

Definitions

Accommodate: See ReAct.

Action Modes: As identified by Kathy Kolbe, four distinct, measurable clusters of behavior which result from engaging our striving instincts: Fact Finder, Follow Thru, Quick Start, and Implementor.

Affective/Affect: Known for centuries as one of the three parts of the mind. Pertains to or arises from feelings or emotions as measured on personality or social-style instruments.

Cognitive/Cognition: Known for centuries as one of the three parts of the mind. Deals with knowledge competencies and intellectual processes as measured on IQ or skills tests.

Conative/Conation: Known for centuries as one of the three parts of the mind. Action derived from instinct; purposeful Mode of striving; volition. Can be measured by the Kolbe A™ Index.

Conative Stress: The result of a compelling need being denied when one's natural drive is thwarted, creating unproductive pressure on the individual.

Conflict: Conative stress that results from natural differences between two people in any one (or more) Action Mode.

CounterAct: Conative behavior(s) arising from a resistance in a Kolbe Action Mode®. One of three equal Zones of Operation. Also referred to as Resistance and Prevention.

Dynamynd®: See Kolbe Helix™

Kolbe Helix™: A hierarchical model of the graduated, sequential steps that lead to higher levels of thinking, feeling, and taking action in the creative problem-solving process.

Effort: Conative actions you take to solve problems.

Best Effort: Actions that use your natural Kolbe Strengths or instinctive abilities.

Levels of Effort: The degree to which we decide to employ our mental energy or engage our instincts as represented on a scale; See Will. Lowest level – Intention, Middle level – Attempt, Highest level – Commitment

Erg (Mental Erg): Unit of energy.

Facilitator: A person with all four Action Modes in the midrange. Also termed Mediator.

Fact Finder: The Action Mode that deals with gathering and sharing information.

Follow Thru: The Action Mode that deals with arranging and designing.

Implementor: The Action Mode that deals with space and tangibles.

Initiate Action: The instinctive way of approaching a solution to a problem through

Kolbe Creative Process™: The mental process that results in the development of something that has not previously existed; also the mental process that naturally takes place when the mind is focused on solving a particular problem.

Kolbe Concept®: Unique expression by Kathy Kolbe of her theory of individual performance driven by instinctive behaviors. Consists of psychometric measurements identifying natural talents and providing a pathway to higher productivity and greater satisfaction.

Kolbe A™ Index: An instrument designed by Kathy Kolbe that quantifies the degree of natural talent an individual possesses in each Action Mode.

Kolbe Y™ Index: Youth version of the Kolbe A Index designed by Kathy Kolbe for a fifth-grade reading level.

Kolbe Theory™: Creating solutions through intelligence, integrity, and trusting your instincts.

Mediator: See Facilitator.

Mental Energy: Internal power sources available to drive one's instincts toward goal directed activity.

Modus Operandi (M.O.): A numerical representation of one's instinctive way of taking action as measured across the four Action Modes.

Natural Advantage: See CoAct.

Obstinate: Having tenacity, perseverance, dogged resolution, a ruling passion; being willful, acting with determination.

Prevention: See CounterAct.

Quick Start: The Action Mode that deals with risk and uncertainty.

ReAct: A midrange positioning of 4-6 units in a given Action Modes® describing the ability to bridge differences between those on the outermost limits who initiate solutions or prevent problems in using the same Action Mode. Also referred to as Accommodate or Respond.

Resistance: See CounterAct

Responding: See ReAct.

Strain: As defined by Kathy Kolbe, conative stress resulting from a person's unrealistic self expectations of how he or she needs to perform.

Transition: The loss of ability to express or recognize one's own conative nature; loss of sense of self. Kolbe results resemble those of a Facilitator, but are distinguished on the Kolbe continuum chart by an asterisk under the Action Mode(s) that is out of sync and no numbers are provided.

Will: The power of control the mind has over whether, or to what degree, to engage the striving instincts. Although an intellectual awareness of the need to employ these instincts or an affective concern for their use may exist, free will makes that determination. See Effort.

Zones of Operation: The perspective through which a person naturally uses a striving instinct – what they will do, won't do, or are willing to do. In Kathy Kolbe's expression, the zones are named Initiate Action, ReAct, and CounterAct