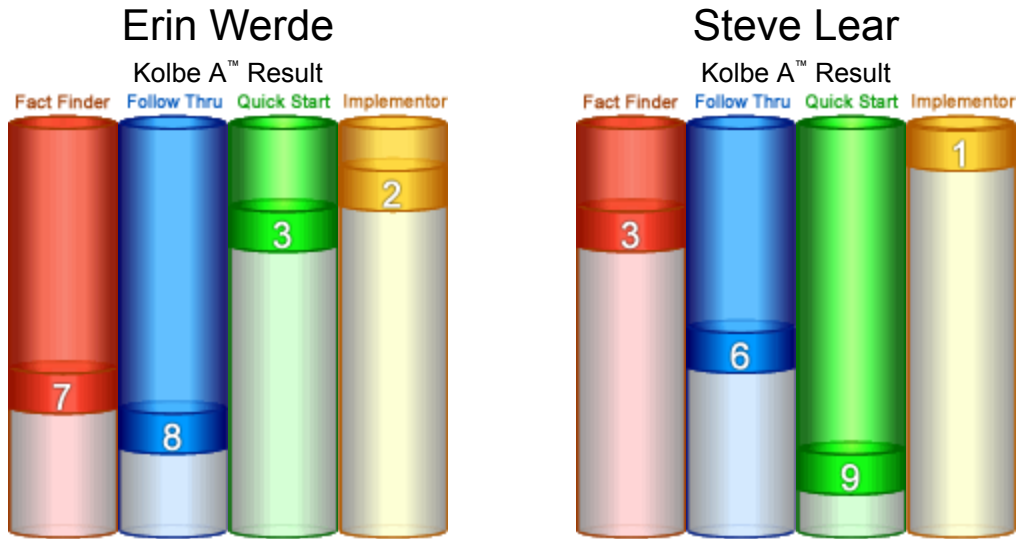




Comparisons: A to A™ Report

Your Guide to Better Performance

You and Steve have equally powerful conative Strengths. This report provides insights and tips to optimize your collaborative efforts instead of wasting time and energy with disagreements, communication issues, and redundant work efforts.



Potential Conflict Level:

How you gather and share information.

high

How you organize.

low

How you deal with risk and uncertainty.

high

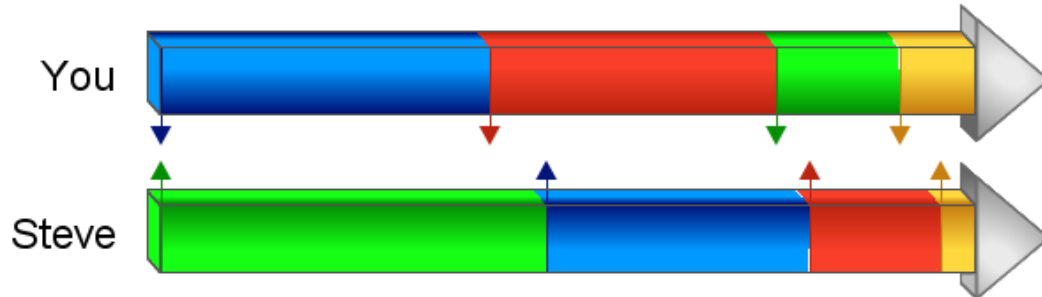
How you handle space and tangibles.

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By comparing each of your Kolbe charts, our analysis identified potential conative conflict levels in each Action Mode®. Where you use similar problem solving methods you'll see a low rating; and significant differences in your Strengths will result in a medium or high rating. Leveraging the tips included in this report is the key to improved communication, less conflict, and real collaboration.

How Your Drive Affects Your Performance

Comparing Conative Drives



When free to use your Strengths, you'll start the problem solving process through the Action Mode in which you have the highest number.

You

1. You begin a project by outlining or charting.
2. Next, you fact check and determine practical and appropriate priorities.
3. Then, you assess and reduce risk.
4. Finally, Erin, you look for pre-made solutions.

Steve

1. Steve begins a project by brainstorming.
2. Next, Steve looks for ways to fit the project into the system.
3. Then, Steve summarizes and clarifies the bottom line.
4. Finally, Steve will look for pre-made solutions.

