

Kolbe Strengths™

Fact Finder: Methods of gathering and sharing information

CounterAct

1-3 Simplify – For instance, you might:

- Skim details
- Minimize complexity
- Estimate
- Get right to the point
- Capture the essence
- Create metaphors
- See the big picture
- Summarize
- Approximate data
- Condense information

ReAct

4-6 Explain – For instance, you might:

- Paraphrase reports
- Review data
- Rewrite and edit
- Work within priorities
- Fact-check
- Highlight what's important
- Reference documentation
- Add context
- Clarify details
- Get essential information

Initiate Action

7-10 Specify – For instance, you might:

- Research in-depth
- Justify decisions
- Uphold precedent
- Define objectives
- Assess probabilities
- Define terms with exactness
- Establish specific priorities
- Provide historical evidence
- Create analogies
- Develop complex strategies

Follow Thru: Methods of organizing

CounterAct

1-3 Adapt – For instance, you might:

- Streamline rigid processes
- Vary the approach
- Thrive on interruptions
- Create shortcuts
- Switch tasks frequently
- Be flexible
- Cut through bureaucracy
- Do several things at once
- Keep everything accessible
- Prevent overplanning

ReAct

4-6 Maintain – For instance, you might:

- Sustain systems
- Follow processes
- Adjust procedures
- Reorder steps
- Coordinate schedules
- Accommodate structure
- Reduce redundancies
- Identify inconsistencies
- Meet the need for closure
- Maintain order

Initiate Action

7-10 Systematize – For instance, you might:

- Provide structure
- Arrange logistics
- Design sequential systems
- Create plans
- Set timelines
- Promote order
- Drive closure
- Distinguish patterns
- Establish procedures
- Organize information and materials

Quick Start: Methods of dealing with risk and uncertainty

CounterAct

1-3 Stabilize – For instance, you might:

- Prevent chaos
- Lessen uncertainty
- Protect what's working
- Control the options
- Minimize risk
- Stick with the familiar
- Reduce unexpected events
- Decide what should stay the same
- Establish limits
- Prevent false urgency

ReAct

4-6 Modify – For instance, you might:

- Support experiments
- Respond to challenges
- Try out new ideas
- Sustain innovations
- Navigate uncertainty
- Accommodate urgency
- Adjust deadlines
- Mitigate risks
- Mediate between the vision and the given
- Facilitate new initiatives

Initiate Action

7-10 Innovate – For instance, you might:

- Initiate change
- Drive experimentation
- Promote ideas
- Create a sense of urgency
- Generate alternatives
- Brainstorm possibilities
- Originate solutions
- Thrive under deadline
- Seek challenges
- Improvise and ad-lib

Implementor: Methods of handling space and tangibles

CounterAct

1-3 Envision – For instance, you might:

- Prevent overbuilt solutions
- Imagine outcomes
- Use pre-assembled products
- Portray conceptually
- Reduce manual effort
- Use intangible methods
- Make temporary fixes
- Deal with the abstract
- Envision circumstances
- Describe without having to demonstrate

ReAct

4-6 Restore – For instance, you might:

- Repair and renovate
- Maintain product quality
- Fix moving parts
- Bridge the physical and virtual
- Reconfigure the space
- Utilize mechanical equipment
- Interpret body language
- Simulate actual situations
- Accommodate physical solutions
- Remove obstacles real and imagined

Initiate Action

7-10 Build – For instance, you might:

- Insist on quality materials
- Build to last
- Maximize use of space
- Produce tangible outcomes
- Provide protection and safeguards
- Physically demonstrate
- Construct 3D solutions
- Work with your hands or tools
- Seek natural environments
- Thrive when on site