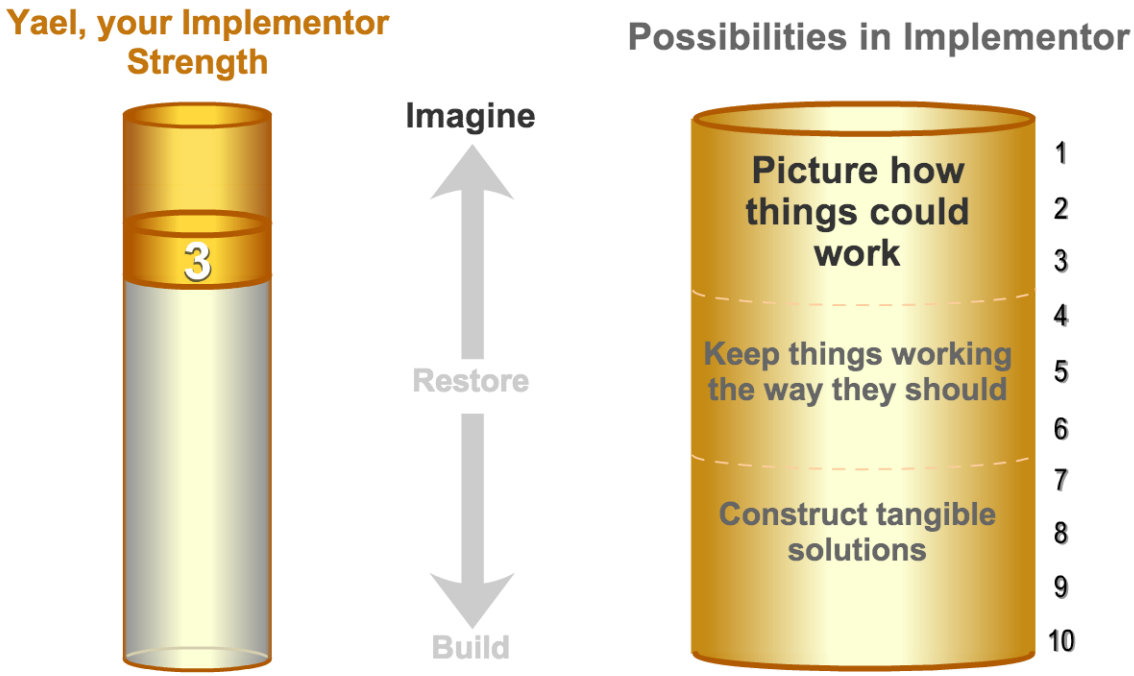
## Compare your instinct to *Imagine* with other ways of dealing with tangibles




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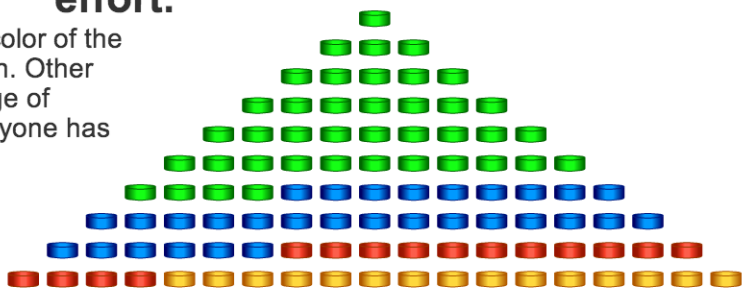
## Everyone has 100% of conative energy, represented here as a pyramid with 100 units (ergs) of potential effort.

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

Yael, 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.

**15%** **Fact Finder**-deals with the PAST
**30%** **Follow Thru**-involves PAST, PRESENT & FUTURE
**40%** **Quick Start**-targets the FUTURE
**15%** **Implementor**-deals with the HERE-AND-NOW

You spend 40% of your time and energy with your Quick Start strengths tackling the opportunities of the future. You thrive when your Follow Thru chimes in, helping find patterns in what's been happening to solve dilemmas that might otherwise slow your pace. You find the rhythm to events and the sequence that will get you to the goal.

