

**A Revolution in Training:
A Study of the Bottom Line
Results of the
Switched-On Management Seminar**

by

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Executive Summary

The Switched-On Management (SOM) Seminar is a practical self-development management training program for managers to create a more successful, effective, and dynamic company or organization. SOM is designed to help managers become more effective with management skills they have and develop skills in new areas of management.

This report presents the results of a pilot study conducted on the impact of the SOM Seminar. For this study, 36 SOM participants completed a self-assessment questionnaire before the seminar began and again at the end of the seminar. The questionnaire that participants completed at the beginning of the seminar provided a baseline measurement of how they viewed themselves in relationship to the various elements of the management process. The questionnaire that participants completed at the end of the seminar indicated whether the seminar had changed their perception of themselves.

The analysis of the responses to the pre- and post-seminar questionnaires indicated that the seminar participants' self-perception of their management ability increased significantly at the conclusion of the seminar.

Introduction

This report analyzes a study I conducted on the effect of the Switched-On Management (SOM) Seminar, which is a practical management self-development training program that helps managers create a more successful, effective, and dynamic company or organization. The seminar provides personal re-engineering through a process of balancing the mind/body system, which empowers the individual to be more flexible and effective. This enables managers to realign their way of operating positively and productively in the work environment.

The SOM Seminar is designed to help managers become more effective with management skills they have been taught or learned and develop new skills in other areas of management. This course is designed to be applicable to all levels of management from first-line supervisors on up to the CEO. What makes the SOM Seminar unique is that it does not teach a single technique for improving management skills. Rather, the seminar uses the concept of brain rewiring to, in minutes, switch the participant's brain on in the different areas of the management process where they are having difficulty performing. It will also allow managers who are performing okay to improve even further.

To create this rewiring the SOM seminar teaches attendees the Brain Gym[®] Movements and Exercises, which are very simple exercises that were originally developed by Paul Dennison, Ph.D. and Gail Dennison to help correct learning disabilities in children and adults. These movement exercises are designed to rewire the brain from a fear/survival focus, which occurs in the back of the brain and may be triggered by past experiences, to a present-time choice focus, which occurs in the front section of the brain. These Brain Gym movements allow the brain and body to adapt to new opportunities and situations.

Jerry V. Teplitz, JD, PhD is a graduate of Hunter College and Northwestern University School of Law. He practiced as an attorney for the Illinois Environmental Protection Agency. He also received a Masters and Doctorate Degree in Holistic Health Sciences. He was on the faculty of the U.S. Chamber of Commerce Institute for Organization Management for nine years and has been a certified Brain Gym Consultant since 1986. He also served on the Brain Gym Board of Directors for nine years.

Dr. Teplitz has adapted and applied the Brain Gym concepts to Switched-On Management, as well as several other business courses, including, Switched-On Selling and Switched-On Network Marketing. The results of the research studies validating Brain Gym® and the Switched-On Selling and Network Marketing Seminars are available at www.teplitz.com/BrainGymResearch.htm.

Dr. Teplitz has published the book *Brain Gym for Business* with Dr. and Mrs. Dennison. He has also had two of his books go to Amazon Bestseller status. They were *Switched-On Selling: Balance Your Brain for Selling Success* and *Switched-On Networking: Balance Your Brain for Networking Success*.

Dr. Teplitz was assisted in the development of the SOM Seminar by Edward Wondoloski, CPA. Mr. Wondoloski has been a full professor of management, with over thirty years of diversified teaching and business experience. He has taught courses in accounting, computer systems, finance, management, and interdisciplinary studies. He has received the award for "Innovation in Teaching" as well as a grant for the study of Total Quality Management (TQM), using the Theory of Constraints (TOC) model. He was on the management faculty at Bentley College and served on the Managing Board for Service Learning, where he coordinated all Service Learning Internships. He was previously the comptroller of Bentley College.

Here's what one of Dr. Teplitz clients, Kevin Kordek, President, A-Active Termite & Pest Control had to say about the impact of the SOM Seminar:

"I had my entire management team, including myself, attend Dr. Jerry V. Teplitz' Switched-On Management Seminar. That was one of the best training decisions that I have ever made. It's been three months since we attended the seminar and I can absolutely state that every person on our management team is operating at a more effective level than ever before. We are now functioning as a team in an integrated way resulting in much less stress on everyone. I would highly recommend SOM to any management team who really wants to excel in ways that might have only been dreamed about."

The Switched-On Management Study Methodology

For this study, 36 managers attended the seminar. They came from a variety of companies. The participants completed a self-assessment questionnaire (See Appendix A) before the seminar began and completed it again at the end of the seminar. The seminar is designed to be either a one day 8am to 6 pm seminar or a 1½ day experience. The questionnaire that participants completed at the beginning of the day provided a baseline measurement of how the participants viewed themselves in relationship to the various parts of the management process. The questionnaire that participants completed at the end of the seminar indicated whether the seminar had changed their perception of themselves.

The design of the seminar is for participants to use a methodology that allows them to discover and select the areas of the management process that they need to improve. The areas that participants select from are: Managing Resources, Planning and Decision Making, Directing and Problem Solving, Communication and Team Building, Being Productive and Supporting Company Goals and Quality Management.

