

How We Use Kolbe Tools

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Work is complex. Whether we're working with clients or co-workers, success requires drawing on a broad range of strengths and talents. We bring on new clients, hire people and build teams to get things done. Unfortunately, working with others and building teams can be challenging, for the simple reason that most people tend to like and build rapport with those who are similar to us. Yet in most cases, the best hires we can make and partners we can work with are not just like us. They have complementary skills that support us rather than a skill set that merely duplicates what we already do.

At Boomer Consulting, Inc., we use a variety of Kolbe assessments to help us understand how we get things done both individually and as a team. There are a variety of tools out there, but we obtain particular value from The Kolbe Index. The Kolbe Index doesn't measure how smart you are or what your personality is like, it measures how you naturally do things. It identifies how you naturally behave when striving to arrive at a solution.

The point is, one problem-solving approach or instinct is not better than another. Different people solve problems differently. Failing to recognize this can be problematic for teams while understanding it helps us construct better teams and ensure that the right people are in the right role for their natural talents.

Here are a few of the Kolbe assessments we use, and how we use them.

Kolbe A Index

The Kolbe A Index measures a person's conative strengths – actions they take resulting from natural instincts. It identifies an individual's natural talents, the instinctive method of operation (M.O.) that enables them to be productive.

We use the Kolbe A Index for each of our team members to help them better understand their instinctive strengths. Their supervisor and teammates also consider their instinctive strengths when working with them. We also consider Kolbe when teams are being formed and/or as they are working together toward a common goal. It has also been instrumental in building teams within the firm.

Kolbe RightFit

RightFit is a tool used to create a Range of Success for the position for which you are hiring. It helps determine the probability of whether or not a person will be successful in the position. Once the Range of Success is determined, candidates complete the Kolbe A index and are then compared to

the Range. Candidates are given a grade based on how well their instincts match. RightFit can also be used to select people who match the methods of proven high-performers or candidates who can fill a critical gap on a team.

Each time we hire, we use the RightFit process. This includes not only full-time team members but also independent contractors. The only time we've made a bad hire was when we ignored what the tool was telling us.

Kolbe A to A

The Kolbe A to A compares two Kolbe A results and generate a separate report for each individual. The report provides insight to how similar or different two people's instincts are. This is really helpful in determining how to work best with someone. What is often confused with a personality difference is actually just a difference in instincts.

The Kolbe Index has been crucial to our growth and development as an organization. With aggressive goals and constant change, our understanding of the Kolbe Index allows us to plan and adapt in a way that would otherwise be impossible. I encourage you to learn more about the Kolbe Index by visiting www.boomer.com/kolbe.