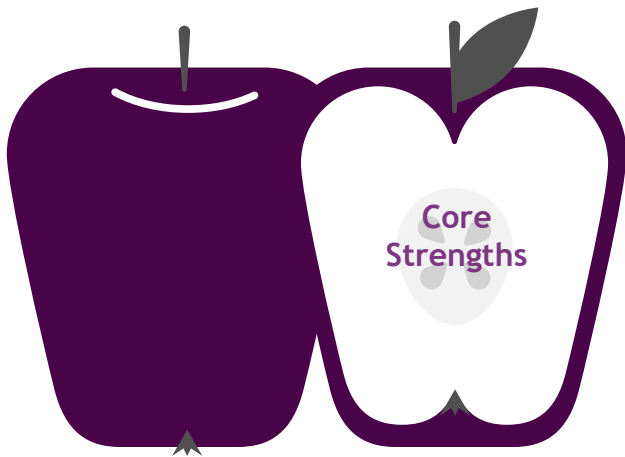


SHINE MORE; STRESS LESS

LIGHT UP YOUR CORE STRENGTHS MAXIMIZE YOUR POTENTIAL

Your core strengths are those things at which you excel. They invigorate you year after year. Using them consistently is the key to being energized and feeling fulfilled.

We were all born with a natural way to solve problems. We each have innate instincts that are the core of **how** we get things done. Understanding these instincts is a critical first step in recognizing and utilizing the core strengths that allow us to be more productive and fulfilled in our lives.



An apple helps us understand how we can maximize our potential.

The outer layer of the apple represents a lack of, or superficial use of our talents and strengths. If we barely or rarely use our strengths, or if we feel we must act like others want or expect, we won't get the stimulation we need. Unfortunately, this is where the majority of people spend their days – living with boredom, stress or burnout.

The real strength of the apple is at its core. When we reach deep into our core, we engage our natural abilities, stimulate our mental energy, and create the volition needed to achieve.

Studies show that only 12% of people utilize their core strengths and a whopping 70% struggle with imposter syndrome where they feel unqualified in their role.

Learn how to shine more and stress less! We help you peel away the outer layers to get to your natural abilities – the core of who you are.



D3 LEARNING SOLUTIONS

519 820 1806

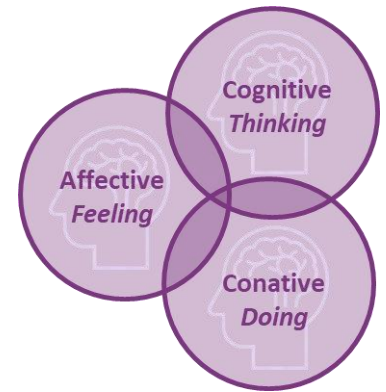
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SHINE MORE; STRESS LESS

The Three Parts of the Mind

Our **core strengths** are a compilation of how we utilize all three parts of the mind.

- In the **Affective** or “feeling” part of the mind, we align our behaviours with our beliefs – beliefs which stem from our principles and values. It’s all about what we **feel** is right. *A common assessment of our affective strengths is a personality test which identifies our behavioural preferences. D3 Learning Solutions utilizes Clifton Strengths to define each individual’s unique combination of strengths.*
- In the **Cognitive** or “thinking” part of the mind, we base our decisions on what we have learned, the information we have, and what we **know** to be true. *Cognitive tests (such as IQ, subject matter, skills and competency testing) are not static as our level of knowledge and ability to reason changes during the course of our lives (e.g. we learn more or we lose the skills we don’t use).*
- In the **Conative** or “doing” part of the mind, we are each **hard-wired** to act in a certain way and when free to do things naturally, our instincts drive our actions. The results show us how to increase our personal productivity. *Research has shown that Conative tests are more consistent and stand the test of time. D3 Learning Solutions recommends the Kolbe Concept as a foundational assessment to identify key instincts, enhance interpersonal relationships and strengthen team synergy.*



Introducing the Kolbe Concept®

The Kolbe Concept® gauges our **Conative** strengths – those natural instincts that drive our volition or ‘the will to act’. The Kolbe A™ Index is the only known valid assessment of conative actions. It identifies our innate, unchanging, instinct-based strengths!

The results of this assessment will show you how your instincts and styles contribute to your personal success, your intrapersonal relationships, and the overall synergy of your team or organization. It identifies your Natural Advantage™ – how you excel and use your instinctive strengths to achieve greater productivity.

Identifying your instinct-based actions will not only help you understand your default work style, it will also highlight your inherent communication and decision-making styles.

The Kolbe A™ index has nothing to do with learned behaviours that stem from the knowledge-based cognitive part of the mind. You likely know people with the skills and intelligence to do something, yet they just *don't do it well*. Neither is it assessing your personality or social style that comes from the affective part of your mind. We can all *prefer* to act one way yet perform entirely differently when engaged in problem-solving or striving tasks.

In ground-breaking neuroscience research, Kolbe Action Modes show up as separate and distinct patterns of energy in the brain. Tests also show that when under conative stress, our brains become inefficient. No other measurement of human behavior has as high a level of long-term retest reliability.



FOR MORE INFORMATION, CONTACT:

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