MANAGING RESOURCES

In this mode, the manager defines, discovers, and establishes the boundaries that will best support the fulfillment of the corporate mission and objectives. This is primarily a reflective role.

Having established a clear sense of purpose, the "switched-on" manager can then provide assurance, direction, and motivation to his staff and himself. He does this by allocating adequate resources to get the job done, by setting limits, and by otherwise acting as a coach to promote the successful completion of projects that are underway.

In the area of people management, the manager attracts quality employees and associates through effective recruiting and interviewing practices. He selects the right person for the right job. To keep these quality people motivated, the manager - acting as a coach - helps the individuals build necessary skills, provides a compensation package that meets their needs, and designs an organization package that provides job flexibility, job security, personal and professional growth, and a pleasant work environment. The "switched-on" manager understands the significance of developing a strong corporate commitment that will meet his own needs and those of his associates. Establishing and nurturing such a corporate commitment helps to produce a diverse, creative, motivated, and productive work force.

PLANNING AND DECISION MAKING

This section deals with the classical managerial functions of planning, organizing, and decision-making. The decision-making process requires that the manager choose a course of action from two or more alternatives that will contribute to the corporate vision. She realizes that a correct decision will provide a win-win scenario, benefiting the organization by providing the opportunity for personal growth and increased knowledge for herself, her associates, and the company. The functions required of the manager in this phase are intuitive and analytical in nature.

To increase the reliability of the decision-making process, she must be capable of creating strategies and road maps that assist in recognizing, organizing, and clarifying the alternative choices.

Astute managers are highly attuned to the world around them and scan the work environment seeking challenges and opportunities to be managed and solved.

This "switched-on" manager has deep convictions which enable her to assertively establish goals aligned with the corporate vision. The "switched-on" manager also provides for her own self advancement in a positive, responsible manner.

DIRECTING AND PROBLEM SOLVING

Good managers have a highly trained team of networkers on whom they can rely for astute observations and problem-solving contributions. A keen manager recognizes that the failure to head off a disastrous situation early can greatly diminish his effectiveness.

Once the manager becomes aware of a problem, he can, by virtue of his leadership, quickly set the priorities that will transform the situation, direct the necessary resources to the problem, and coordinate the operation.

The "switched-on" manager is an excellent negotiator and facilitator. These functions are supported by his ability to relate with people authentically and naturally.

COMMUNICATION AND TEAM BUILDING

A good manager never assumes that people understand what she means. She realizes the importance of two-way communication. She knows that effective listening skills are the basis of clear communication and possesses or secures the skills that enhance this function.

She creates trust by being open in her communication, and when appropriate, respects the privacy of the communication. She is observant of others' non verbal cues and acknowledges their feelings. Accordingly, her verbal and non verbal communications are congruent.

As an effective team builder, this "switched-on" manager functions naturally in a cooperative environment and possesses the personal skills to be an objective participant in team sessions. She neither attacks group members nor takes sides. Instead, she sets a climate and social environment that breeds and nurtures a participatory structure by allowing members freedom to express divergent views, giving each participant a meaningful role in the process, and establishing mechanisms for resolving problems and disagreements.

BEING PRODUCTIVE AND SUPPORTING COMPANY GOALS

"Throughput," which is the rate at which goods and services are translated into profits, is the key objective in being productive and supporting organizational goals. The manager's function here is to stabilize, support, and nurture the workforce so that workers feel centered and focused on generating the required throughput. This phase of a manager's role is often viewed as the maintenance role. If executed well, it will provide the energy for corporate growth, wellness, and development.

The "switched-on" manager in performance of this role is not interested in ensuring that all of his subordinates and/or team members are busy, but that they are all moving toward the goal. Productivity means accomplishing your goal, and the task is to synthesize the individual's goals with the corporate goals. When these are aligned, every action increases productivity and brings the person closer to their goal.

TOTAL QUALITY MANAGEMENT

The term "quality management" was first used by W. Edwards Deming to describe his revolutionary theories and techniques for generating quality management. More recently this field has been addressed by the Goldratt Institute through its "Theory of Constraints (TOC)" and Dr. Peter Senge with his work on "Learning Organizations".

The root to the success of the business is found in quality management. In this mode, corporate ethics and values are upheld as the company moves through the life-sustaining process of transforming its goods and services into profits. This flow of taking in, letting go, transforming, and reinvesting is the primary concern of this function. It is an activity that supports all of the rest of the activities, giving life and meaning to its actions.

The "switched-on" manager has an inner balance and strength that reflects outwardly, thus providing inspiration to others. This harmony is reflected by the high degree of quality in company activities, as well as in its relationship with the environment. The key to this is found in sustaining all relationships while in alignment with the manager's core values.

Questionnaire Results Analysis

Overall Responses

Figure 1 illustrates the pre- and post-seminar responses of the SOM participants to all questions. On the pre-seminar questionnaire, 36% of participants Disagreed or Strongly Disagreed with all of the statements. On the post-seminar questionnaire, negative responses fell to 3% in the Disagree category. Those answering Agree or Strongly Agree increased from 56% before the seminar to 97% after the seminar. Those who responded in the Strongly Agree category at the beginning of the seminar rose from 17% to 49% by the end of the seminar.

