

Kolbe Strengths™

Fact Finder: Your best way of gathering/sharing information

Follow Thru: Your best way of organizing

CounterAct

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
- Minimize investigation
- Get right to the point
- Condense the data

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
- Loosen up rigid processes

CounterAct

ReAct

4-6 Explain – For instance, you might:

- Paraphrase reports
- Review the data
- Edit the details
- Work within priorities
- Rewrite and fact-check written material
- Start with the highest probability
- Respond appropriately
- Test analogies
- Clarify specifics
- Use terms properly

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
- Meet the need for closure
- Maintain order

ReAct

Initiate Action

7-10 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

7-10 Systematize – For instance, you might:

- Create the plan
- Coordinate needs
- Chart and graph logistics
- Distinguish patterns
- Design sequential systems
- Integrate past, present, and future
- Categorize differences and similarities
- Bring focus and closure
- Itemize procedures
- Organize information and materials

Initiate Action

Quick Start: Methods of dealing with risk and uncertainty

Implementor: Methods of handling space and tangibles

CounterAct

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
- Minimize risk factors
- Establish outside limits
- Conform to accredited concepts

1-3 Envision – For instance, you might:

- Create virtual presentations
- Conceptualize solutions
- Envision circumstances
- Capture the essence
- Portray symbolically
- Find intangible methods
- Jury-rig fixes
- Sketch ideas
- Simulate actual situations
- Concoct out of thin air

CounterAct

ReAct

4-6 Modify – For instance, you might:

- Participate in experiments
- Create responses to challenges
- Try out new ideas
- Sustain innovations
- Navigate through uncertainty
- Use metaphors
- Interject spontaneously
- Adjust deadlines
- Reduce risks
- Mediate between the vision and the given

4-6 Restore – For instance, you might:

- Relocate and refurbish
- Renovate structures
- Test ingredients
- Fix moving parts
- Convert space
- Remove obstacles - real and imagined
- Utilize mechanical equipment
- Interpret sign and body language
- Reinforce tangibles
- Connect concrete paths

ReAct

Initiate Action

7-10 Innovate – For instance, you might:

- Initiate change
- Improvise solutions
- Experiment
- Promote alternatives
- Create a sense of urgency
- Brainstorm possibilities
- Originate options
- Generate slogans
- Defy the odds
- Ad lib stories and presentations

7-10 Protect – For instance, you might:

- Produce quality solutions
- Build sturdy foundations
- Maximize use of space
- Tackle tangible solutions
- Handle transportation and packaging
- Erect and install mechanical devices
- Create substantive demonstrations
- Build hand-crafted models
- Protect nature/the environment
- Provide protection and safeguards

Initiate Action