



Interpretations Unplugged

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Preparation

- Choose how you are going to communicate what is going to happen.
- Set aside an appropriate amount of time.
- Decide if the person is to receive any preparation materials in advance.



Preparation

Review:

- Kolbe Interpretation Chart
- Bottom Lines Booklet
- Natural Advantage™ Tape
- Read the results



Interpretation Tips

- Ask questions—How is this true for you? Be conversational.
- Don't make assumptions about how they use their talents.
- Don't use yourself as an example too often.
- Allow for pauses.



Beginning the Interpretation

Explain and discuss:

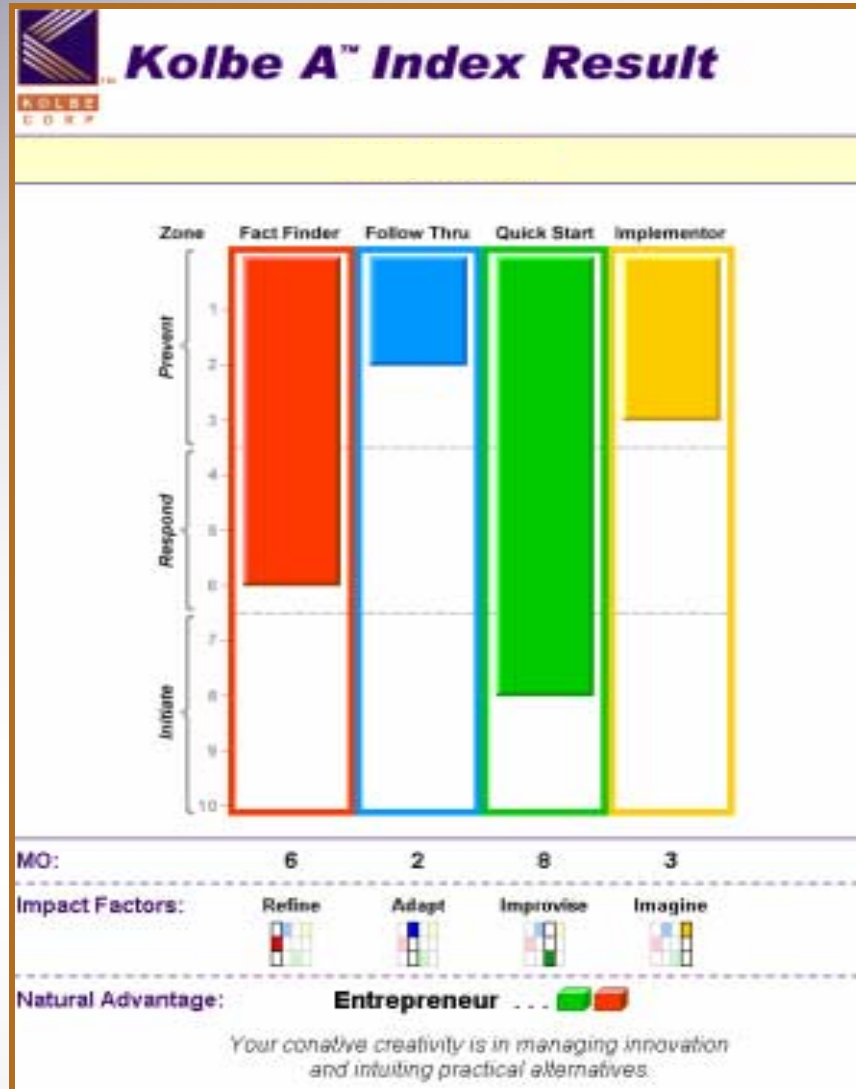
- What the Kolbe Index identifies
- The "Three Parts of the Mind"
- 12 Methods of Problem-Solving

