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The Leader in Training Reinforcement

Grid Overview

Innovate Coach Consult -
Kolbe

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Mindmarker

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Summary of Scope

Reinforcement Objectives

During our scope call we discussed the Kolbe A Index. The Kolbe A index, identifies the natural way people take action.

In the Kolbe training, participants spend majority of the day understanding Kolbe “Wisdom” and reviewing their results.

As such, emphasis is placed on understanding and applying the difference between Self-Awareness and Self-Management.

- Self-Awareness - I just learned something new.
- Self-Management - What do I do with what I learned.

Summary of Scope

Reinforcement Objectives

The overall reinforcement objectives are the understanding and application of Self-Awareness and Self-Management.

While understanding the 3 parts of the mind and embracing the Kolbe concept are heavily addressed, the overall behavior changes will be geared towards Self-Awareness and Self-Management.



Elements of the Program

Participants of the reinforcement program will:

- More effectively self-manage based on their conative needs and the conative needs of others.
- Become increasingly aware and appreciative of (versus judgmental) how colleagues solve problems, make decisions and take action.
- Ask for more responsibilities that align with their instinctive strengths and ask for help with or delegating those tasks that are aligned with another person's different strengths.

Focus

The focus is to implement the Kolbe “wisdom” to take actions.

Self Awareness

Understand strengths and weaknesses in relation to what is needed in their role, and what they offer in terms of personality, abilities, knowledge and skills.

Self Management

A process by which they continually capitalize on the strengths they bring to their role and develop areas that present opportunities for improvement.

Conative

Understanding of their drive, instinctive talents, and mental energy.

Tools

The Kolbe report is a vital tool to support reinforcement.

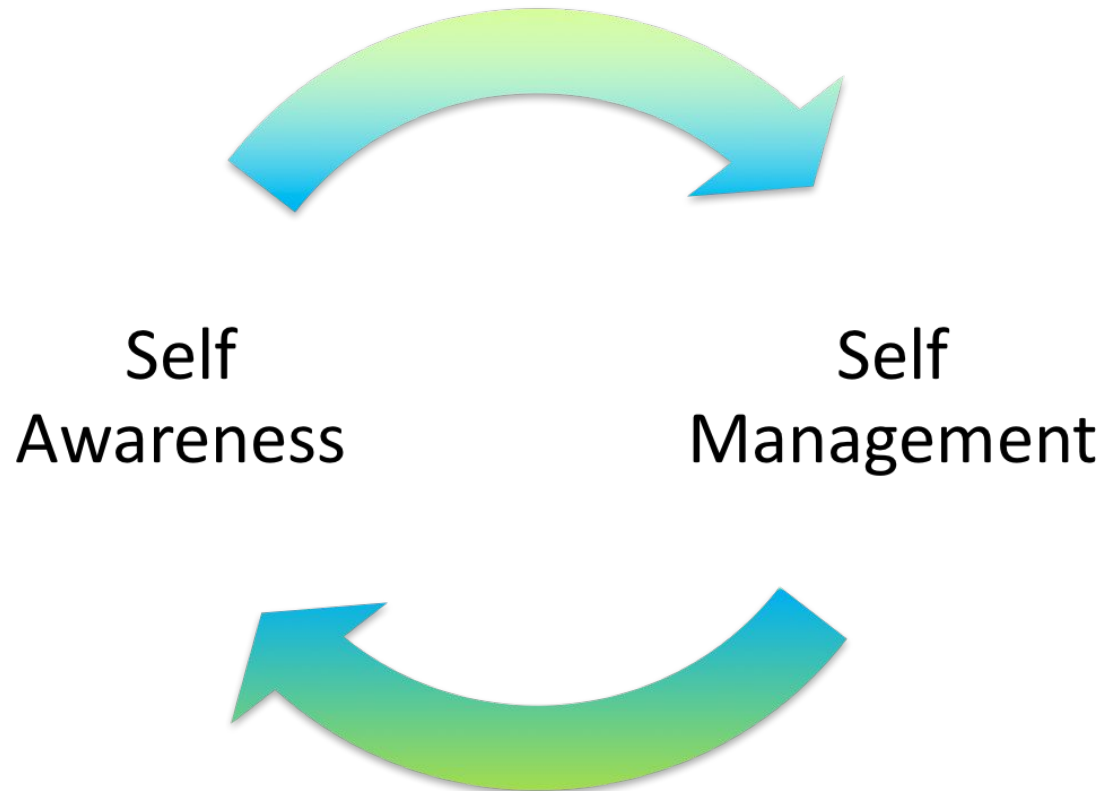
In addition, we will also use the action plan participants completed at the end of their training.