Comparing use of time and energy

You

- 35% Researching the specifics**
- 40% Creating systems and processes**
- 15% Upholding what's working**
- 10% Imagining and visualizing**

Steve

- 16% Simplifying information**
- 32% Maintaining existing systems**
- 47% Improvising and originating**
- 5% Imagining and visualizing**

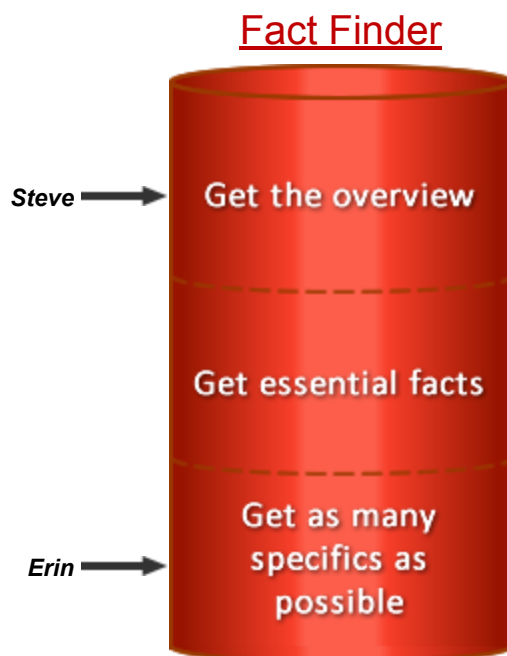
How You Both Gather and Share Information

Sometimes guessing saves time

- Steve provides the big picture and can rely on you to study the fine print.
- While Steve is picking out key points, you thoroughly research strategies.
- You're at your best when scrutinizing the variables. You need to let Steve go with hunches.
- When you trust and respect each other's instincts you increase the probability of your shared success.

Conables® Tips

- ★ It's wise to work separately, but come together for decisions.
- ★ Don't judge the wisdom of Steve's suggestions by the lack of detail in the explanations.
- ★ Asking Steve to justify everything will reduce effectiveness.
- ★ Read body language to identify information overload.
- ★ Start your communication to Steve with the bottom line.



It works because Steve can count on you to fill in the specifics when more information is needed.

Since you both naturally have a very different approach to getting/sharing information, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Count on Steve for the critical details.

How You Both Sort, Store and Organize

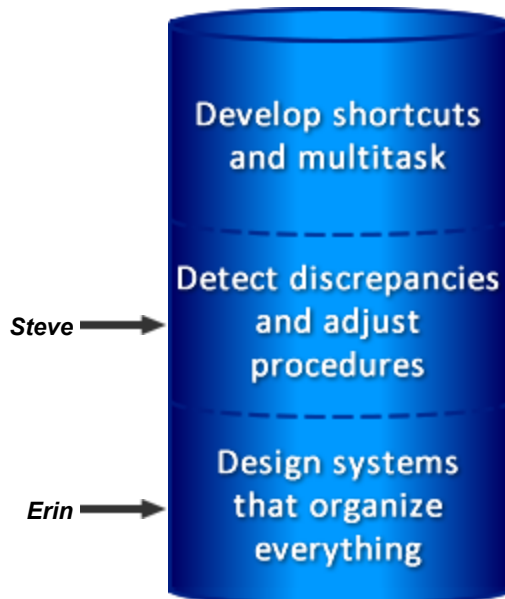
Working collaboratively

- You classify and sequence tasks and projects. Steve realigns that sequence.
- For you, it's "a place for everything and everything in its place." For Steve, it's "just tell me where it goes."
- Neither of you seek shortcuts.
- You need consistency but Steve needs some flexibility.

Conables® Tips

- ★ Ask Steve for help streamlining when you are done planning for every exception.
 - ★ Don't insist Steve follow all your procedures – just the critical ones.
 - ★ Tell Steve when its ok to interrupt you.
 - ★ Beware the danger of creating too much bureaucracy.
-

Follow Thru



What the two of you add is an approach that follows a structure and has some maintainability. Together you cover more problem-solving methods.

It can be challenging when you have to agree on a process. You are more suited to creating the system than Steve.

Worst mistake you could make: Designing a system in a silo.

