

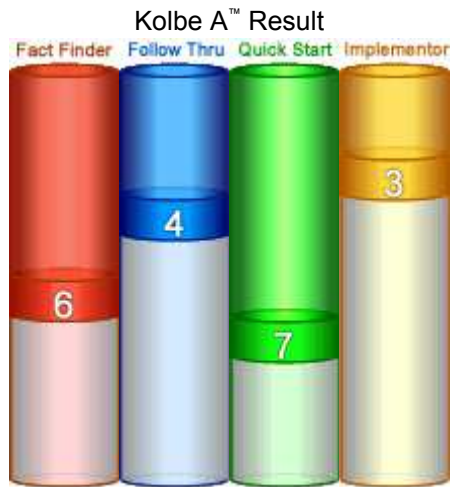


Comparisons: A to A™ Report

Your Guide to Better Performance

You and Nathaniel have equally powerful conative Strengths. This report provides insights and tips to optimize your collaborative efforts instead of wasting time and energy with disagreements, communication issues, and redundant work efforts.

Matthew Jarvis



Nathaniel Jarvis



Potential Conflict Level:

How you gather and share information.

low

How you organize.

low

How you deal with risk and uncertainty.

high

How you handle space and tangibles.

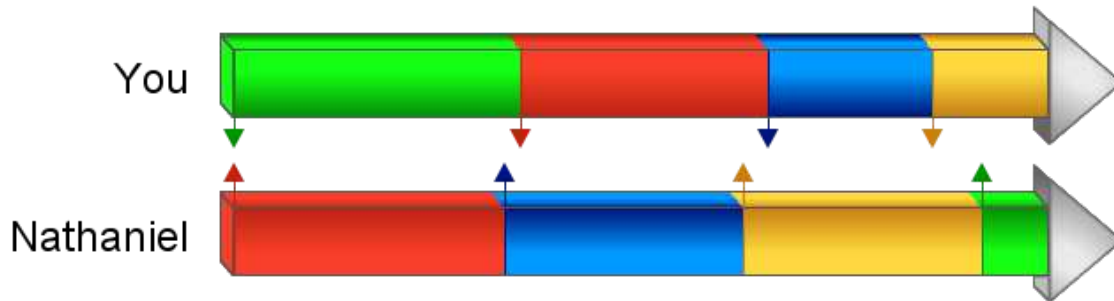
medium

By comparing each of your Kolbe charts, our analysis identified potential conative conflict levels in each Action Mode®. Where you use similar problem solving methods you'll see a low rating; and significant differences in your Strengths will result in a medium or high rating. Leveraging the tips included in this report is the key to improved communication, less conflict, and real collaboration.



How Your Drive Affects Your Performance

Comparing Conative Drives



When free to use your Strengths, you'll start the problem solving process through the Action Mode in which you have the highest number.

You

1. You begin a project by brainstorming.
2. Next, you check facts.
3. Then, you look for ways to fit the project into the system.
4. Finally, Matthew, you look for pre-made solutions.

Nathaniel

1. Nathaniel begins a project by fact checking and determining practical and appropriate priorities.
2. Next, Nathaniel looks for ways to fit the project into the system.
3. Then, Nathaniel tests the strength and durability of available materials.
4. Finally, Nathaniel will assess and reduce risk.

Comparing use of time and energy

You

- 30% Explaining the details**
- 20% Maintaining existing systems**
- 35% Improvising and originating**
- 15% Imagining and visualizing**

Nathaniel

- 33% Researching the specifics**
- 29% Maintaining existing systems**
- 10% Upholding what's working**
- 29% Repairing physical objects**



