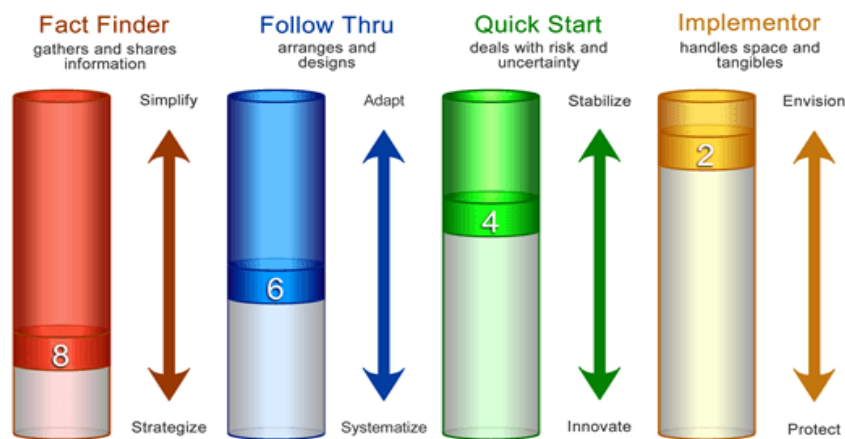


Kathy Kolbe is the creator of the Kolbe Index and goes over the science of human reactions and interactions measuring conation. How people take action. It is the DOING part of the brain and how you are wired and operate. There are no right or wrong answers. It teaches you your method of operation, and uses your action based instinct and natural strengths.

The Kolbe measures you on the following:

- FACT FINDER:** This is how you gather, share, and find information.
- FOLLOW THROUGH:** This measures how you organize and design information. Are you systematic and structured, or adaptable and flexible
- QUICK START:** This measures how you handle risk and uncertainties.
- IMPLEMENTOR:** This measures how you deal with space and tangibles.



Through the Kolbe you are measured on a scale of 1-3, 4-6, and 7-10:

FACT FINDER:

- 1-3** You need to simplify the solution and just get to the bullet points.
- 4-6** You highlight what is most important, and need some information to make a decision.
- 7-10** You need to research in depth, and you need a lot of details before you make a decision.

FOLLOW THROUGH:

- 1-3** You develop shortcuts for the systems and multitask. You are flexible, jump right in and don't like to be restricted.
- 4-6** You maintain a system that already exists, and will accommodate as needed.
- 7-10** You design systems that organize, you need a clear plan and protect the status quo. You enjoy making a checklist and marking off what is accomplished.

QUICK START:

- 1-3** You like to stick with what already works. You like to minimize chaos and risk.
- 4-6** You like to check things out before trying them, and are more adaptable to change.
- 7-10** You like to experiment and try new things. You like to brainstorm, and are driven by deadlines.

IMPLEMENTOR:

- 1-3** You picture how things could work, and can imagine a solution. You don't have to "see it to believe it."
- 4-6** You like to keep things working the way they should to accommodate as needed, and restore.
- 7-10** You like to construct, demonstrate a solution, build machines and technology, and use tools to get things done.