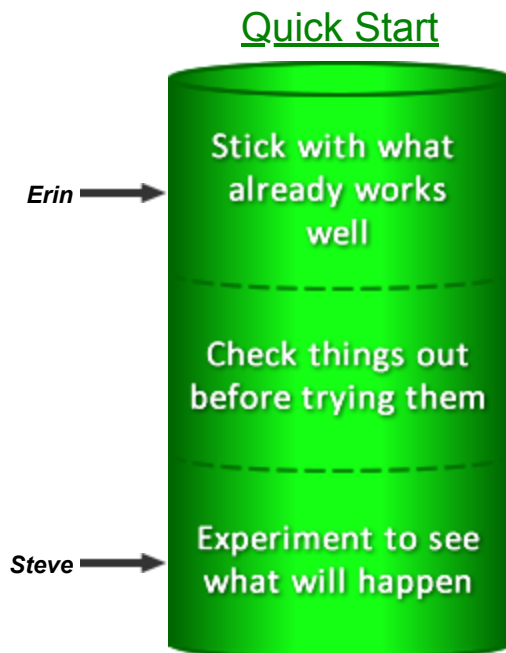
How You Both Deal with Risk and Uncertainty

Your need for permanent solutions is opposite of Steve's need for constant change

- Steve can depend on you for stability. You can depend on Steve for innovation.
- You avoid uncertainty. Steve thrives when experimenting – which causes stress between you.
- You ask questions to confirm. Steve gives options – sometimes making communication tough.

Conables® Tips

- ★ Reserve your veto for the riskiest endeavors, accepting that not all experiments will be successful.
- ★ Use Steve as a promoter.
- ★ When deadlines frustrate you, turn to Steve to help out.
- ★ Weed out Steve's impractical ideas.
- ★ Present Steve with a challenge to get best efforts.



Being polar opposites in Quick Start isn't all bad. When situations arise that call for one talent or the other you will have each other's backs.

The down side is that you are probably driving each other nuts in this area on a fairly regular basis. Steve is always changing directions and you need to stick with the known course.

Worst mistake you could make: Letting Steve push you into risks you ought not take.

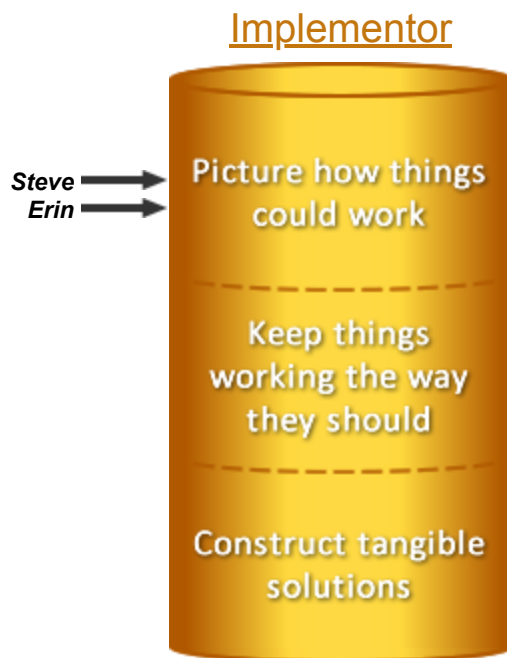
How You Both Handle Space and Tangibles

So you're both "all thumbs." That can work.

- Neither of you has to physically demonstrate to make your point.
- You both have the ability to imagine great solutions.
- Neither of you take the time to find and use top-quality tools.
- You both move faster because you don't require tangible proof.

Conables® Tips

- ★ Don't kid yourselves, you can build things that work – but not for long. Find and reward top Implementor talent.
- ★ Do a gut check on the consequences of neither of you doing literal hands-on quality checks. Create a solution you will track through your other modes.
- ★ Find someone to help with equipment and technology needs.



You both have a strength for dealing in the abstract. It really makes working on projects go smoothly since neither of you needs to stop and build a model.

The question is, what happens when your customers need to be *shown* the outcome? Neither of you do that naturally.

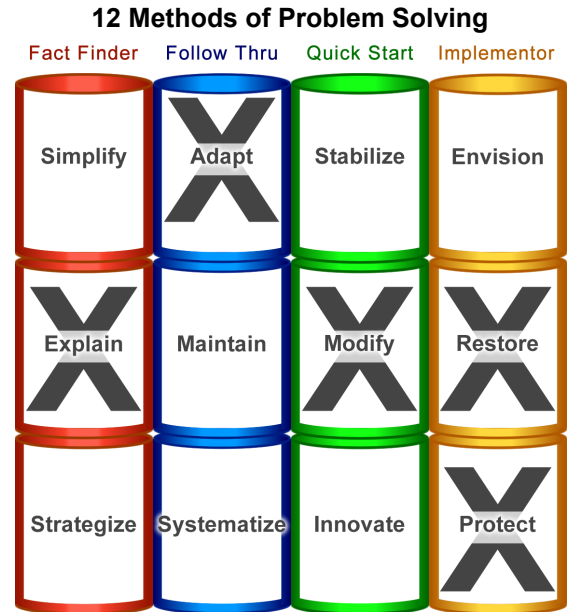
Worst mistake you could make: Relying on just the two of you to produce high quality tangible goods.

