



The Kolbe A™ Index

ACTIONS BASED ON INSTINCTS

You have a natural talent, an instinctive method of operation which enables you to be productive. When free to use your innate strengths, you are likely to perform particularly well.

This instrument identifies those instinctive strengths or natural talents. Research indicates no significant differences in these patterns by age, race, gender or physical handicap. Your capacity to be productive is equal to all others', which will be reflected on your Kolbe result. It will highlight how you will do your best work.

When answering the questions keep in mind how YOU would naturally act, not how others may want you to perform or how circumstances might force you to act.

There are two responses for each of the 36 questions—**MOST (M)** and **LEAST (L)**. For each item, fill in the circle on the Response Form for the **one** response (A, B, C, or D) which best describes how you would **MOST** likely act **if you were free to be yourself**, and then the **one** response which best describes how you would **LEAST** likely approach the same situation. Erase marks completely if you decide to change your answer.

Some items may not seem to relate to you or may have several alternatives you could choose; however, for accurate results, select only **one most** and **one least** likely option for **every** item.

Please answer all questions on the Response Form by writing the appropriate letters and numbers in the boxes, and by filling in the appropriate circles. Letters and numbers need to be printed clearly.

Examples:

right

A	<input type="radio"/>	<input checked="" type="radio"/>
B	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>
D	<input checked="" type="radio"/>	<input type="radio"/>

wrong

A	<input checked="" type="radio"/>	<input checked="" type="radio"/>
B	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input checked="" type="radio"/>
D	<input type="radio"/>	<input type="radio"/>

wrong

A	<input type="radio"/>	<input checked="" type="radio"/>
B	<input type="radio"/>	<input checked="" type="radio"/>
C	<input checked="" type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>

Remember, the results of the Kolbe A™ index are always positive because they identify your instinctive strengths. It is important that your response not be overanalyzed or influenced by others.

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Answer by asking yourself: *If free to be myself, I would...*

1. **If I were solving a difficult problem, I would rely on my:**
 - A. skill
 - B. research
 - C. ability to structure
 - D. experimentation
2. **If I believed something important could be made to help humanity, I would:**
 - A. investigate it
 - B. design it
 - C. sell or promote it
 - D. build it
3. **If I were told to hurry finishing a project, I would:**
 - A. skip to the bottom line
 - B. decide what could be done properly
 - C. work diligently until time was up
 - D. consider craftsmanship most important
4. **If I were trying to get off the hook for something, my arguments would be:**
 - A. consistent
 - B. unique
 - C. detailed
 - D. technical
5. **If I were to win a contest, it would be for:**
 - A. craftsmanship
 - B. neatness
 - C. originality
 - D. being the most realistic
6. **If a task required my best work, I would:**
 - A. double check results
 - B. practice it
 - C. take it on as a challenge
 - D. do adequate research
7. **If I got into trouble, it would be because I:**
 - A. was bored
 - B. couldn't keep my hands off things
 - C. resisted change
 - D. wanted to know too much
8. **If I were deciding whether to use a new method, I would consider its:**
 - A. practicality
 - B. clarity
 - C. impact
 - D. durability
9. **If I were working as a member of a group, I would:**
 - A. tackle physical tasks
 - B. have lots of ideas
 - C. be efficient
 - D. outline goals and objectives
10. **If I had my choice I would work for:**
 - A. security
 - B. upgraded equipment
 - C. commissions
 - D. a significant title
11. **If I can, I avoid:**
 - A. guessing
 - B. discussions
 - C. machinery
 - D. interruptions
12. **If I won a prize for artistic effort, it would be for:**
 - A. neatness and interesting patterns
 - B. realism, perspective or good detail
 - C. good use of color
 - D. model building, sculpture
13. **If I were teased about a characteristic, it would be:**
 - A. touchiness
 - B. impulsiveness
 - C. preciseness
 - D. predictability
14. **If I were demonstrating my talents, it would be with:**
 - A. writing and data
 - B. diagrams
 - C. speaking
 - D. models
15. **If I were in charge of a project, I would:**
 - A. meet specifications
 - B. use quality materials
 - C. be cost effective
 - D. add my own ideas
16. **If I were working to my greatest potential, my activities would be:**
 - A. varied
 - B. structured
 - C. researched
 - D. demonstrated
17. **If I were setting standards, I would find it important that they be:**
 - A. visible
 - B. uniform
 - C. flexible
 - D. measurable
18. **If I were criticized, it would be for being too:**
 - A. impatient
 - B. sensitive
 - C. structured
 - D. argumentative