K O L B E



W I S D O M

Kolbe A™ Result



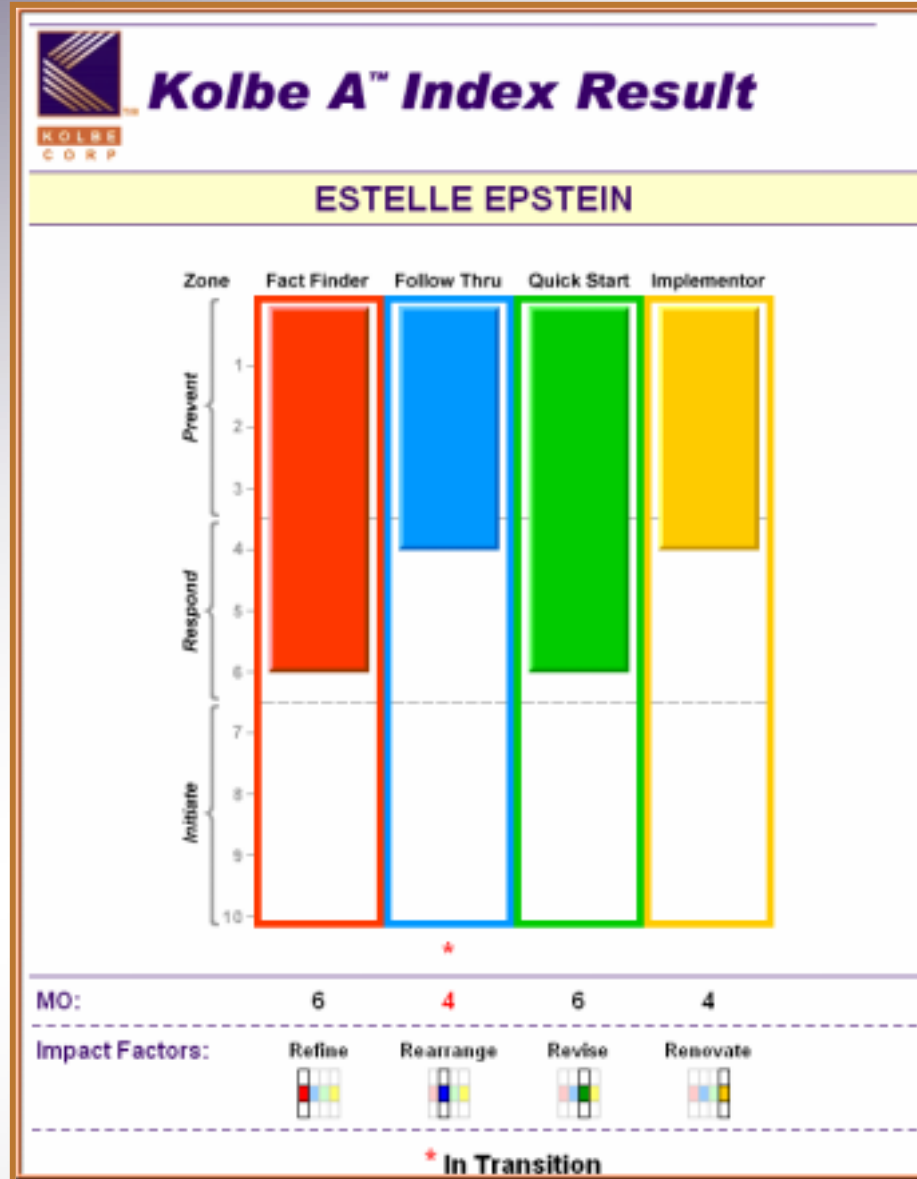


Dealing With Objections

What do you do when they say,

THAT'S NOT ME!

Transition Result





Dealing with Transition

- Understanding what the (*) asterisk means in each mode.
- Working with double transition.
- When do you say it's ok to take a retake?



Sample Questions re: Transition

- Are you going through a lot of change?
- What do you consider your strengths? What do you do best?
- Is your job or current project rewarding?



Sample Questions re: Transition

- What are you currently doing that gives you the sense of satisfaction?
- To what degree do you have the freedom to do things your way?
- If you could change your current situation what would you change?