The Power of Collaboration

What's missing?

You and Steve cover 7 out of 12 problem solving methods. Your Missing Methods have been highlighted in the chart. Research shows that the most successful teams have a diverse approach to finding solutions. Find ways to work with others who complement your talents or who fill the gaps.

Ultimately, in addition to the analysis in this report, you should consider what motivation, values, and experience Steve brings to your working relationship and how differences may lead to conflict. Leverage the Strengths Steve brings in **all three** parts of the mind.



Conative factors come into play when you are striving or working together. Whether you respect each other's intellect, have fun or like one another, you'll encounter the situations described in this report when you collaborate in a purposeful way.

Tapping into three faculties in your brain

Three faculties in the brain contribute to your ability to get the job done. Dealing with another person requires:

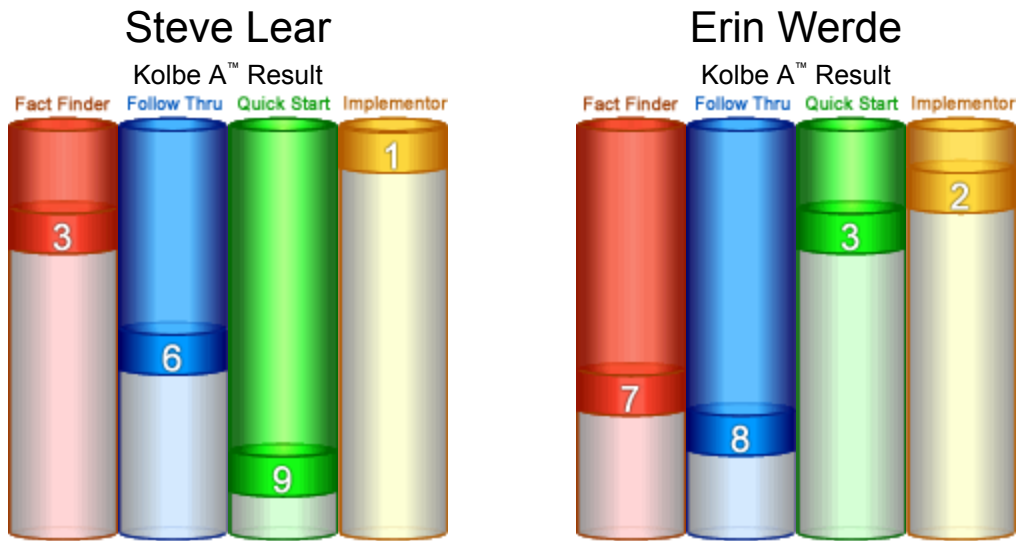
- **Thinking** — Understanding individual levels of knowledge, skills, and experience.
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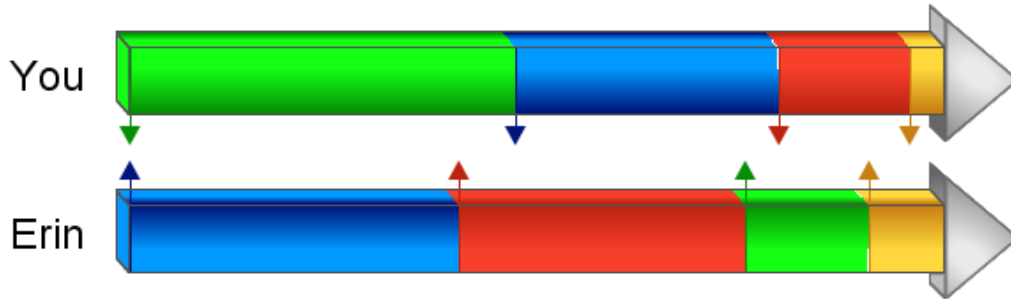
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1. You begin a project by brainstorming.
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3. Then, you summarize and clarify the bottom line.
4. Finally, Steve, you look for pre-made solutions.

