

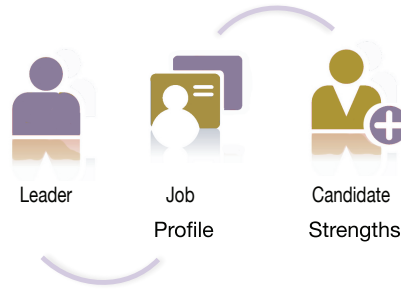
KOLBE HIRING SOLUTIONS

SMARTER SELECTION BASED ON INSTINCTIVE STRENGTHS

Using Kolbe Index results enables you to bring out the best in your people. You can also add members to your team who will become valuable assets. Interviewing and hiring are two of the biggest investments companies make - and the returns are great when you match the right people with the right positions.

TAKE THE MYSTERY OUT OF HIRING

When an employee, manager, or potential hire takes a Kolbe Index, Kolbe analyzes the results and presents concise, easy-to-read reports that can help your business compete and succeed.



Whether you're hiring an entry-level employee, replicating a top performer or filling a critical need on a team, Kolbe's RightFit™ software identifies the best candidate quickly and cost effectively.

4 STEPS TO BETTER HIRING

1. Define job requirements with input from leaders and other evaluators.
2. Identify instinctive strengths of leaders and current high performers.
3. Create a Range of Success for the job using Kolbe's RightFit software.
4. Screen candidates to see who is most likely to succeed in the job based on their conative strengths. Each candidate will be given a letter grade from A to F.

"The Kolbe System™ is remarkable! By avoiding the consequences of bad hires and hassles of employee politics, Kolbe helps business owners focus on the things that got them excited about having a business in the first place."

*Dan Sullivan
President & Founder
Strategic Coach*

A WINNING INTERVIEW PROCESS

The Dynamynd® Interview is a proven interview process with questions that consider the whole person. It helps employers screen and interview candidates, enabling them to discern the levels of effort a particular candidate normally demonstrates. It provides a step-by-step process for discovering whether a candidate exhibits the level of effort you need for a specific position. For example, a leadership position will require a higher level of effort than a receptionist trainee.

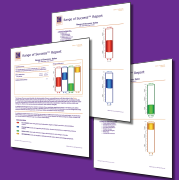
The Dynamynd Interview walks you through a sequence of interviews, designed to predict the probability a candidate will work at the level you need them to. It provides interview questions, advice on how to interpret answers, and worksheets to keep track of interviewees' responses.

By following the RightFit process you can be assured that you are using an effective, valid, non-discriminatory system.



Kolbe A™ and C™ Index

Supervisors and current top performers in the job (if any) take the Kolbe A Index to identify their methods of operation. Supervisors also complete the Kolbe C Index, which identifies their requirements for the job.



Kolbe Range of Success™

Index results are used to create a Kolbe Range of Success report which displays the instinctive problem-solving characteristics required for success in the job.



Candidate Report

The Candidate Report ranks individual job applicants based on how closely their Kolbe A Index results fit the Range of Success profile.