Thoughts Behind the Modular Program

Based on the scope call, sample Kolbe report, and Kolbe Self Awareness presentation, the structure of the total reinforcement program will be designed as follows:

- 8 weeks of reinforcement. Starting with the reinforcement of the Kolbe concept. A cyclical practice of self-awareness and self management will follow the training.
- Learners will also be asked about their action plan three times in the 8 week reinforcement (once at the beginning, during week 4, and again during week 8).

Timeline Overview





Types of Mindmarkers



Measure Behavior Change
Repeating Survey Questions



Measure Knowledge
Quiz Questions



Action/Evaluate
Assignment/Evaluate



Measure Opinions
Single Survey Questions









Self-Reflection
Open Questions



Content
Learning/Pitfalls

Types of Mindmarkers

Icons	Type of Mindmarker	# of Mindmarkers	Weeks	Percentage
	Measure Behavior Change Repeating Survey Questions	6	1,2,4,5,7,8	15%
	Measure Knowledge Quiz Questions	5	2,3,4,6	12%
	Action/Evaluate Assignment/Evaluate	10	1,2,3,4,5,6,7,8	26%
	Measure Opinions Single Survey Questions	3	3,5,6	8%
	Self-Reflection Open Questions	8	1,2,3,4,5,6,7,8	21%
	Content Learning/Pitfalls	5	1,3,4,6,8	13%

*This does not include 1 “Welcome” and 1 “End” Mindmarker



Measure Behavior Change

Repeating Survey Questions

Repeating Survey Question #1

How many times this week have you acted upon your natural instincts to get your job done? None, 1-3, 3-5, 5-7, 8+

Repeating Survey Question #2

How confident are you in your ability to change your actions based strengths?



Measure Behavior Change - Repeating Survey Questions



	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Repeating Survey Questions

Repeating Survey Question #1

The 1st occurrence of the 1st repeating survey question is in week 1 with the others in weeks 4, and 7 to see how participants are progressing with their ability to recognize their strengths and weaknesses.

Repeating Survey Question #2

The 1st occurrence of the 2nd repeating survey question is in week 2 with the others in weeks 5 and 8. The time inbetween the survey questions will consist of practicing self-management and changing their actions based on recognized strengths and weaknesses.

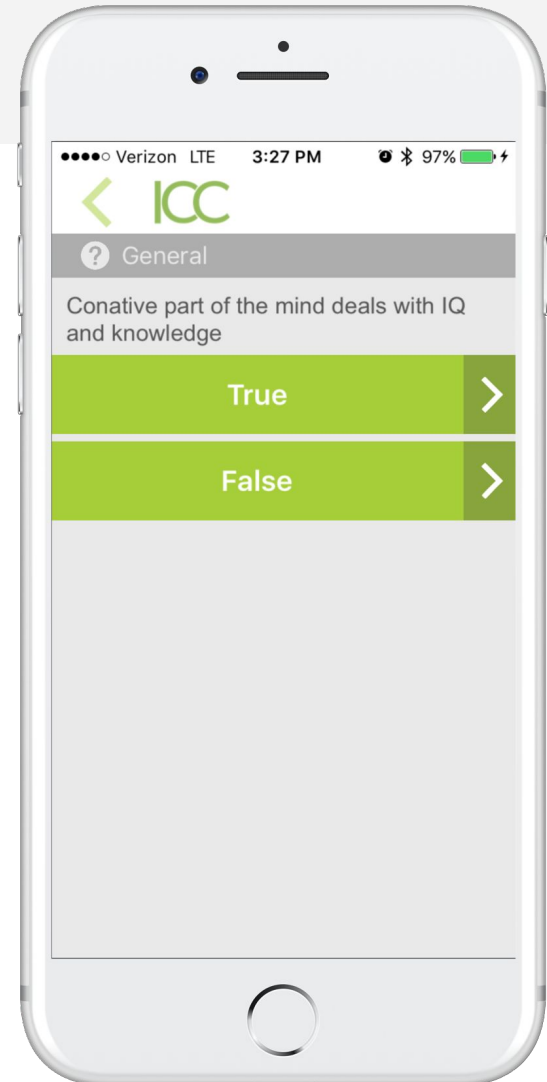


Measure Knowledge Quiz Questions

Example #1

True or false

Conative part of the mind deals with IQ
and knowledge.





