



HEATHER EISENBRAUN

12/08/2017

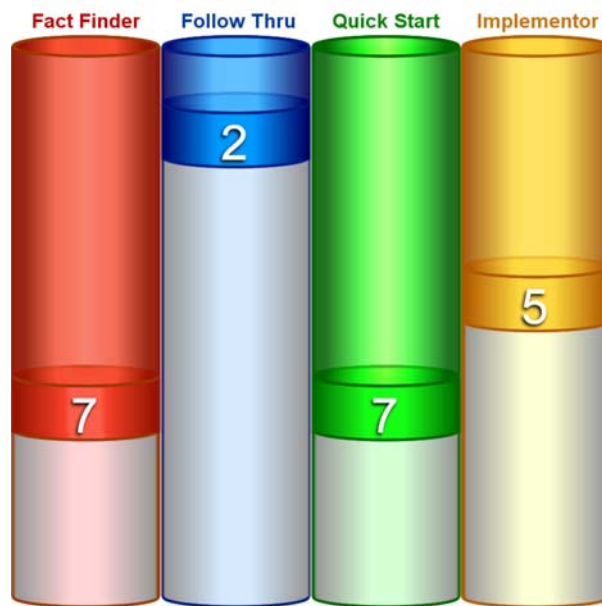
# Kolbe A™ Index Result

## CONGRATULATIONS HEATHER

You Got a Perfect Score on the Kolbe A™ Index

You have an uncanny talent for coming up with unique strategies, prioritizing opportunities, and dealing with the unknowns in complex problems. You thrive when quantifying an opportunity and prospecting for ways to enhance it.

### Kolbe Action Modes®



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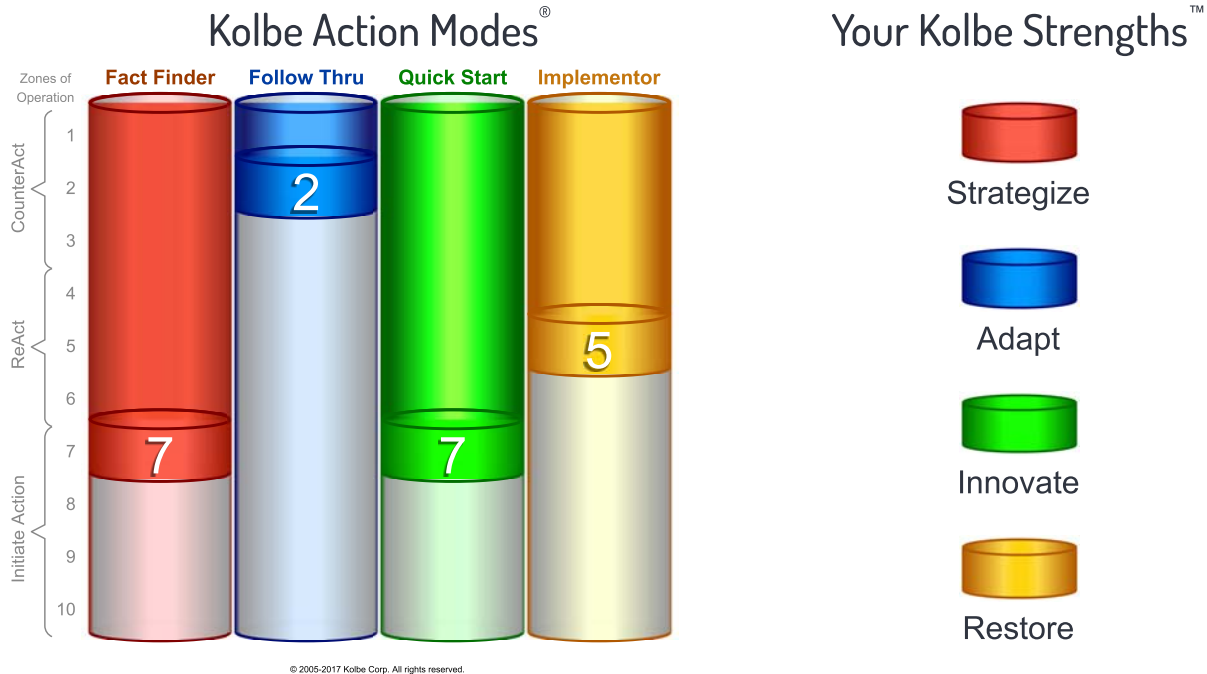
How do we know this? You told us when you completed the Kolbe A™ Index. Our proprietary algorithm sorted out your answers and came up with the pattern of your MO (Modus Operandi).

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

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# HEATHER EISENBRAUN



*Kolbe Action Modes are behaviors driven by your instinct*

**Fact Finder:** is how you gather and share information.

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

**Follow Thru:** is how you organize.

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

**QuickStart:** is how you deal with risks and uncertainty.

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

**Implementor:** is how you handle space and tangibles.

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

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

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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 and sharing information is to **Strategize**.