Erin

1. Erin begins a project by outlining or charting.
2. Next, Erin fact checks and determines practical and appropriate priorities.
3. Then, Erin assesses and reduces risk.
4. Finally, Erin will look for pre-made solutions.

Comparing use of time and energy

You

- 16% Simplifying information**
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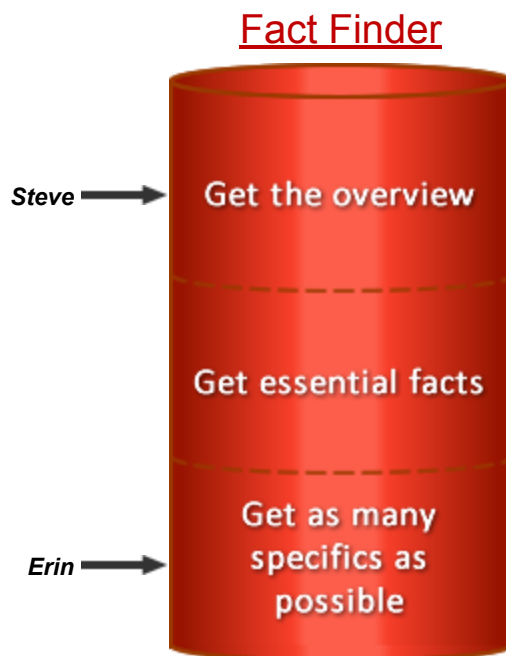
How You Both Gather and Share Information

You march to different Fact Finder tunes

- You get information overload from Erin, and Erin gets frustrated with your close-enough-is-good-enough approach.
- Your penchant for giving the overview can leave Erin trying to figure out what the heck you mean.
- It frustrates Erin when you say "I don't know."

Conables® Tips

- ★ Encourage Erin to ask for specific information – but not all at once. Agree to either limited questions or time for each discussion.
- ★ You naturally play hunches, but don't expect Erin to estimate.
- ★ Give Erin examples of the way you need information, and appreciate attachments you are also likely to get – even if you don't open them.
- ★ Be prepared to give supporting evidence when you really care about a decision.



Although you two have very different ways of gathering and sharing information, you each cover a different way of solving problems. Some solutions require lots of Erin's specifics and some require your bottom-line approach.

Since you both naturally have a different approach, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Expecting Erin to read your mind.

How You Both Sort, Store and Organize

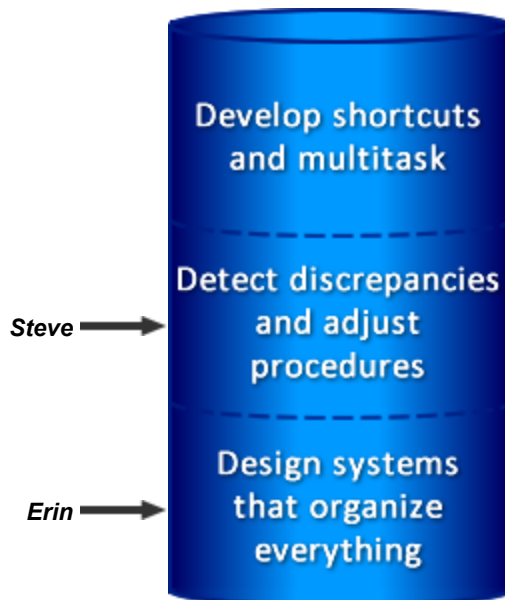
Working collaboratively

- While you adjust systems, Erin creates them.
- Erin follows a step-by-step process. You convert the process to one that works for you.
- You need some flexibility, but Erin needs consistency.
- Neither of you naturally shortcut.

Conables® Tips

- ★ When Erin's integration of the past, present and future goes too far, add value by pointing out possibilities to streamline.
- ★ Limit the number of times you interrupt Erin.
- ★ Use your talent for maintaining critical procedures and dumping the ones that are bureaucratic.
- ★ Give Erin notice when you know the plan is going to change.

Follow Thru



When you work together you cover more problem-solving methods. It's an approach to creating structure that can be replicated/repeated.

It can be challenging when you have to agree on a process. Erin needs a more sequential system than you do.

Worst mistake you could make: Not leveraging Erin's talent for keeping you on schedule.