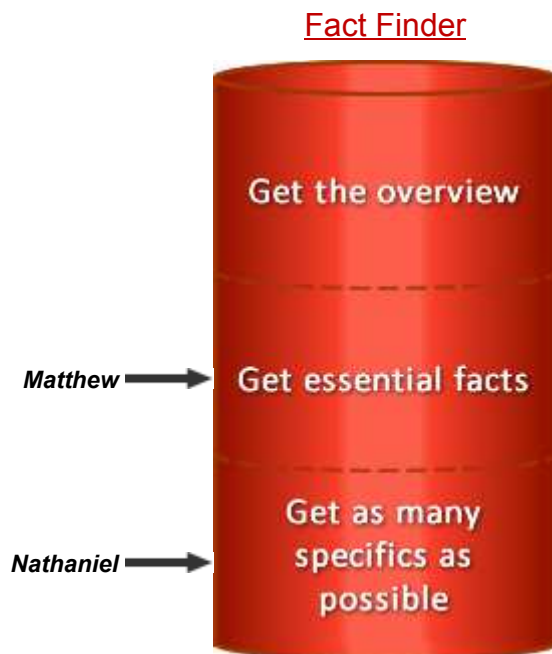
How You Both Gather and Share Information

What's good enough for you won't be for Nathaniel

- You can move on once you know the basics are covered. Nathaniel needs to delve more deeply into the details.
- You deal well with those who give vague information. Their lack of specificity concerns Nathaniel.
- Nathaniel corrects your facts, and starts debates that you try to settle.

Conables® Tips

- ★ Don't assume you have to accommodate every debate Nathaniel starts.
- ★ Allow Nathaniel time to search for more data.
- ★ Let Nathaniel present the evidence while you keep things moving.
- ★ Commit to deadlines you both agree on.



Nathaniel can count on you to help explain details when they are needed and you can rely on Nathaniel to be the expert or at least be much more detailed with information.

Since you both naturally have a different approach, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Asking Nathaniel to give you bottom line summaries.



How You Both Sort, Store and Organize

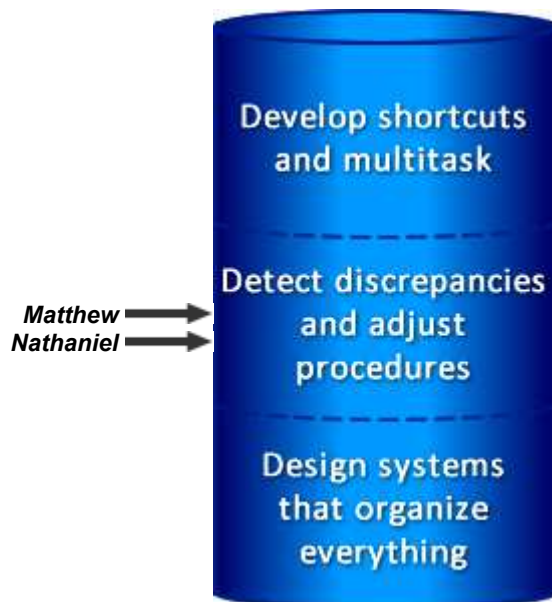
"After you." "No, after you."

- Both of you are great at following procedures. Don't count on Nathaniel to initiate new ones.
- It's easy for the two of you to coordinate schedules, review systems, and identify inconsistencies.
- When you work together, you easily adjust to each other's to-do lists.

Conables® Tips

- ★ Celebrate the service you provide to others, and send out records of those contributions.
- ★ Support one another in a mutual recognition of milestones.
- ★ Beware of getting stuck in ruts by following rather than initiating systems. Get outside input on that.

Follow Thru



Working together is pretty easy since both of you maintain existing processes and generally won't frustrate each other with rigidity to a plan or completely abandoning structure.

When a group of people get together with the same talent for maintaining systems and procedures that you two have, there tends to be lots of acknowledging the need for structure but no one doing it.

Worst mistake you could make: Letting the substandard system stand.