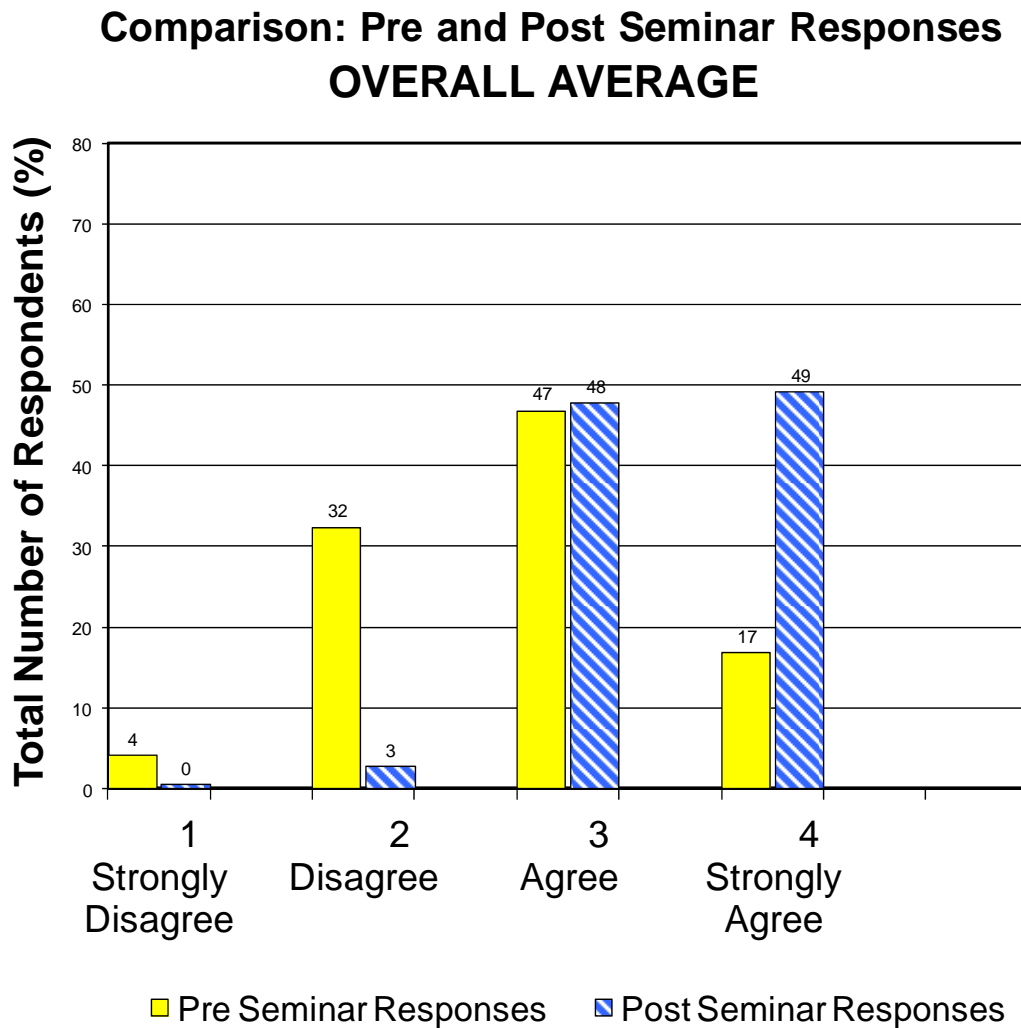


Figure 1. Overall Average of Pre and Post Seminar Responses

Responses To Select Questions Reveal Significant Changes

The responses to the following individual questions measured the most significant changes that occurred from the beginning of the seminar to the end of the seminar in the participants' attitudes. Appendix B contains all the other graphs with a summary description written about each one.

Question:

- *I manage my resources well because my purpose is clear*

Figure 2 illustrates that 71% of participants replied either Strongly Disagree or Disagree on the pre-seminar questionnaire while 29% responded Agree or Strongly Agree. On the post-seminar questionnaire, 97% of participants indicated Agree or Strongly Agree. The Strongly Agree category moved up from 13% selecting it at the beginning of the seminar to 42% selecting it at the end of the seminar. Conversely, the number of attendees indicating Strongly Disagree dropped from 10% to 0% while those responding Disagree dropped from 61% to 3%.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I MANAGE MY RESOURCES WELL BECAUSE MY
PURPOSE IS CLEAR**