**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 organizing is to **Adapt**.

**For instance, you might:**

- Create shortcuts
- Revise approaches
- Thrive on interruptions
- Diversify
- Switch tasks frequently

- Be flexible
- Cut through bureaucracy
- Do several things at once
- Keep everything accessible
- Loosen up rigid processes

#### Quick Start



Your best way of dealing with risks and uncertainty is to **Innovate**.

**For instance, you might:**

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

- Brainstorm possibilities
- Originate options
- Generate slogans
- Defy the odds
- Ad lib stories and presentations

#### Implementor



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

**For instance, you might:**

- Relocate and refurbish
- Renovate structures
- Test ingredients
- Fix moving parts
- Convert space

- Remove obstacles - both real and imagined
- Utilize mechanical equipment
- Interpret sign and body language
- Reinforce tangibles
- Connect concrete paths

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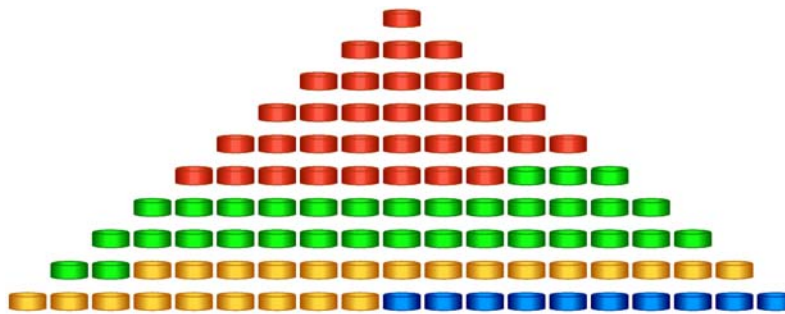
# TIME AND ENERGY

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 “ergs” of mental energy are equal to the energy available to every other human being. This gives you the same potential power as any CEO or rock star.



PYRAMID OF ENERGY.

**Strategize**  
33%

**Adapt**  
10%

**Innovate**  
33%

**Restore**  
24%

Each of your 100 ergs has the same intensity - whether it is in the Initiating, ReActing, or CounterActing zone.

You lead with background information, making sure it helps promote future possibilities. You also use your Fact Finder strengths to justify the Quick Start need for urgency. This sets you up for using all your conative strengths to make unconventional, yet practical decisions.

Don't let anyone stereotype you as contributing or “being” just one of the Action Modes. Your contribution begins with strategizing and continues until you adapt the solution.

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

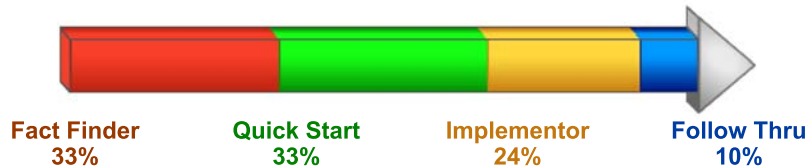
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## TRUSTING YOUR SENSE OF TIME

It's tough to allocate your time, especially when no one but Kolbe has explained the role of your conative assets.

You use time according to your MO. So forget time management advice that doesn't take it into consideration. Everyone has an equal amount of conative energy, used in differing amounts and orders. You use it in your particular order and percentages per mode.



When free to use your strengths:

1. You'll start the problem solving process by fact checking and determining practical and appropriate priorities.
2. Next you brainstorm.
3. Then, you check the strength and durability of available materials.
4. Finally, Heather, you look for several alternative routes.

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

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# CAREER CONSIDERATIONS

## Look for Opportunities to Contribute Your Conative Strengths

Heather, 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 of the Action Modes.



Elaborate, compute, document, substantiate, validate



Diversify, disguise, diffuse, randomize, switch



Speculate, discover, originate, promote, experiment



Renovate, repair, reproduce, upgrade, simulate

## Finding Careers that Give You the Freedom to Be Yourself

You have many strengths that could contribute to an organization.

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.

It pays to be truthful in promoting your MO

### Conables® Tips

- ✓ In the early stages of a career, you may need extra-curricular activities that allow you to Initiate Action. Be sure that long-term career choices lead to opportunities to take Initiative.
- ✓ When considering a specific career, see if you can find out the MOs of those who are successful in that role.

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# SUMMARY & SHARE

Heather, 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

**7 2 7 5**

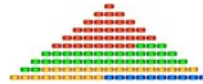
Your four conative strengths

**Strategize**  
**Adapt**  
**Innovate**  
**Restore**

Your use of time



Your use of energy



How ever you visualize your MO – it's important to keep the message of your conative strengths in the front of your mind as you make life empowering decisions.

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!

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