

ASSESS COMPATIBILITY

[The Kolbe RightFit™ Process](#)

If the supervisor has not already completed the **Kolbe A™ Index**, he or she must do so. His or her instinctive strengths will be taken into consideration to build the Kolbe Range of Success™ job profile. This will help balance the needs of the role while also accounting for compatibility with the “Direct Supervisor.”

If this position is **unique**, there is an opportunity to see how the candidate will fit into your team by considering the Kolbe A Results of existing teammates (called Cooperatives). Cooperatives are used for Collaborative Team scenarios versus a replicated job situation.

Kolbe RightFit™ Express software will analyze all of the data to create the best possible job profile and provide information to increase the probability of making a successful hire.

FAQs

**It is recommended that you speak with your Kolbe Certified™ Consultant to discuss High Performer and Cooperative scenarios.*