



The Kolbe Concept®

The mind has three parts – *thinking, feeling* and *doing*. You have been tested for how much you know by taking tests in the classroom – that's the **Cognitive** part of the mind. Your personality or emotions are the feeling or **Affective** part of the mind. What you do comes from the **Conative** part of the mind, the part that originates the way you take action, strive towards a goal and exercise your willpower.

The Kolbe Concept® deals with the Conative part of the mind.

Each of us have varying intensities of **four instinctive actions** as identified by the Kolbe Concept®. Those instinctive actions are **to probe, to pattern, to innovate** and **to demonstrate**. The names assigned to them under the Kolbe Concept® are *Fact Finder, Follow Thru, Quick Start* and *Implementor*. The following descriptors briefly introduce each of the instinctive actions:-

- **Fact Finders:** practical, specific, objective, detailed
- **Follow Thrus:** design, coordinate, methodical, systematic
- **QuickStarts:** spontaneous, risky, intuitive, flexible
- **Implementors:** tangible, tactile, skill oriented hands on

These descriptors apply to people who have a high intensity level (insistence) in a respective action mode, measured by a Kolbe Conative Index® intensity in the 7 – 10 range. An action mode in the *insistent* zone predicts how one **will act**. No one has an insistence in all four modes.

As a matter of fact, most people will have an insistence in only one action mode, and occasionally two. Having an insistence in two action modes normally means having at least one resistance on one of the two remaining modes.

A resistance, measured by the Kolbe Conative Index® intensity in the 1 – 3 range, means that instinctively resist that action. In other words an action mode in this resistance or preventative zone means that you **won't** do things, and will try and avoid this if you can. An action mode on the mid-range of 4 – 6 means that you will respond or accommodate doing things in this way you are **willing** to do things.

The Kolbe Concept® identifies your striving talents - the combination of action modes and their zones- which make up your *modus operandi* (MO). When you work 'in your grain' and in harmony with your MO, this is when you will be most productive and effective in what you do.

Information presented on this page was gleaned from [The Conative Connection](#) by Kathy Kolbe, published by Addison Wesley. For more information on the Kolbe Concept® please send an email message to MBF International's own Kolbe Specialist Solution Engineer, Dr Stephen Booy, at stephenbooy@mbf-international.com