Measure Knowledge - Quiz Question



	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2	?						
Week 3		?			?		
Week 4				?			
Week 5							
Week 6				?			
Week 7							
Week 8							

Quiz Questions

We limited the number of knowledge Mindmarkers because we felt the focus should be on application. However, the knowledge questions will be used to create additional learning moments about the different parts of the mind and how it relates to their Kolbe Index.



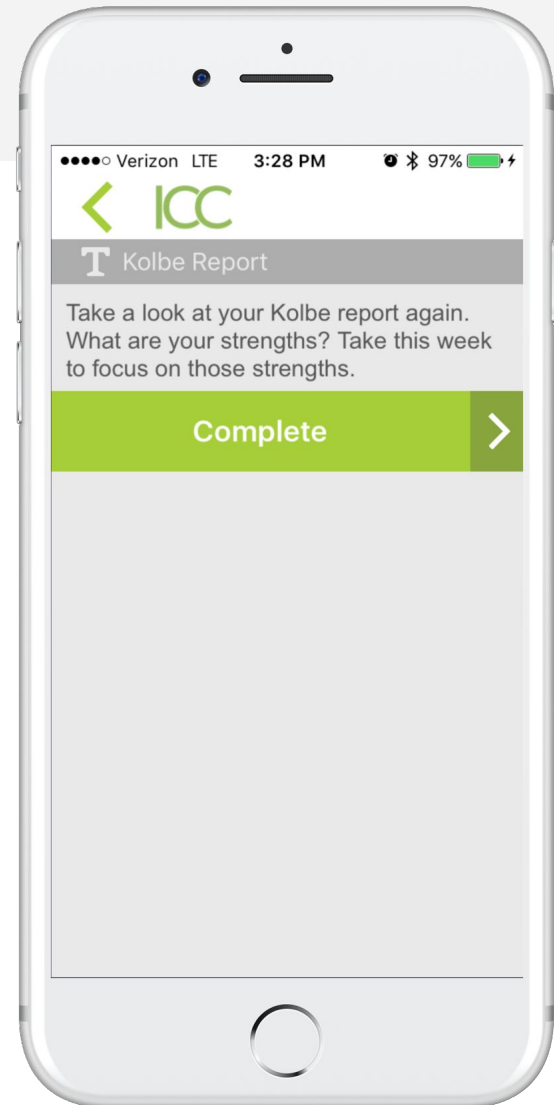
Reflection Action/Evaluate

Example #1

Take a look at your Kolbe report again. What are your strengths? Take this week to focus on those strengths.











Example #2

Think of the projects you currently have, would any of them be better suited for someone else on your team based on the strengths of that team member?





Reflection - Action/Evaluate

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Action/Evaluate

The action, assignment, and evaluation Mindmarkers are continuous throughout the program to have learners not only practice self awareness and self management but also think about how they can help others recognize their strengths.

Follow-ups to meetings with accountability buddies and action plans will also be in these Mindmarkers.