How You Both Deal with Risk and Uncertainty

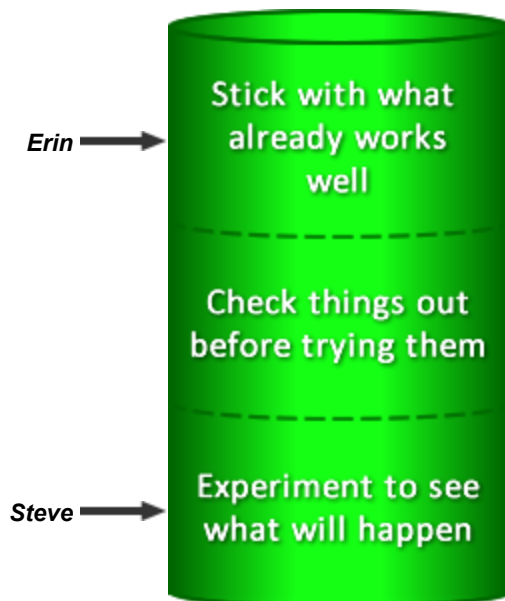
You're the flip sides of the risk taking coin

- You experiment to see what will happen. Erin tries to retain what's already working.
- You challenge boundaries. Erin seeks the status quo.
- You talk about possibilities. Erin notes what's permanent.
- Erin's resistance to change frustrates your need for innovation.

Conables® Tips

- ★ Reward Erin for retaining stability, recognizing how that allows you to take on new opportunities.
- ★ Avoid conflicts between you by working independently.
- ★ Clarify for others when you are thinking out loud versus making a decision to move forward.
- ★ Don't use Erin for initial brainstorming.

Quick Start



Being polar opposites in Quick Start isn't all bad. When situations arise that call for one talent or the other you will have each other's backs.

The down side is that you are probably driving each other nuts in this area on a fairly regular basis. Steve, you're going to just jump in but Erin won't change things just for change sake.

Worst mistake you could make: Giving Erin deadlines because you need them to help you thrive.

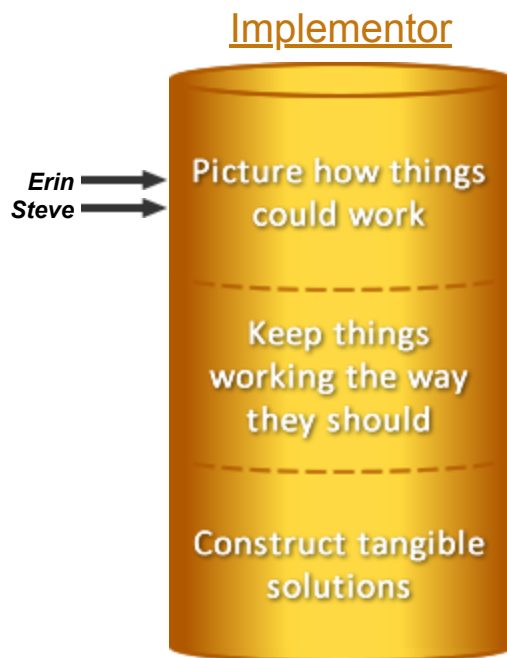
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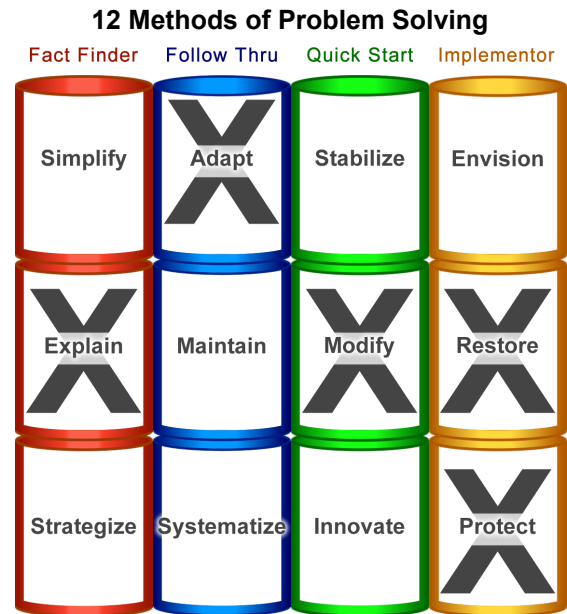
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