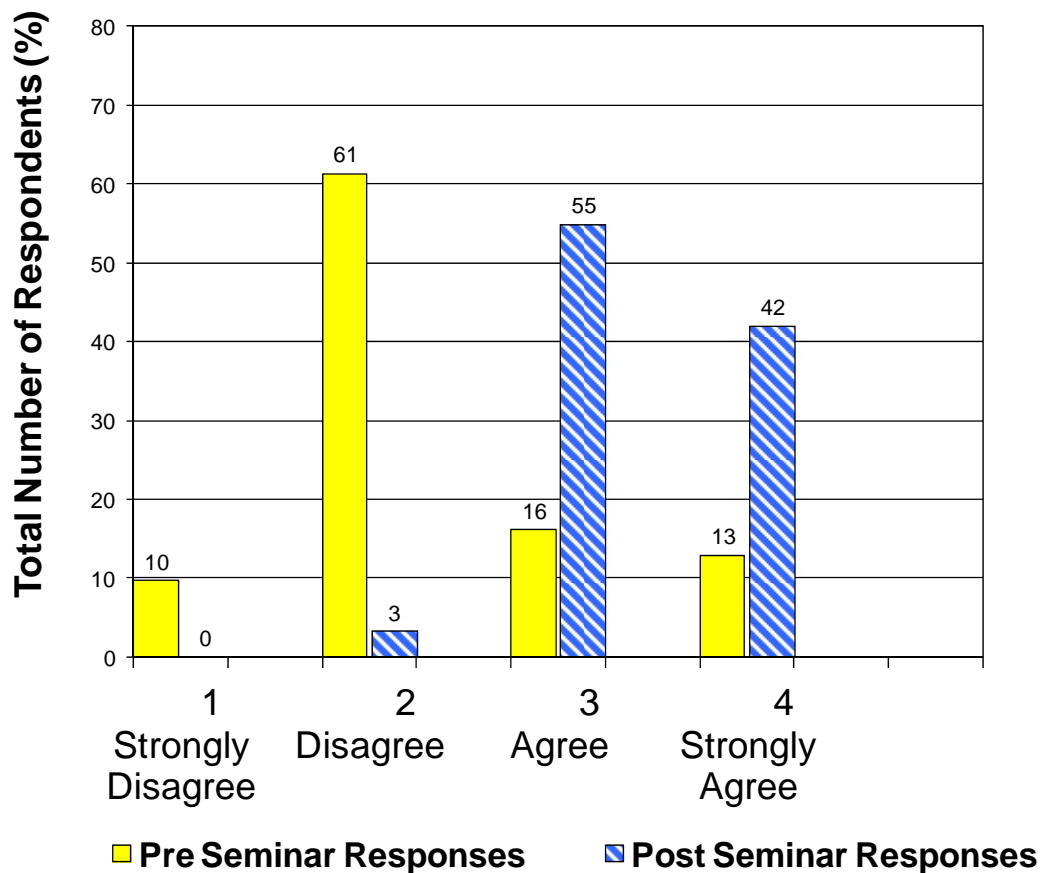


Figure 2. I Manage My Resources Well Because My Purpose is Clear

Question:

- *I discipline and fire personnel when appropriate*

On the pre-seminar questionnaire, only 23% of participants responded Agree and 8% responded Strongly Agree to this question while 65% responded Disagree and 4% responded Strongly Disagree. On the post-seminar questionnaire, 73% responded Agree and 23% responded Strongly Agree. The number of managers responding Disagree dropped from 65% to 4% and Strongly Disagree dropped to zero by the end of the seminar.