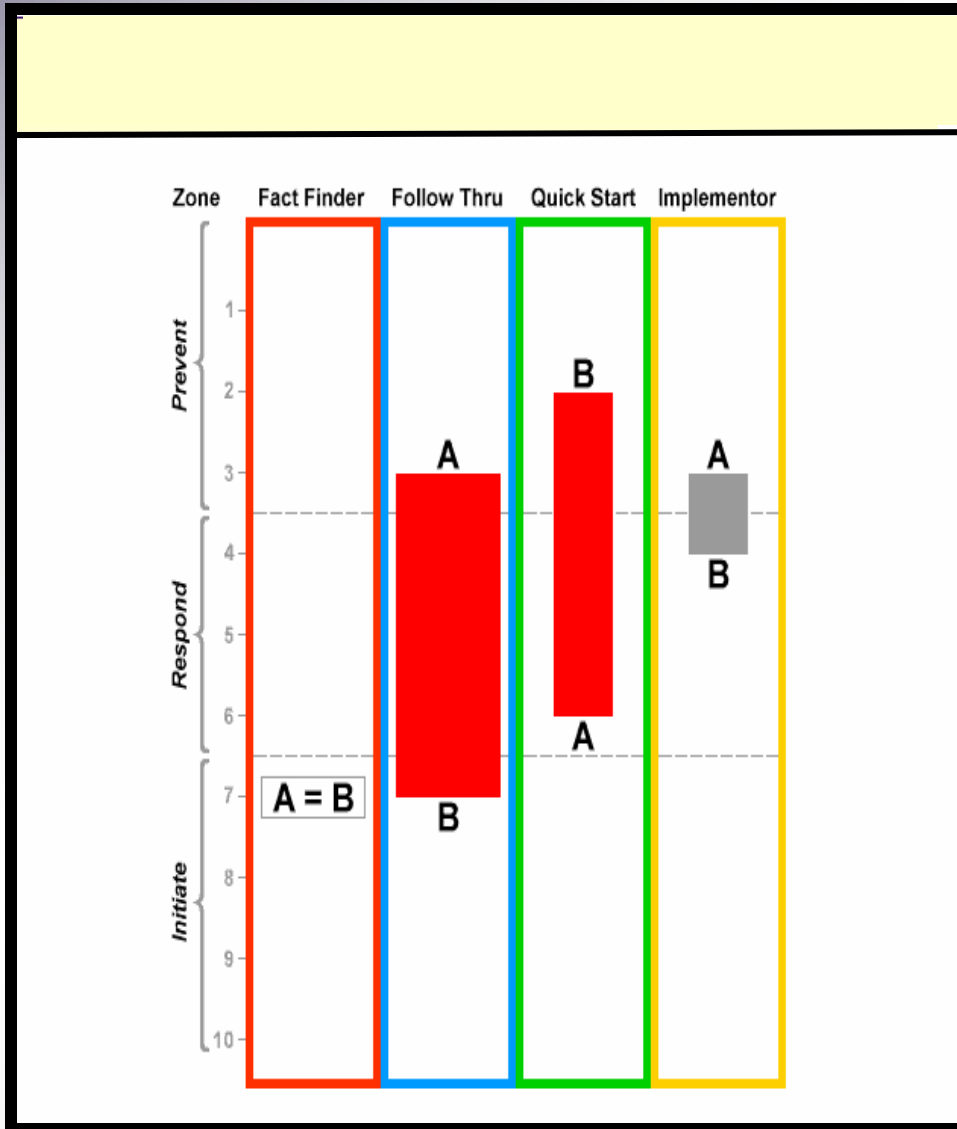


When to Retake the Kolbe Index

- If the Transition is because of external expectations...
- If the Transition is self-imposed...
- If the Transition is cause by significant changes whether personal or professional...



