



The Kolbe© Upgrade ***Assessing for Alignment and Performance***

Key Outcome:

Understanding how your team members can perform to their potential and execute for greater results.

Performance is a result of aligning contribution, expectations, and requirements. Despite having the skills and the right attitude to achieve, someone still may not perform to their potential.

It comes down to instincts – and matching instinctive strengths that an individual brings to the expectations they have for themselves and the requirements needed from their work.

You have invested in the innovative Kolbe© A Index for your team members and gained the clarity of an accurate and reliable understanding how each person best initiates solutions, solve problems, and communicates.

How do you maximize your investment?

What's next and why is focused on alignment and setting your people up for success.

With the foundation of the Kolbe© A assessment, you can build the effectiveness of your team through completing a Kolbe© B assessment and a Kolbe© C assessment.

Why?

Kolbe© B Index: Working from the Same Page

The Kolbe© B assessment answers the question “are we working from the same page.” Team members complete the assessment and identify what they believe is expected from them in terms of their approach.

You have clarity as to how a team member is actually working in their role. You can quickly spot if they are working the way you need them to work, are they placing stress on themselves by not working instinctively, and where are the blocks for progress.

The resulting profile is invaluable for providing a tangible picture of whether an individual understands what is needed from them in their role and if they are translating their strengths effectively in their work.

Comparing the Kolbe© B profile with the individual's Kolbe© A results pinpoints potential areas of stress and tension that can easily be resolved. Untended though, these stress issues can result in missing deadlines and lower productivity to disengagement and having someone resign from their position. The profile can quickly spot problems to improve productivity and engagement.

Further, you know what you want in an approach to a specific job. People say they understand and, yet, work completely differently from what you expected and wanted. The Kolbe© B profile identifies the alignment of what someone understands how you want the work done to how you actually want the work done. The resulting profile provides quick and immediate direction for improving understanding and alignment to gain needed results.

Having each team member complete a Kolbe© B Index reduces potential stress while improving productivity and engagement. In truth, you work from the same page.

The Kolbe© B Index is completed by each team member electronically requiring about 30 minutes. Results are assessed and a full interpretation is provided for you and your team member with practical insights for improving performance.

Kolbe© C Index: Getting it Right

Although we believe people know exactly how we want them to approach their job assignments and generate results, have we really been clear?

On most teams, lack of clarity as to what is required from their work is the greatest challenge. The Kolbe© C assessment provides leaders and teams with clear and tangible pictures of the specific requirements for a position. The profile provides the answer to how the job needs to be done – what is the approach that will produce the best results to fit your business?

The Kolbe© C assessment is completed by the immediate supervisor(s) for a specific position and outlines the requirements for approaching the specific work. The resulting profile clearly identifies the instinctive strengths needed to succeed in the position.

Comparing Kolbe© A and Kolbe© C results matches strengths and requirements to set the individual up for success. Where should they focus to fulfill the job assignments most effectively and where will there be areas of challenge? The profile provides practical insights to support the individual meet the requirements.

In a work, the result of the Kolbe© assessment is confidence. Each person has confidence from knowing exactly what is required of them in their role and how to best approach the work.

For the leader, you know how to set people up for success.

The Full Picture

Getting results is the single greatest challenge facing leaders today. The ability to execute through people is the answer.

Our unique analytical approach using the Kolbe© system provides leaders with accurate and tangible assessments to maximize productivity and synergy for team members in their roles.

With validated research confirming Kolbe© profiles being 82% accurate in predicting performance and 94% in consistently explaining work approaches, leaders have the information they need to make the best decisions.

Having the three Kolbe© indices completed for each position provides the clarity to maximize your return on investment in your people. With dependable predictive assessment, you can ensure that your team members are aligned and set up for success.

You match strengths with expectations and requirements. People work from the same page and understand what is needed for them. Supports and training can be provided to reduce stress and potential turnover and increase efficiency and effectiveness.

Maximize your return on investment from your team by taking the next step – complete the Kolbe© B and C assessments for your teams.