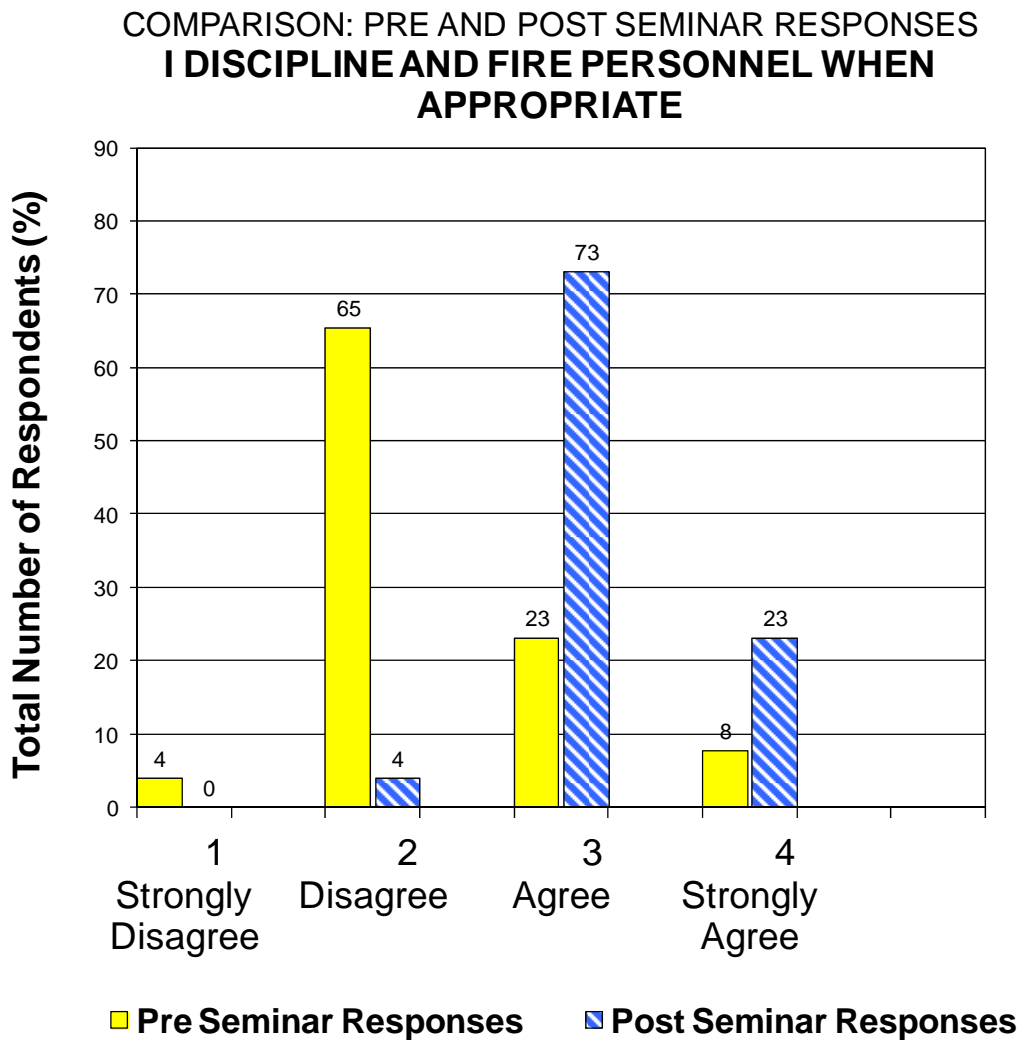


Figure 3. I discipline and fire personnel when appropriate

Question:

- *I negotiate confidently and successfully*

On the pre-seminar questionnaire, 4% responded Strongly Disagree and 48% selected Disagree while 40% responded Agree and 8% Strongly Agree. On the post-seminar questionnaire, no one selected Strongly Disagree and only 4% selected Disagree while 72% responded Agree and 24% Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I NEGOTIATE CONFIDENTLY AND SUCCESSFULLY**

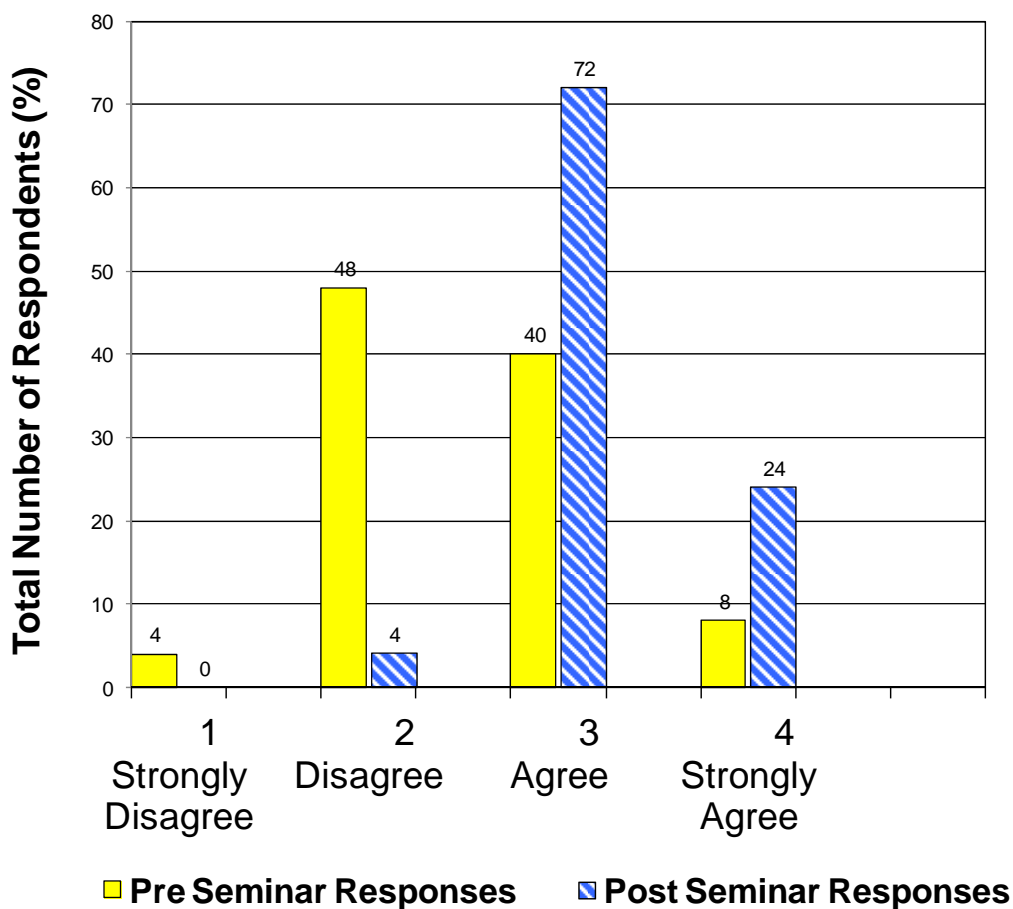


Figure 4. I negotiate confidently and successfully

Question:

- *I manage my own resources wisely*

On the pre-seminar questionnaire, 6% responded Strongly Disagree and 48% selected Disagree while 39% responded Agree and 6% Strongly Agree. On the post-seminar questionnaire, no one selected Strongly Disagree and only 3% selected Disagree while 61% responded Agree and 36% Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I MANAGE MY OWN RESOURCES WISELY**

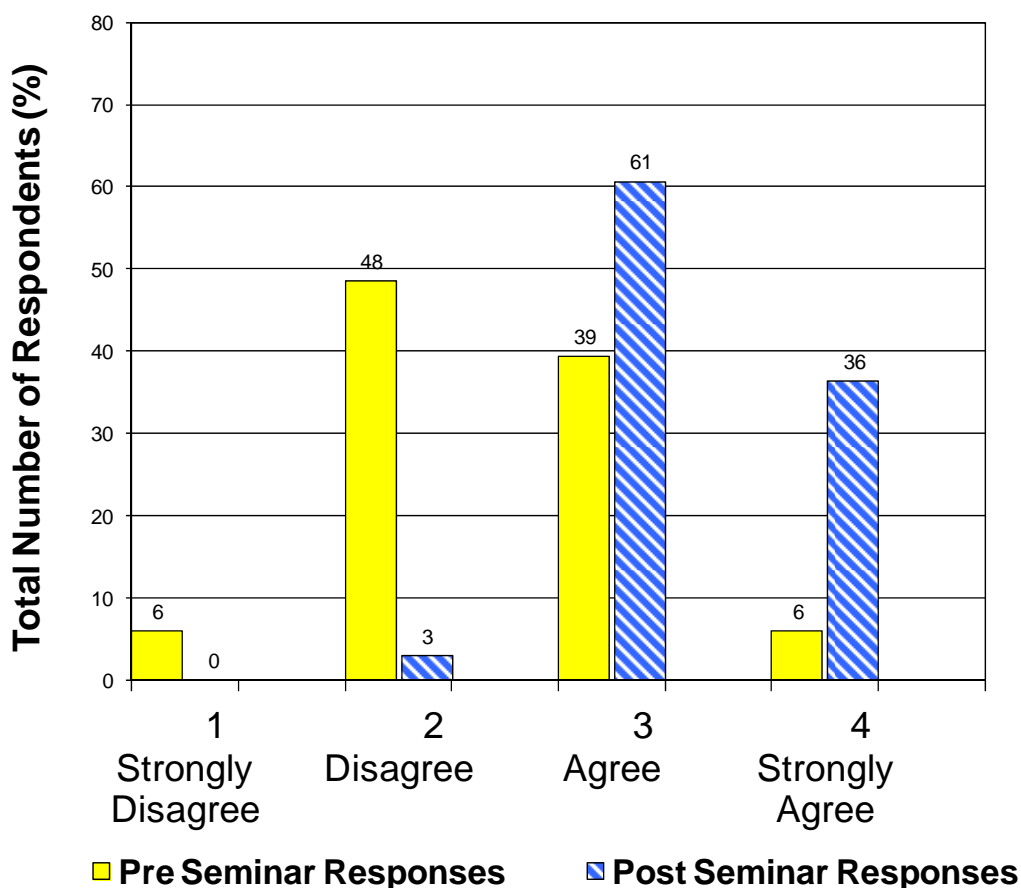


Figure 5. I manage my own resources wisely

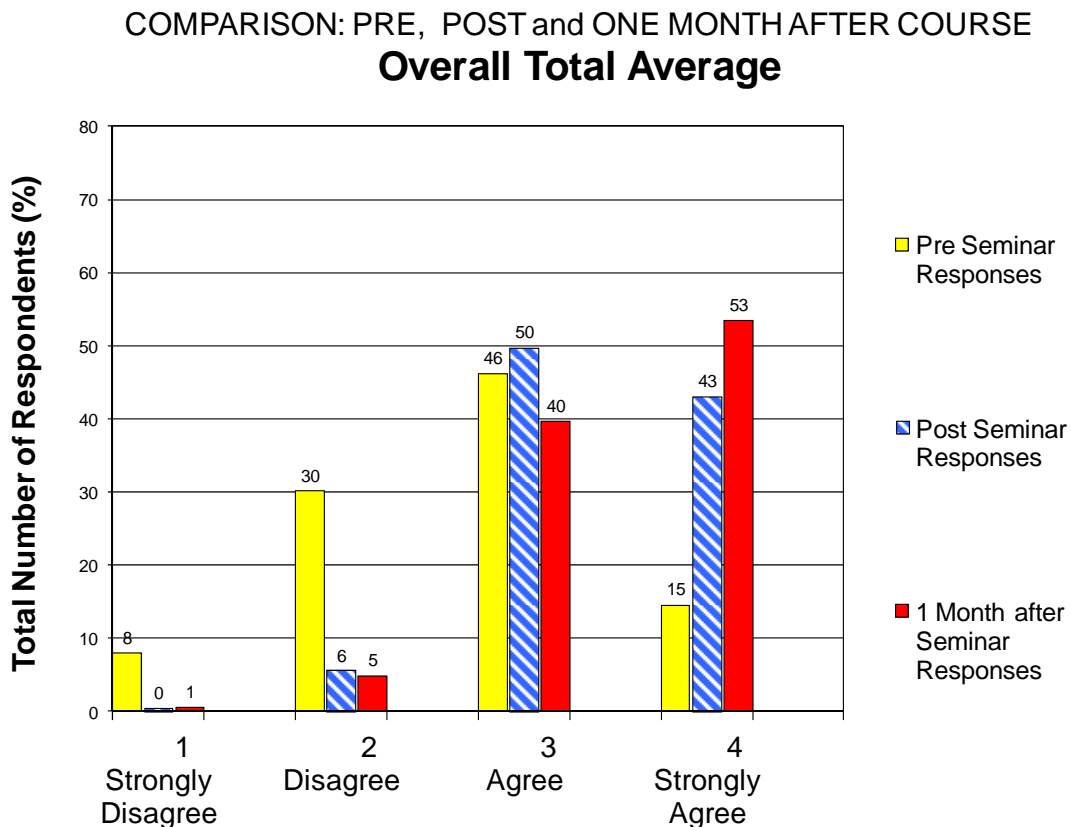
Projected One-Month Follow-Up Results

As mentioned previously, Switched-On Management Seminar attendees completed questionnaires before the seminar began and immediately following the conclusion of the seminar. The participants' responses to the first questionnaire provided a baseline measurement of their self-perception to the management process. The questionnaire that participants completed at the end of the seminar indicated whether the material presented and the process in the seminar had changed their perception of themselves.

One month later, the seminar participants received a copy of their pre and post seminar questionnaire responses and they were asked to fill it out a third time and return it to our office. Only several of these questionnaires were returned. The purpose of this was to determine whether the changes indicated with the post seminar