

Three Parts of the Mind: Teams

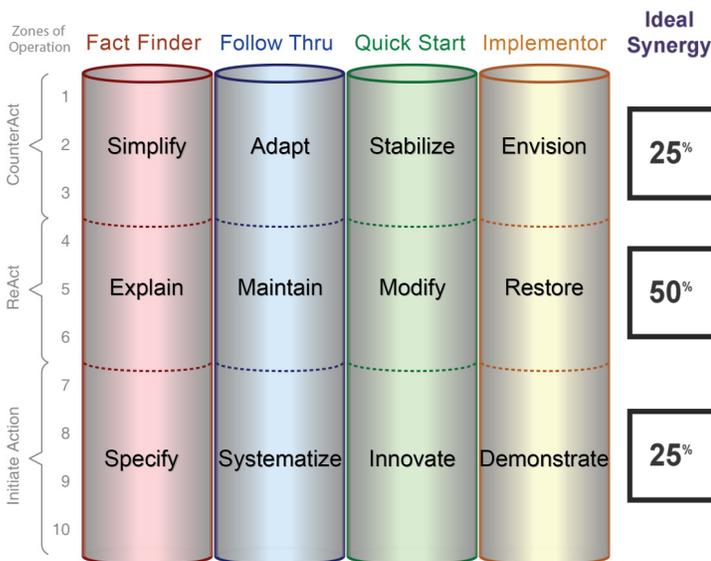
Who's On Your "Ideal Team?"

It's easy to think your team would become unstoppable if you could simply "clone" the natural instinctive strengths of your top performer, but the most effective teams aren't made of just one set of strengths or only one mode of operating. Exceptional teams, the ones that consistently exceed expectations, are made up of people who possess a variety of natural strengths and different methods of problem solving. Working together, those differences create synergy.

Boost Productivity: TeamTactix®

Synergy means the productivity of the team is greater than the productivity of individuals working independently. It is a multiplier effect that allows the team to get more done with less. As a team works together, they combine their individual conative strengths (as measured by the Kolbe A™ Index). Kolbe TeamTactix® helps you understand how those strengths will interact and what the team needs to reach the highest level of productivity.

Kolbe Wisdom™ teaches that the probability of any team being productive is greatest when all 12 conative strengths are both present and balanced across the three "Zones of Operation."



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Know Your Conative Culture

In an ideal world, every team would have an ideal balance of conative strengths. But we live in the real world. Your team may have missing strengths, an abundance of the same strengths, or polarization in one of the Action Modes®. The distribution of your team's conative strengths creates your unique conative culture. Boost your productivity by learning your conative culture and the opportunities it creates.

Missing Methods: Is your team missing any of the 12 conative strengths? What should you look out for? How will you compensate?

Conative Cloning: Do you have an abundance of the same conative strength in any of the four Kolbe Action Modes?

Polarization: Does your team lack the ReAct strength (4 – 6 result) in any one of the four Kolbe Action Modes?

Get Data You Can Act On

Work side-by-side with the **humanworks8** team of Kolbe Certified™ Consultants to boost your team's productivity using Kolbe TeamTactix®. Discover opportunities for growth within your conative culture using only the Kolbe A™ Index, or employ the full suite of Kolbe tools to gain a complete picture with data you can act on:

- **Discover Causes of Strain:** Use the Kolbe B™ Index to learn your employees perception of their role. Assess conative misalignment and work to mitigate causes of strain.
- **Identify Causes of Tension:** Use the Kolbe C™ Index to capture the leaders functional expectations for each role. Find causes of tension and consider corrective actions.
- **Improve Productivity and Efficiency:** With synergy as your goal, get more done with less. Have the right people in the right roles, acting on their natural strengths.

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