

Beyond Glop Shop: The Kolbe Process

Training to Improve Individual and Team Performance

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In a study of 128 high school students, grades 9 through 12, significant improvement in productivity was achieved when students were given training to help them use the Kolbe Process while forming teams and developing projects.

Student training included an interpretation of the Kolbe® A index and hands-on activities designed to help them develop a deeper understanding of their natural talents. These were group problem solving activities, or challenges. After each activity there was a de-brief where the students would discuss how they and the group attempted to solve the problem. One of the most interesting aspects of the study is that many students began to form project groups based on the instinctive talents of the members, rather than just picking their friends.

The test group of 59 students that received training in October was 20 percent more successful in earning credits toward graduation than the control group (which received the same training in May). Of the 58 students who were in the program the previous year, 93 percent of the students in the test group showed improved performance, as compared to 61 percent of the students in the control group.

In another study, they found that at-risk students were more likely to be in transition. Index results of the 28 students in a teen parent class were compared with those of the leadership class. The teen parents were two-and-a-half times more likely to be in transition.