Measure Opinions

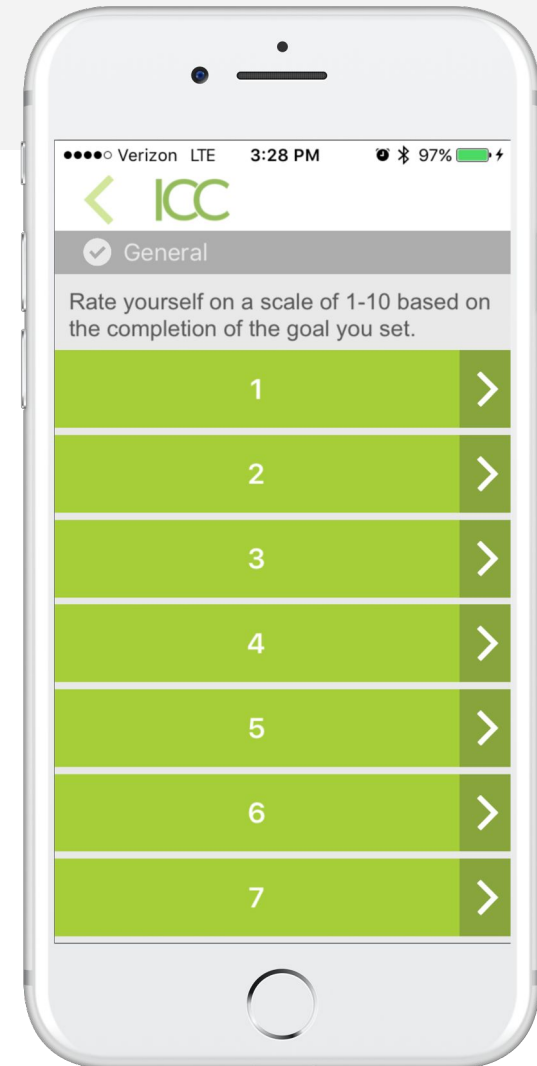
Single Survey Questions

Example #1

Rate yourself on a scale of 1-10 based on the completion of the goal you set.

Example #2

Have you delegated a task this week that would be better suited for someone else?





Measure Opinions - Survey Questions



	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Single Survey Questions

Survey questions provide self awareness based answers which evokes the participant to be truthful in their answer and with themselves. These Mindmarkers were strategically placed in the middle of the reinforcement to really get participants to evaluate not only how they're doing but also get them to think about what other changes they need to make.



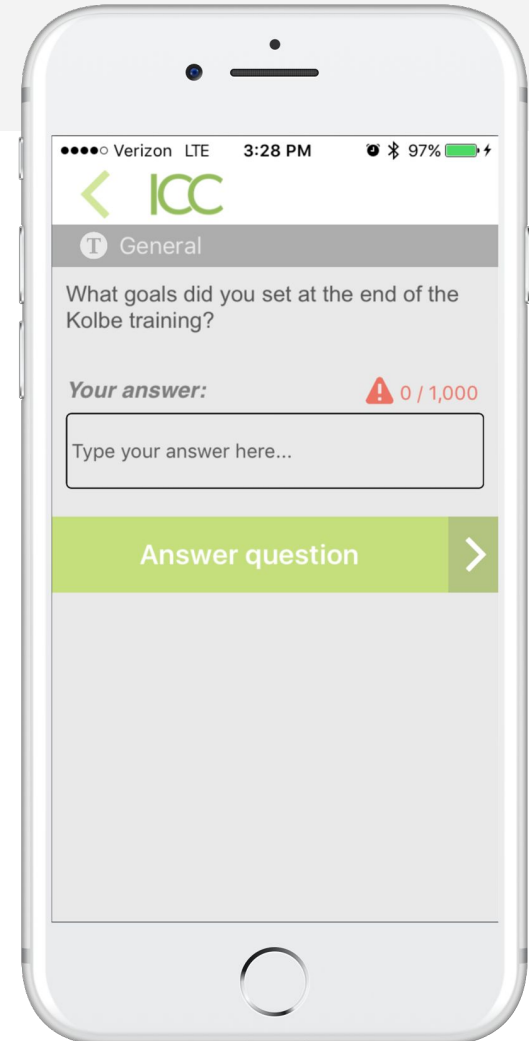
Self-Reflection Open Questions

Example #1

What goals did you set at the end of the Kolbe training?









Example #2

What have you tried this week to reach the goals you set in the Kolbe training.





Self-Reflection Open Questions

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Open Questions

The open questions will start during week 1 and continue throughout the remaining reinforcement program. The open questions will serve two purposes:

1. Reflection on the learner's goals, how they are progressing towards those goals and about their struggles and/or successes with the Kolbe concept.
2. Self-awareness due to their internal struggles and need for improvements