Answer by asking yourself: *If free to be myself, I would...*

19. **If I were assigned one task, I would begin by:**
 A. probing
 B. constructing
 C. innovating
 D. planning
20. **If I were exploring a new object, I would:**
 A. check how it was made
 B. approach it systematically
 C. examine it in detail
 D. have a strong first impression
21. **If I were explaining an idea, I would be:**
 A. spontaneous
 B. methodical
 C. technical
 D. thorough
22. **If communicating an idea, I would:**
 A. provide written proof
 B. use props
 C. use imagination
 D. use charts and graphs
23. **If gathering information, I would:**
 A. put it in a clear format
 B. get thorough background material
 C. seek a variety of unusual sources
 D. explore physically
24. **If I were describing a place I had visited, I would mention:**
 A. location or placement
 B. specifics and details
 C. quality of equipment and materials
 D. the general atmosphere
25. **If I earned recognition, it would probably be for:**
 A. speed and cleverness
 B. strength and endurance
 C. dependability and design
 D. judgment and accuracy
26. **If I were choosing my own work situation, I would:**
 A. do the work myself
 B. have others available for brainstorming
 C. be able to delegate
 D. have the work flow to me smoothly
27. **If free to be myself, I would get things done by:**
 A. establishing priorities
 B. planning ahead
 C. quality craftsmanship
 D. taking on challenges
28. **If I were concentrating on a single effort, I would be:**
 A. efficient
 B. intuitive
 C. skillful
 D. thorough
29. **If I were working on a puzzle, I would try:**
 A. working against a deadline
 B. putting physical pieces together
 C. using my memory for facts
 D. organizing the options
30. **If I were asked to prove my point, I would:**
 A. show it in some form
 B. explain my method
 C. explain the pros and cons
 D. explain the benefits
31. **If I could do things my way, they would get done:**
 A. realistically
 B. physically
 C. rapidly
 D. cautiously
32. **If I were setting up a display, I would:**
 A. do it in an orderly way
 B. try clever, unique ways to do it
 C. find what worked in the past
 D. set it up personally
33. **If something in the system didn't work, I would:**
 A. work around it
 B. repair it
 C. find out why
 D. report it
34. **If I were trying something new, I would learn by:**
 A. taking chances
 B. practicing
 C. reading about it
 D. following examples
35. **If I were sharing results, my method would be:**
 A. durable
 B. exacting
 C. coordinated
 D. spontaneous
36. **If I ran a business, I would:**
 A. provide steady performance
 B. define realistic objectives
 C. develop new products or services
 D. give high quality workmanship

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Response Form

Please print clearly

Today's Date:
 Mo. Day Year

	Most Least	Most Least	Most Least	Most Least
	1	10	19	28
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	2	11	20	29
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	3	12	21	30
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	4	13	22	31
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	5	14	23	32
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	6	15	24	33
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	7	16	25	34
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	8	17	26	35
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	9	18	27	36
A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Last Name

First Name **Initial**

Email Address

Home Address

Home Address - Line 2

City

State/Province **Country** **Zip Code/Postal Code**

Home Phone **Country Code**
 - -

Employer

Job Title

Business Phone **Extension**
 - -

For research purposes only:

Gender
 Female
 Male

Race/Ethnic Origin
 African American/Black
 Asian American/Pacific Islander
 Caucasian/White
 Hispanic
 Native American
 Other

Current Role
 Employed
 Full-time student
 Homemaker
 Job applicant
 Retiree
 Self-employed

Education (highest completed)
 Grade School
 High School
 Trade School
 Junior College
 4 Year College
 Masters
 Doctorate

Personal Income (annual in thousands)
 under 20
 21 - 40
 41 - 60
 61 - 80
 81 - 100
 101 - 120
 over 120

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