questionnaire were genuine and lasting or the result of a *seminar high*, which occurs when a participant leaves a seminar motivated to change but returns to old behavioral patterns within days of the seminar's conclusion.

Although we did not have enough responses to the one-month follow-up to make that determination for the SOM Seminar, we do have the results of two similar studies, where enough participants returned their questionnaires after one month allowing us to project probable results for the SOM Seminar participants. The similar studies that were used for this analysis were the Switched-On Selling (SOS) Seminar, which had 695 participants, and the Switched-On Network Marketing (SONM) Seminar, which had 95 participants. Similar to SOM, an analysis of both the SOS and SONM Seminars showed the same type of positive changes on all graphs for all participants, which indicated that participants positively changed their view of themselves in the sales and network marketing processes during the seminar. These changes not only held but improved even further when analyzed with the participants who completed the questionnaires one month later.

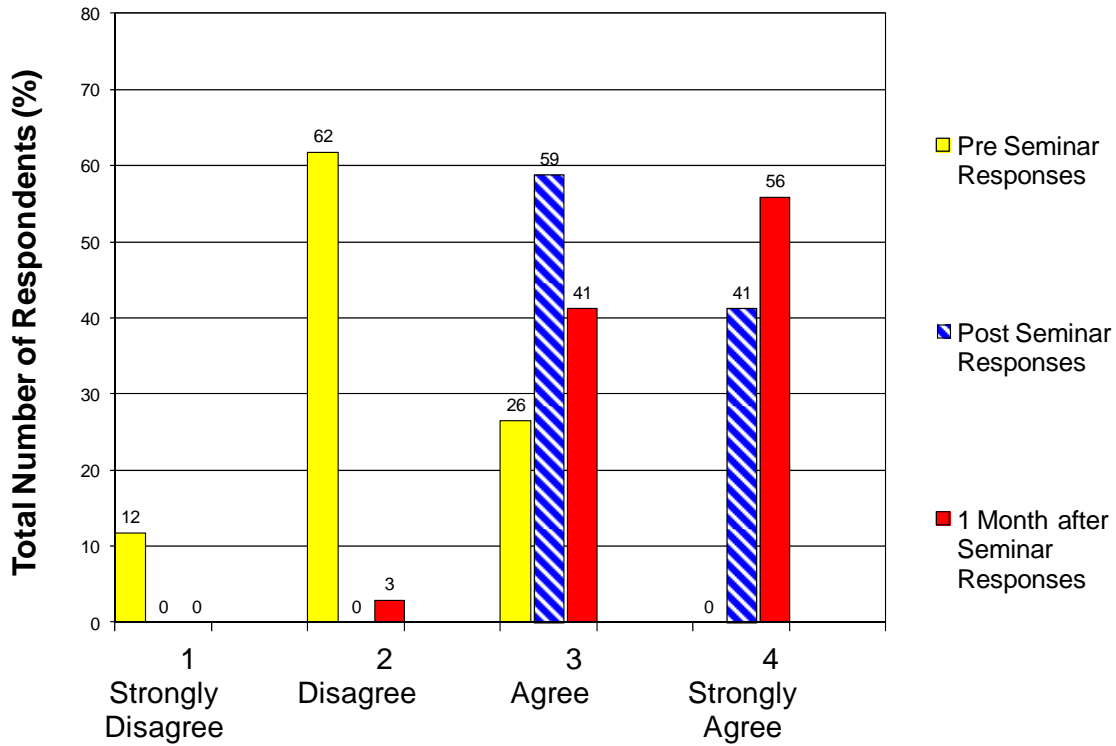
Based on these results, I am extrapolating a similar result with SOM participants. See Figure 6 for the SOS One-Month Later Overall Averages and Figure 7 for the SONM One-Month Later Overall Averages.