How You Both Deal with Risk and Uncertainty

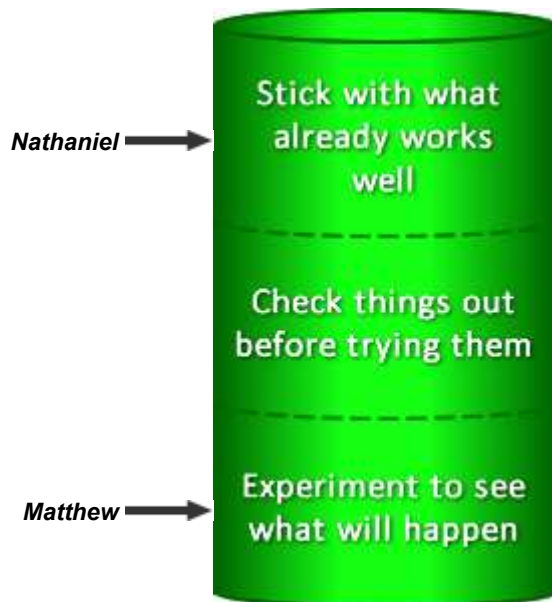
You're the flip sides of the risk taking coin

- You experiment to see what will happen. Nathaniel tries to retain what's already working.
- You challenge boundaries. Nathaniel seeks the status quo.
- You talk about possibilities. Nathaniel notes what's permanent.
- Nathaniel's resistance to change frustrates your need for innovation.

Conables® Tips

- ★ Reward Nathaniel for retaining stability, recognizing how that allows you to take on new opportunities.
- ★ Avoid conflicts between you by working independently.
- ★ Clarify for others when you are thinking out loud versus making a decision to move forward.
- ★ Don't use Nathaniel for initial brainstorms.

Quick Start



Being polar opposites in Quick Start isn't all bad. When situations arise that call for one talent or the other you will have each other's backs.

The down side is that you are probably driving each other nuts in this area on a fairly regular basis. Matthew, you're going to just jump in but Nathaniel won't change things just for change sake.

Worst mistake you could make: Giving Nathaniel deadlines because you need them to help you thrive.



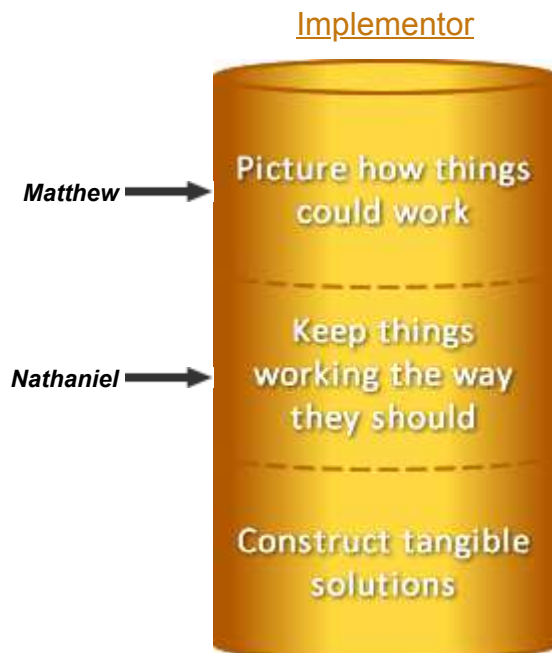
How You Both Handle Space and Tangibles

If it's broken, have Nathaniel fix it ... but don't expect a long-term solution

- You have an ability to imagine how stuff works. Nathaniel can build off those ideas.
- Neither of you constructs tangible models or literally builds products.
- You're hands-off with space and tangible decisions. Nathaniel will oversee their uses.
- Nathaniel will tinker for awhile. You will call someone to repair it.

Conables® Tips

- ★ Communicate face-to-face when possible.
- ★ Nathaniel is the best choice for dealing with customers who need a demonstration.
- ★ Allow Nathaniel time to draw out a solution to get best efforts.



You have a strength to imagine solutions and Nathaniel balances between abstract and concrete. It makes working on projects go a little smoother since neither of you gets tied up in needing to see the exact replica.

Working together can get difficult when your customers need to be *shown* the outcome.

Worst mistake you could make: Expecting Nathaniel to convert your imagination into reality.

