

Testimonials for Phil Dyer

I was introduced to the Kolbe Assessment by Phil Dyer, and it helped me tremendously (not only professionally but also personally). In college, I took many of the personality and cognitive assessments to help me find my career path. While this was helpful at the time, none of those things apply to me now. I was so frustrated with previous jobs or tasks when I felt like I was either doing them poorly or did not feel like doing them. Taking the Kolbe (and understanding it with Phil's support) gave me the realization that not only do I not have to do things that I am not exceling at, but I shouldn't! I have recommended this to SO many people and I know it has changed their lives as well. I learn to not get mad at others when they don't do things my way or the "right way". It is simply not in their build to do so.

- Emily Brutout

Phil has transformed the way the whole team interacts with each other. Our results and charts are fascinating, and used on a daily basis in understanding our clients, and how we interact with them as well. I really have such a better understanding of my Conitive makeup, and the "why" I do what I do.

-Suzanne St. John

Phil is as pro-kolbe as they come. The knowledge he's imparted to me about my kolbe makeup and how initiate from a unique place as my Fact Finder and Follow Thru are both 7's. It has solidified my personal understanding of why I function the way that I do when I work. Phil has explained each of the Action Modes so that I can identify and accept other peoples modes of operation, and can see the value each of us can bring to the business.

-Carson Pohly

Phil's in depth knowledge of Kolbe and his ability to share it - transformed the way I work and how i approach new tasks and interact with my team members. Small tweaks have made HUGE changes - i no longer struggle with trying to do what i dont do well and i can leverage my time. He would be an ideal choice for this award.

-Laura Wright

Phil is our Kolbe guru! His knowledge and expertise has not only helped me understand my conative build, but helped me understand our whole team's. Being a small business, it is critical that we communicate effectively and understand everyone's strengths. Phil's guidance using our Kolbe Assessments have proven to the key to just that.

-Joe Hulseberg

Phil's knowledge and expertise of the Kolbe assessments have helped me tremendously to understand my conative build. It's not only helped me personally but also helped me relate to my own team members and our clients.

We have administered Kolbe assessments to all of our clients and Phil has had a tremendous impact on them to understand their true conative make up, which has led our clients to look to us to administer the assessments to their team members. In our community, Phil is the Kolbe expert and he always

explains people's numbers in a way that truly gets to the core of how we are made. Phil is truly a Kolbe Professional and deserves this award more than anyone.

-Jennifer McGill

Phil took me through the Kolbe and was able to really apply the assessment and results to me and my unique situation. As a result I now know how to focus and work more effectively. He really opened up my eyes to how I can work better. I get more done and it has helped tremendously in moving forward in my company. Thank you Phil!

-Kirsi Paalanen

Phil's helped me understand my conative build, which has had a significant impact on my energy, my fulfillment, my productivity, and my business. I now understand WHY I was getting so drained most days and HOW to not only prevent the drain but also maximize my efficiency - I now get more done and have fun getting it done. I'm in the process of replacing my assistant with someone who's a much better conative fit for the tasks I need her to do. I learned the hard way to always use the Kolbe assessment BEFORE making a hire (and to listen to Phil's advice). Because of Phil, the Kolbe will be a critical component in building my team.

-Kyla Ledlow

The insights that Phil shared about my Kolbe profile and how it drives who and I am what I do was transformational. It made so many things make sense through that lens. As a result, I've been able to identify those things I need to be doing in my business and I've hired two others to take on the things that are best suited for their Kolbes. It's transformed my business and my well being. So much so that I'm now Kolbe certified and helping my clients transform their businesses. Phil continues to give me reality checks when I fall back into old patterns of doing what's against my grain. As such, I've become more hyper-vigilant with myself and my clients.

-Kathleen O'Sullivan

My girlfriend (now fiance) & business partner [one in the same] had a very challenging time working together because of our very different styles and Kolbe.

His training, and suggestion around how to interact has greatly improved both our working and personal relationships.

-Hawk Mikado

Phil is an excellent candidate for the 2015 Kolbe Professional Award because he lives and breathes the Kolbe Assessment. Before Phil, I had never heard of Conative, but I have learned so much from him. I was encouraged to use the Kolbe Assessment to help build my team and it definitely let me know who I should and should not work with in terms of building a cohesive team for my business. I highly recommend Phil Dyer for this prestigious award.

-Rhonda Moore

We worked with Phil to help us develop an idea organizational chart for our team, and we finally have the right people in the right places! Can't thank Phil and Kolbe enough!

-Amy Bradbury

Phil originally came on board with us to provide support to my team in developing an effective organizational chart & putting the right people in the right roles for my growing company. We were so impressed with his work that we have now brought him in to also facilitate training with our clients. We provide Kolbe assessment to anyone who works with us so we can understand how to better coach and support them, and Phil has been a wonderful addition to that support.

-Angelique Rewers

Phil is the ultimate example of someone who is successfully spreading the word about conation. He requires all of his clients to take the Kolbe A and encourages them to use it in their businesses. As his client, I took the Kolbe A because it was required and I couldn't believe how useful and accurate it was. Phil answered all of my questions and never wavered in his commitment to the Kolbe principles. He adjusts the way he communicates with his clients and what he expects from his clients based on their Kolbe with great success. Ultimately, The fact that Phil introduced me to Kolbe was the number one reason I decided to become a Kolbe Certified Consultant myself. I think he is much deserving of this award!

-Andrea MacKenzie

Phil has done a tremendous job of sharing the wisdom of Kolbe with us and steering us in the direction of utilizing our talents and cognitive abilities. He consistently shows us how to capitalize on these and to help hire staff accordingly. He did a very thorough explanation for us, both in person and on a webinar and answered any questions we had very accurately and thoroughly. I strongly recommend him for the award.

-Dr. Cynthia Boccara