

## What is the Kolbe Concept®?

The Kolbe A™ Index, the only valid and reliable assessment tool for measuring an individual's method of operation (M.O.) within the conative faculty of the brain. KCI® believes there are three parts to the brain; cognitive (resume, experience), affective (personality) and conative (instinctive talent). It is often used in collaboration with other personality indexes.

## How can the Kolbe Concept® help our church?

### Pastors:

With the freedom to be one's self, pastors are able to make great strides in their pastoral career, family life, and other personal relationships. People who've taken the Kolbe Indexes have become more confident, more energetic, and more influential - just from understanding their natural talents. Working with staff, leadership and all the different church groups, committees, and outside organizations, the Kolbe will give the individual pastor the tools to understand their unique abilities and the verbal skills to share with others how to go about getting things done. Personal productivity is increased as well as understanding how to coach your staff to be individually more productive and effective as a team.

### Church Staff:

Kolbe's unique collection of assessments and WAREwithal® software are powerful diagnostic tools that help decision makers:

- Hire and keep the right people
- Maximize staff potential and assist with productivity
- Build successful project teams
- Helps support the pastor and staff outside their gifted area so that projects get completed

### Lay Leadership:

Teams that are either cloned (too many alike) or polarized (opposite) can lead to conflict and inhibit progress. Understanding how the pastor and the key leadership of the church work best together will be one of the benefits of having your leadership take the Kolbe A™. We strive to have balanced teams who complement each other. There is a tool for quickly looking at the unique style of the church related to the Kolbe MO's.

### Conflict Resolution:

More often than not, conflict in any church setting (staff or leadership) is seen as an "attitude" or "personality" problem. In reality, the problem can be a clash of instinctive traits. Kolbe's unique assessment tools, training, and WAREwithal® software help identify and celebrate these traits as natural strengths, providing people with:

- Information about what makes people tick
- Objective data about potential problems
- Judgment-free ways to coach people
- Outcomes of "what-if" scenarios
- Strategies for finding common ground

### Kolbe Certified™ Consultant

As a Kolbe Certified™ Consultant, Janet Earls is able to:

- Interpret Kolbe A™ Index, Kolbe B™ Index and Kolbe C™ Index results to maximize individual talents and build productive teams
- Identify conflicts and prescribe solutions
- Counsel hiring teams on selection issues
- Assist in reducing absenteeism and turnover
- Evaluate obstacles to productivity such as conflict, strain and tension

To get started on your individual or team Kolbe Assessment, contact the Office of Congregational Vitality.

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