### Yael, you will get more done in less time when you leverage your MO of 3-6-8-3.

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 on short-term projects - challenges that require focused effort and immediate results.

Save energy by acting spontaneously rather than practicing and restricting your free-flowing style.

**Self-Provoke** to get where you want to go. You often have to goad yourself to initiate action you desire.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## More than an assessment tool, these results prescribe ways to build on conative strengths

**Yael, 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...**

- skim the details and don't get caught up in problems from the past.

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

- glance through what has to get done and start with actions that don't require more information.

***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 design or complete lots of forms.**

**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***

### FIND THE FREEDOM TO BE YOURSELF

**Learn why you're perfect just the way you are.**
**Personal Development Pack.**

### EXPAND YOUR HORIZONS

**Listen to Kathy Kolbe discuss your initiating strengths and gain great insight into how to make them work for you in the Natural Advantage - Theorist CD.**


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# 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

Yael, 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 skip the details and go to the bottom line, getting the overview, avoiding getting stuck on one topic, and skimming to get the important stuff.

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***


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# Communicating requires conative action

"Think before you speak" is poor advice for you. Your thoughts are crystallized as you hear yourself say them.

Tell others of your need to brainstorm, which means you should avoid fact-finding or assessment while coming up with possibilities. Communicate your need to keep options open, even while working within a structure. Explain possible changes as enhancements to encourage others to buy in.

When you have a plan in your head, recognize the need others have to know where it's going. Outline your plans and encourage questions that will elicit the specifics you don't readily offer. Sketch out your theories of a project and explain that you are not withholding details, but rather hoping that others will contribute to them.

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

**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 not doing what they promised they would do. You need to let them know you'll adjust to changes as long as you know it's necessary.**

Yael, enhance relationships. Reinforce instinctive needs and strengths.

Click here to send a gift that will take the judgment out of conflicts and put fun into sharing foibles. **Kolbe A Indexes for Friends and Family**.

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

## ENHANCE YOUR RELATIONSHIPS

**Identify how you wish another would take action.**
**Kolbe R™ (Relationship) Index**

## UNDERSTAND YOUR KIDS BETTER

**Discover how your children naturally take action.**
**Kolbe Y™ (Youth) Index (For children with a 4th-grade reading level to 17 years old).**
**Kolbe A™ Index (For those older than 17 years of age).**


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## Careers are built on your conative strengths

### Yael, 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.

Clarify, distill, approximate, hypothesize, abbreviate

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:

- taking on challenging short-term projects that require focused effort and immediate results.
- developing a flexible framework to allow for a smooth transition between projects while also revising plans to take advantage of opportunities.
- setting deadlines for yourself (working at the last minute helps rivet your attention).

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.

Yael, 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.


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# Now What?

**Here are some ways you can learn more about your instinctive strengths and how to use them**

## NATURAL ADVANTAGE™ AUDIOS

Your Kolbe A Index result indicates your Natural Advantage is ***Theorist***. Kathy Kolbe explains further how to leverage these natural talents in an audio created specifically for people with your MO. Available on CD or as an audio download at www.kolbe.com.

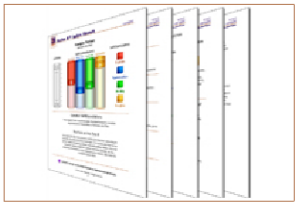
## CAREER MO+™

This supplemental report uses your Kolbe A Index result to identify jobs that match your innate method of operation. The Career MO+ Report also includes:

- Suitability evaluations for over 100 job titles
- Tips for a stronger resume and cover letters
- Interview techniques that accentuate your positives
- Strategies for maximizing your strengths in your current job

No further testing is required. Your individual Career MO+ Report is available NOW. Visit www.kolbe.com/careermo to order.

## KOLBE B™ INDEX



**The Kolbe B Index** identifies your perceived requirements for success in your current job. Comparing this report with your Kolbe A Index result will reveal if and where your job conflicts with your innate talents.

***Put the Kolbe System™ to work at work***

*Identify people's instincts for success and unleash the full potential of your team.*

**Call 1-800-642-2822 to learn more**

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