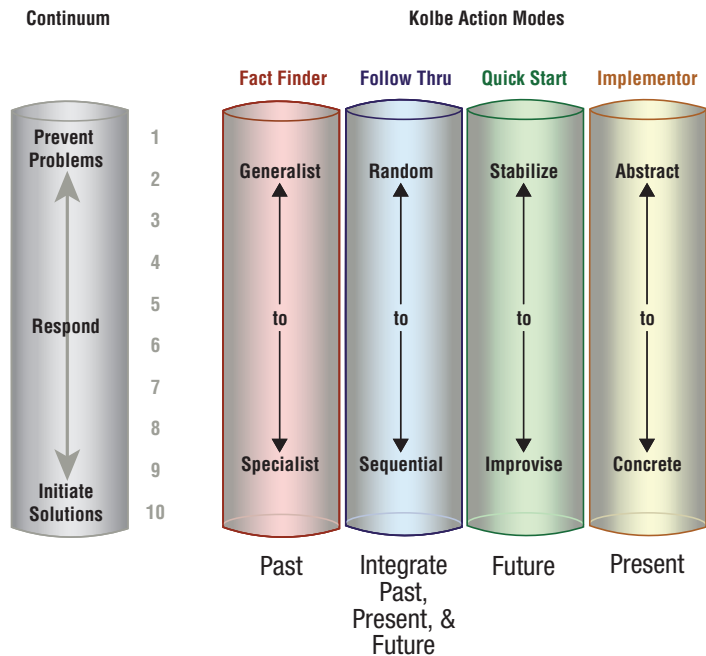




Kolbe Action Modes[®]

GRDP | BiggerFUTURE™

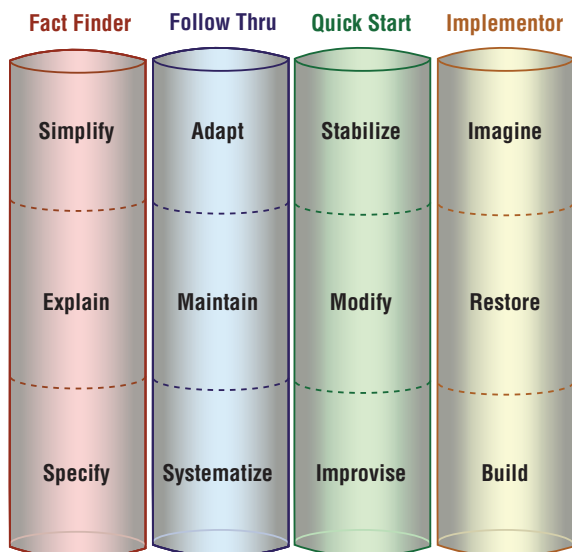
Kolbe Ranges Of Behavior



The continuum represents ranges of problem-solving behavior. Each position on the continuum is seen as an equally positive trait.

When seen as a spectrum of behavior, the **Fact Finder** mode will be arrayed along a continuum from generalist to specialist; the **Follow Thru** ranges from striving randomly to sequentially; the **Quick Start** ranges from stabilizing to improvising; the **Implementor** ranges from functioning in a method that is abstract to one that is concrete.

Kolbe Strengths



Kolbe Strengths are the 12 ways we approach problem solving determined by our MOs. Although we can all solve problems using any of the 12 methods, each of us has four—one in each Action Mode—that allow us to do our best, most efficient, creative work.



Kolbe Bottom Lines

Fact Finder: Methods of gathering and sharing information

1-3 Simplify – For instance, you might:

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

4-6 Explain – For instance, you might:

- Create documentation and instructions
- Review the data
- Edit the details
- Work within priorities
- Use terms properly
- Start with the highest probability
- Respond appropriately
- Test analogies
- Consider all of the evidence
- Rewrite and fact-check written material

7-10 Specify – 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

Quick Start: Methods of dealing with risk and uncertainty

1-3 Stabilize – For instance, you might:

- Create undeviating standards
- Decide what will/can stay the same
- Protect the status quo
- Create precedents
- Clarify deadlines
- Stick with what's familiar
- Reduce unexpected events
- Limit the options
- Establish outside limits
- Conform to accredited concepts

4-6 Modify – For instance, you might:

- Monitor experiments
- Create responses to challenges
- Try out new ideas
- Assist with innovations
- Overcome the odds
- Use metaphors
- Interject spontaneously
- Adjust deadlines
- Reduce risks
- Mediate between the vision and the given

7-10 Improvise – 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

Follow Thru: Methods of arranging and designing

1-3 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
- Find ways around problems

4-6 Maintain – 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

7-10 Systematize – For instance, you might:

- Create the plan
- Coordinate needs
- Chart and graph logistics
- Distinguish systems
- Design sequential systems
- Integrate timelines
- Categorize differences and similarities
- Bring focus and closure
- Contain discrepancies
- Itemize procedures

Implementor: Methods of handling space and tangibles

1-3 Imagine – For instance, you might:

- Create abstract images
- Conceptualize solutions
- Envision circumstances
- Capture the essence
- Portray symbolically
- Find intangible methods
- Create temporary fixes
- Mass produce
- Deal with abstractions
- Concoct out of thin air

4-6 Restore – For instance, you might:

- Create simulations of physical action
- Renovate structures
- Test ingredients
- Fix moving parts
- Convert space
- Reproduce models
- Utilize mechanical equipment
- Interpret sign and body language
- Reinforce tangibles
- Connect concrete paths

7-10 Build – For instance, you might:

- Produce quality solutions
- Display prototypes
- Pick out fine ingredients
- Tackle tangible solutions
- Handle transportation and packaging
- Provide protection and safeguards
- Erect and install mechanical devices
- Create substantive demonstrations
- Build hand-crafted models
- Protect nature/the environment