

3 Parts of the Mind

The Testing Trap:

It's a familiar story. A business leader, excited by the results of a workplace assessment, brings it to their business believing it will create an advantage. But no matter how insightful or backed by research, it is unclear how the results will be used. In the end, the assessment offers no lasting improvements, or worse, it creates confusion and distrust among employees who want to avoid being labeled a "type." What started as an investment in people becomes an obstacle, and the business has purchased data it cannot use.

Are you looking for an advantage?

Workplace assessments are often seen as a shortcut to better people outcomes. It's a simple premise - Take a test, gain an instant understanding of how your people operate and use the results to engineer an advantage.

Have you used a test to achieve one of these?

- Improve workplace communication
- Make better hiring decisions
- Build stronger teams
- Resolve conflict and personality issues
- Coach and develop Individuals
- Understand personal drivers & motivations
- Strengthen relationships
- Offer meaningful team building exercises

A new way to understand people:

It would be a tremendous advantage to instantly know your employees' most effective way of operating. Unfortunately, most businesses that use a test to learn this about their people aren't seeing the full picture. They aren't seeing all 3 parts of the mind:

- **The Cognitive** part of the mind refers to reason, intelligence, experiences and thinking. It's a well known part of people that changes with learning.
- **The Affective** part of the mind refers to desires, preferences and feelings. Often considered your "personality," it is also subject to change.
- **The Conative** part of the mind refers to instincts, talents and innate drive. This mostly unknown part of a person, describes an individual's natural mode of operating when free to do things their way, and it doesn't change.

Getting the whole picture:

Our understanding of people is grounded in the work of Kathy Kolbe. Her theory of conation and Kolbe Wisdom™ reveals the missing piece. It also identifies an individual's natural instinctive strengths that do not change over time. Understanding conation is a true advantage when used throughout the people practices of a business.

How to get started with conation:

How does a humanworks8 Kolbe engagement elevate your business?

① Understanding 3 Parts of the Mind

humanworks8 begins by engaging your leaders in a live session that demonstrates the third part of the mind in action. Once seen and understood, we guide leaders to consider the implications of this new perspective for their team and business.

- All participants will complete the Kolbe A™ Index in advance of the session. This index measures each individual's natural mode of operating, or their instinctive strengths.
- All members of the **humanworks8** team are Kolbe Certified™ to teach and interpret any individual's results.

② Building a Roadmap

humanworks8 then schedules a follow up conversation to explore how conation can improve your people practices. The power of conation is the fact that it can be used to improve every area of a business that involves people; however, in order for it to create meaningful change at your business, you need a unique roadmap based on your greatest needs. To do this we ask:

- What is your highest people priority?
- Where would a better understanding of individual strengths have the biggest impact in your business?

③ Elevating Your People Practices

Once a roadmap has been aligned, we work side-by-side with your leaders to implement your plan. We help you redesign your people practices to account for your employees' natural way of operating. We help you put people first.

The Conative Advantage:

Matching Talent to Roles

- Attract right-fit candidates by writing job descriptions that include conative language
- Improve the candidate selection process by evaluating alignment of conative strengths
- Identify sources of strain for struggling employees based on their conative needs

Increasing Team Effectiveness

- Equip leaders to assign tasks and projects based on natural methods of problem solving
- Improve innovation and creativity by building teams with diverse conative strengths
- Identify a team's missing conative strengths to avoid potential productivity pitfalls

Improved Interpersonal Relationships

- Guide employees to understand the instinctive needs and strengths of their colleagues
- Reduce interpersonal conflict by highlighting natural differences in modes of operating
- Help set thinking for diversity and inclusion conversations that transcend demographics

Overall Personal Growth

- Give employees the freedom to achieve their best results by doing things their way
- Coach employees based on their natural instinctive needs and strengths
- Enrich employees' lives by sharing a resource they can use to strengthen any relationship

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