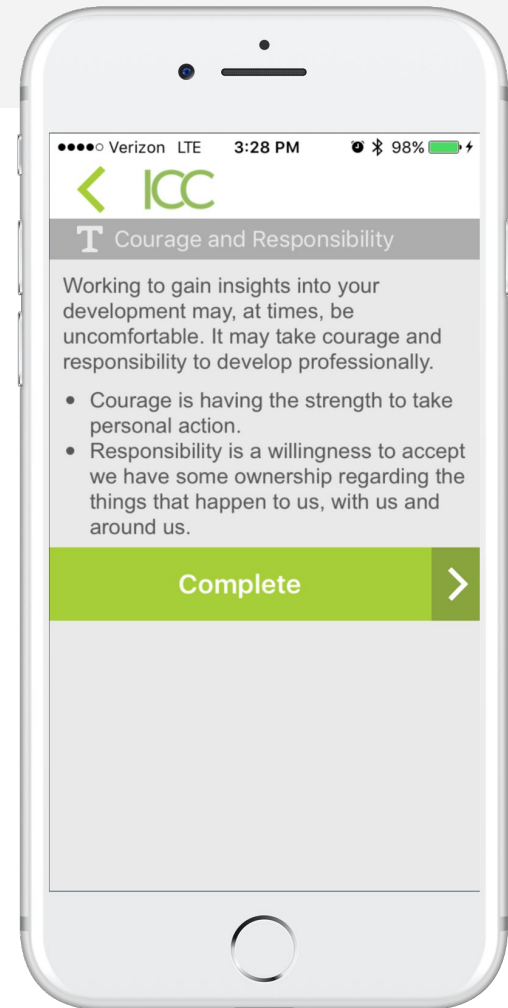


Reflection Learning/Pitfalls

Example #1






Working to gain insights into your development may, at times, be uncomfortable. It may take **courage and responsibility** to develop professionally.

- **Courage** is having the strength to take personal action.
- **Responsibility** is a willingness to accept we have some ownership regarding the things that happen to us, with us and around us.





Reflection - Learning/Pitfalls

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Learning/Pitfalls

The learnings and pitfalls are in weeks 1,3,5,6,8. Two of these learning and pitfalls should be videos of participants who have adopted the Kolbe concept and their results. One should be at the beginning of the reinforcement program and one at the end.

This will not only get participants engaged in the reinforcement program but also let them see what embracing the Kolbe concept can do for them.



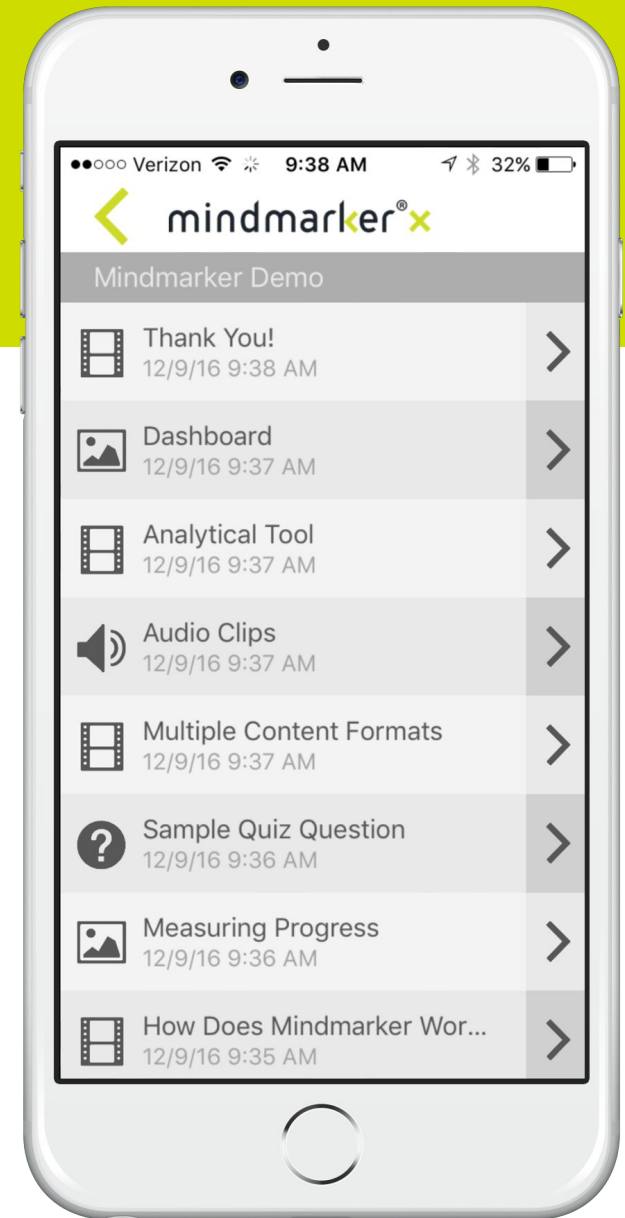
All Mindmarkers

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
Week 1							
Week 2							
Week 3							
Week 4							
Week 5							
Week 6							
Week 7							
Week 8							

Resources Available in App

- Kolbe Report
- Kolbe Workbook
- Action Plan

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Project Timeline

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