Strain Report



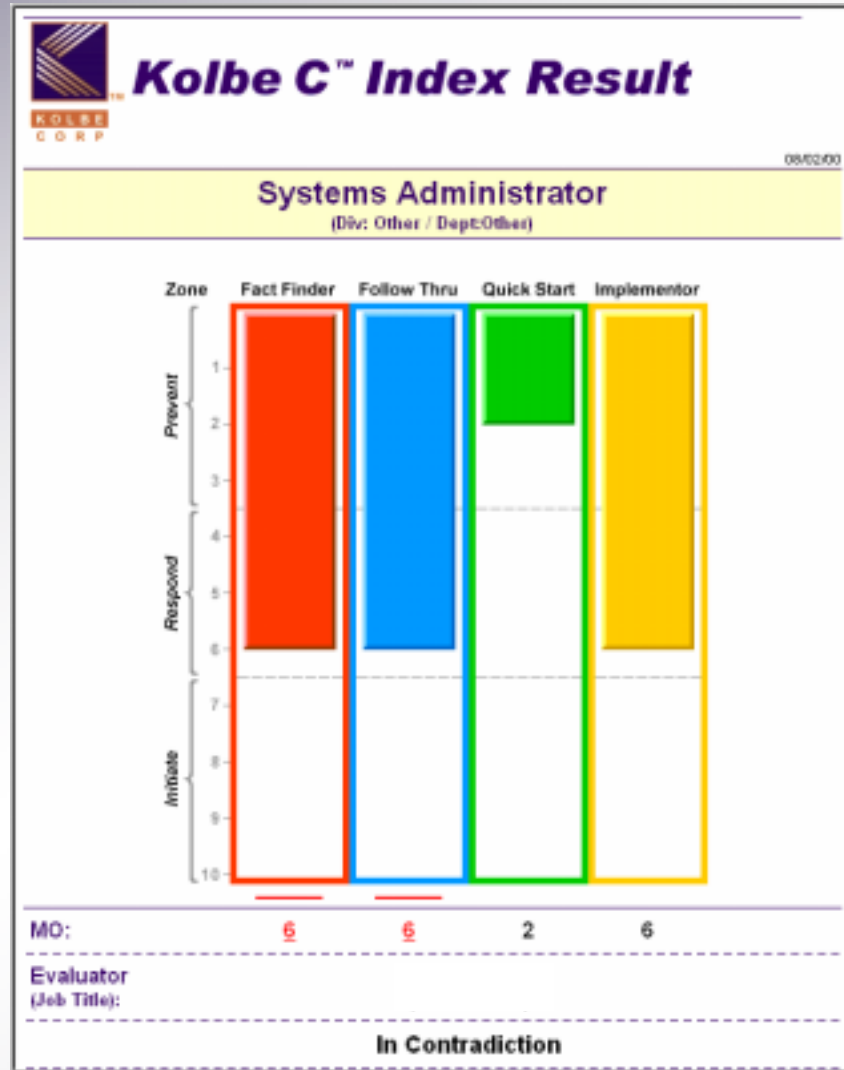


What is Contradiction?

Contradiction occurs in the Kolbe B™ and Kolbe C™ result when an individual who took the index is uncertain about the job's requirements/expectations or if the job requires multiple approaches to problem-solving.



Sample Contradiction Chart





Interviewing the Boss

- What are your expectations?
- What does success look like in this role?
- Ask specific questions about the modes in contradiction.

Spreadsheet of Strengths®



Spreadsheet of Strengths™

Team: Sample
Company: Kolbe Corp

Every individual has natural strengths and abilities that contribute to personal success and to the success of the organization as a whole. The diversity of this talent makes the organization stronger and allows varying tasks and assignments to be matched to individuals with the natural strengths to complete them. Explanations of content follows the spreadsheet.

Natural Advantage	Name	Kolbe A Reality	Kolbe B Exptation	Kolbe C Reqmnt	Kolbe D Reqmnt	Title	Impact Factors
	Timothy Armstrong	6346	8771	6752	7781	Web Developer	
	Michelle Bauer	6743	8642	----	----	Project Manager	
	Andrew Brown	7285	6691	----	----	Job Applicant	
	Thomas Jones	7454	5285	5036	6603	Systems Administrator	
	Richard Lewis	7328	6833	7861	8951	Sales Assistant	
	Alex Sanchez	8633	7472	----	----	Programmer	
	Alison Smith	5872	8871	6961	----	Sales & Mktg. Coordinator	
	Johnathan Underwood	8273	7771	----	----	President	
	Steven Zimmerman	7712	7724	5636	6626	Systems Administrator	

K O L B E



W I S D O M

That is the Question

To do
or
not do
a retake!



Kolbe Personal Impact Survey

- List three or tell me about one significant success(es) resulting from your own actions that you enjoyed during the last year.
- What did you do to make this happen? How did you do it?
- How did you decide this was a success?
- How do you personally feel about this success?
- Who acknowledged this success?
- Who gave negative feedback?
- Was there any public recognition?



Kolbe Personal Impact Survey

- Was that important to you?
- Were you true to yourself in the way you achieved this success?
- Did you act on your instinctive strengths? How?
- Did you in any way make any compromises ethically or otherwise to succeed?
- Has this success brought you personal growth?
- What do you need to replicate or build on this success?
- Are you taking those actions?