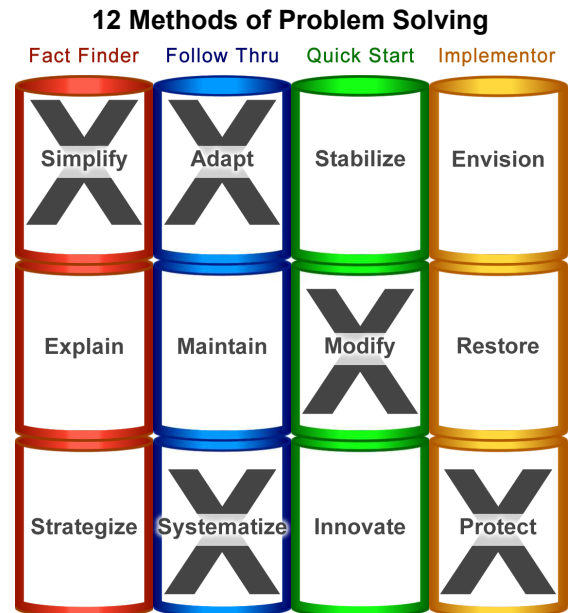


The Power of Collaboration

What's missing?

You and Nathaniel cover 7 out of 12 problem solving methods. Your Missing Methods have been highlighted in the chart. Research shows that the most successful teams have a diverse approach to finding solutions. Find ways to work with others who complement your talents or who fill the gaps.

Ultimately, in addition to the analysis in this report, you should consider what motivation, values, and experience Nathaniel brings to your working relationship and how differences may lead to conflict. Leverage the Strengths Nathaniel brings in **all three** parts of the mind.



Conative factors come into play when you are striving or working together. Whether you respect each other's intellect, have fun or like one another, you'll encounter the situations described in this report when you collaborate in a purposeful way.

Tapping into three faculties in your brain

Three faculties in the brain contribute to your ability to get the job done. Dealing with another person requires:

- **Thinking** — Understanding individual levels of knowledge, skills, and experience.
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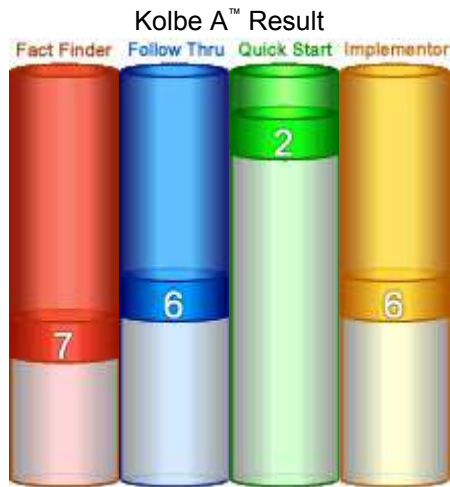


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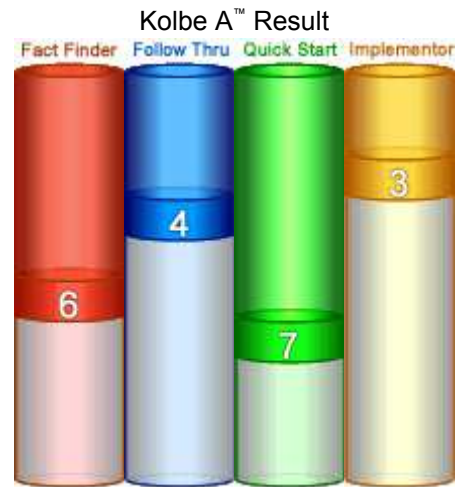
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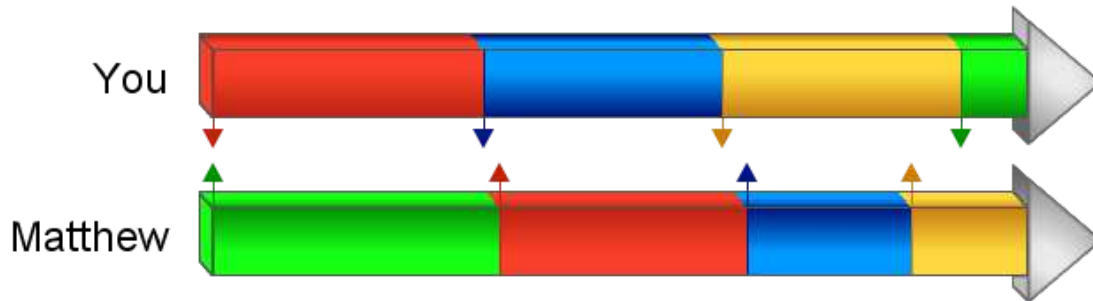
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- 9% Upholding what's working**
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Matthew

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- 20% Maintaining existing systems**
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How You Both Gather and Share Information

Do as I say, because it's what I would do

- Matthew is willing to meet your needs – but not by being as thorough as you would be.
- You have a proclivity to go to the nth degree. Matthew's instinct is to deal with vague information.
- You write well-documented evidence. Matthew edits it well.

Conables® Tips

- ★ You should create strategies and have Matthew review them in terms of how others will carry them out.
- ★ Matthew will assist you in gathering information, as long as you establish the criteria.
- ★ Listen to Matthew's assessments of how others will respond to the way you present information. Matthew has a better read on that.
- ★ Watch for when your detailed explanations are overwhelming Matthew



Nathaniel, you need the specifics and details that sometimes overwhelm others. Since Matthew has a natural ability to translate, some of that frustration can be avoided when you two work as a team.

Since you both naturally have a different approach, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Dumping the search for historical evidence on Matthew.



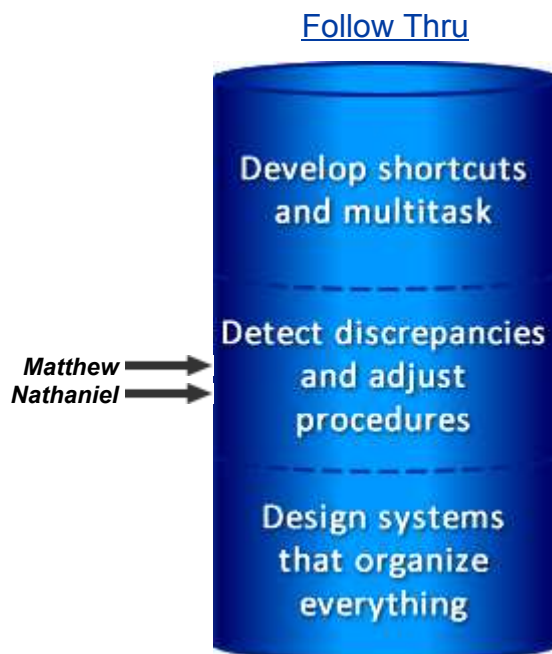
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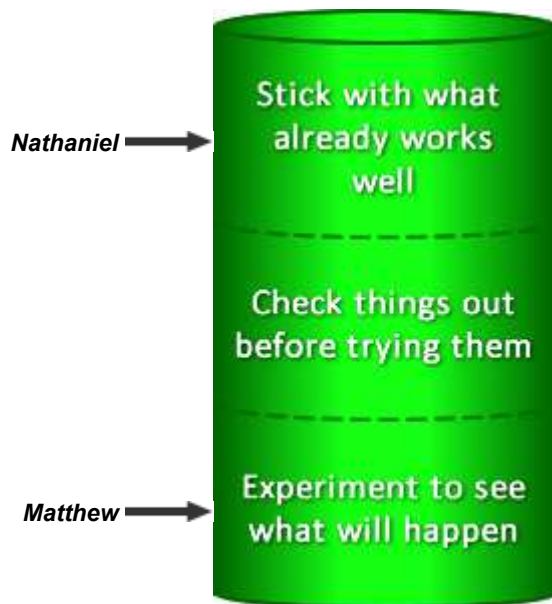
Your need for permanent solutions is opposite of Matthew's need for constant change

- Matthew can depend on you for stability. You can depend on Matthew for innovation.
- You avoid uncertainty. Matthew thrives when experimenting – which causes stress between you.
- You ask questions to confirm. Matthew gives options – sometimes making communication tough.

Conables® Tips

- ★ Reserve your veto for the riskiest endeavors, accepting that not all experiments will be successful.
- ★ Use Matthew as a promoter.
- ★ When deadlines frustrate you, turn to Matthew to help out.
- ★ Weed out Matthew's impractical ideas.
- ★ Present Matthew with a challenge to get best efforts.

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Being polar opposites in Quick Start isn't all bad. When situations arise that call for one talent or the other you will have each other's backs.

The down side is that you are probably driving each other nuts in this area on a fairly regular basis. Matthew is always changing directions and you need to stick with the known course.

Worst mistake you could make: Letting Matthew push you into risks you ought not take.



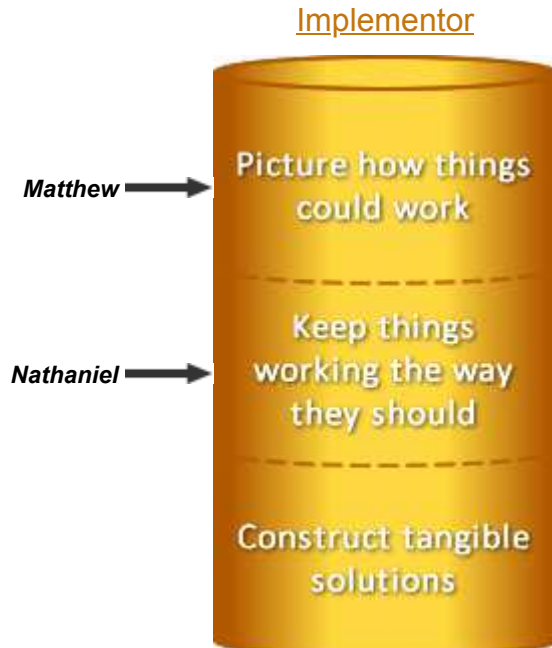
How You Both Handle Space and Tangibles

If somebody has to fix it, better you than Matthew

- Matthew has an ability to imagine how things could work and you can build off of those ideas.
- Matthew has a once-over-lightly approach to dealing with equipment. You look a little deeper into the mechanics.
- You have a sense of what needs to be done to keep something working. Matthew just doesn't see it.

Conables® Tips

- ★ Expand your horizons by using Matthew's ability to imagine possible uses of space.
- ★ You can retool and renovate to save time and money.
- ★ Go to others to set up the "show."
- ★ Keep in mind Matthew doesn't take the time to draw out ideas.



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Working together can get difficult when your customers need to be *shown* the outcome.

Worst mistake you could make: Delegating tangible tasks to Matthew.

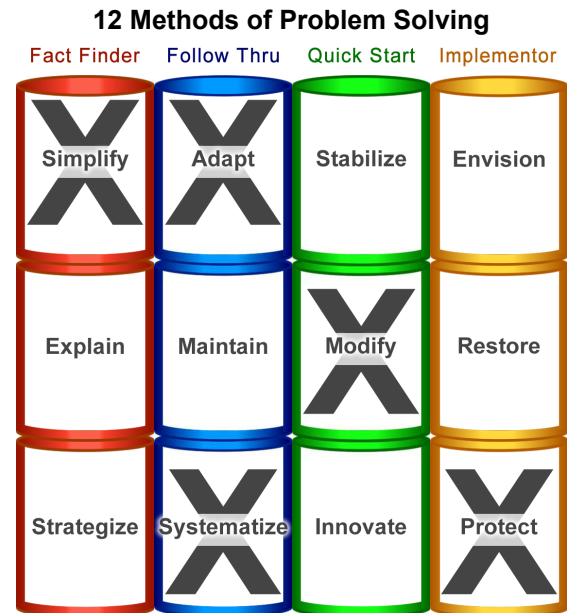


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