*Pre and Post SOS respondents limited to those who returned 1 Month Later survey

Figure 6. SOS One-Month Later Overall Averages

COMPARISON: PRE, POST and ONE MONTH AFTER COURSE
Overall Total Average



*Pre and Post SONM respondents limited to those who returned 1 Month Later survey

Figure 7. SONM One-Month Later Overall Averages

Based on these companion studies, one can predict that the SOM seminar has a strong probability of having a similar long-term effect on its participants' success in management. For the complete Switched-On Selling Seminar and the Switched-On Network Marketing Research Reports, visit <http://www.Teplitz.com/research.htm>.

Comments from Participants

EASY... YET POWERFUL!

"The process is simple and amazingly effective with proven instant results!"

Patricia Scott
Guelph, Ontario

ACHIEVING MORE WITH LESS STRESS

"As a result of the Switched-On Management™ Seminar, I am able to accomplish more in less time... I've stopped feeling stressed-out by too much to do in too little time. Almost daily, I apply the quick stress techniques I have learned. I've also gained insights into how I relate to those I manage and how the people I manage affect how I feel and behave."

Kay W. Hurley, Director of Membership Services
Tidewater Builders Association
Chesapeake, VA

SWITCHED-ON!

"My biggest "ah-ha!" from the course was learning how quickly I can "turn on" my brain to allow me to move through an obstacle or blockage. I've really regained control of my total day."

Mark A. Carlson, President
Minnesota Mailing Solutions
Golden Valley, MN

MANAGE MY BUSINESS EFFICIENTLY

"I gained the confidence that I can not only manage my business efficiently and more effectively but also my life."

Dr. N. Rashida
Hyderabad, AP, India

RECEIVED CLARITY AND KNOWLEDGE

"The seminar was excellent. I received clarity and knowledge about the process."

Debora Morrison
Stratford, Ontario

ANYONE CAN USE THIS SYSTEM!

"This is an organized, user-friendly system. It's excellent!"

Katherine Marshall
Dallas, Texas

EASY TO MAKE CHANGES

"I was quite surprised by how easy it was to determine the areas of weakness and to make the change. The course was very comprehensive and easy to follow."

Sharon Ruder
Prescott Valley, AZ

For information about having Dr. Teplitz speak to your group, call 800 77-RELAX or email Info@Teplitz.com.

Switched-On Management Pre- and Post-Seminar Questionnaire

MANAGING RESOURCES

1. I manage my own resources wisely.
 Strongly agree Agree Disagree Strongly Disagree
2. I motivate others to be and do their best.
 Strongly agree Agree Disagree Strongly Disagree
3. I manage the human and physical resources of the business wisely.
 Strongly agree Agree Disagree Strongly Disagree
4. I manage my resources well because my purpose is clear.
 Strongly agree Agree Disagree Strongly Disagree

PLANNING AND DECISION MAKING

5. I advance myself in my career.
 Strongly agree Agree Disagree Strongly Disagree
6. I easily and effectively understand and use goal setting in the planning process.
 Strongly agree Agree Disagree Strongly Disagree
7. I clearly and effectively establish business strategies.
 Strongly agree Agree Disagree Strongly Disagree
8. I bring to awareness my attitudes and beliefs around the budgeting process.
 Strongly agree Agree Disagree Strongly Disagree
9. I am assertive and accept others' assertiveness.
 Strongly agree Agree Disagree Strongly Disagree
10. I comfortably and confidently make decisions.
 Strongly agree Agree Disagree Strongly Disagree
11. I effectively interview and confidently hire others.
 Strongly agree Agree Disagree Strongly Disagree
12. I use competition positively.
 Strongly agree Agree Disagree Strongly Disagree
13. I am flexible in appropriate situations.
 Strongly agree Agree Disagree Strongly Disagree

DIRECTING AND PROBLEM SOLVING

14. I negotiate confidently and successfully.
 Strongly agree Agree Disagree Strongly Disagree
15. I easily facilitate and effectively run a meeting.
 Strongly agree Agree Disagree Strongly Disagree
16. I am an effective and successful leader.
 Strongly agree Agree Disagree Strongly Disagree
17. I relate to others effectively.
 Strongly agree Agree Disagree Strongly Disagree

COMMUNICATION AND TEAM BUILDING

18. I communicate openly and effectively.
 Strongly agree Agree Disagree Strongly Disagree
19. I integrate playfulness into the work environment.
 Strongly agree Agree Disagree Strongly Disagree
20. I easily, effectively and successfully network with others.
 Strongly agree Agree Disagree Strongly Disagree
21. I develop and effectively use good team relationships.
 Strongly agree Agree Disagree Strongly Disagree
22. I am comfortable and confident when I'm talking in front of a group.
 Strongly agree Agree Disagree Strongly Disagree

BEING PRODUCTIVE AND SUPPORTING COMPANY GOALS

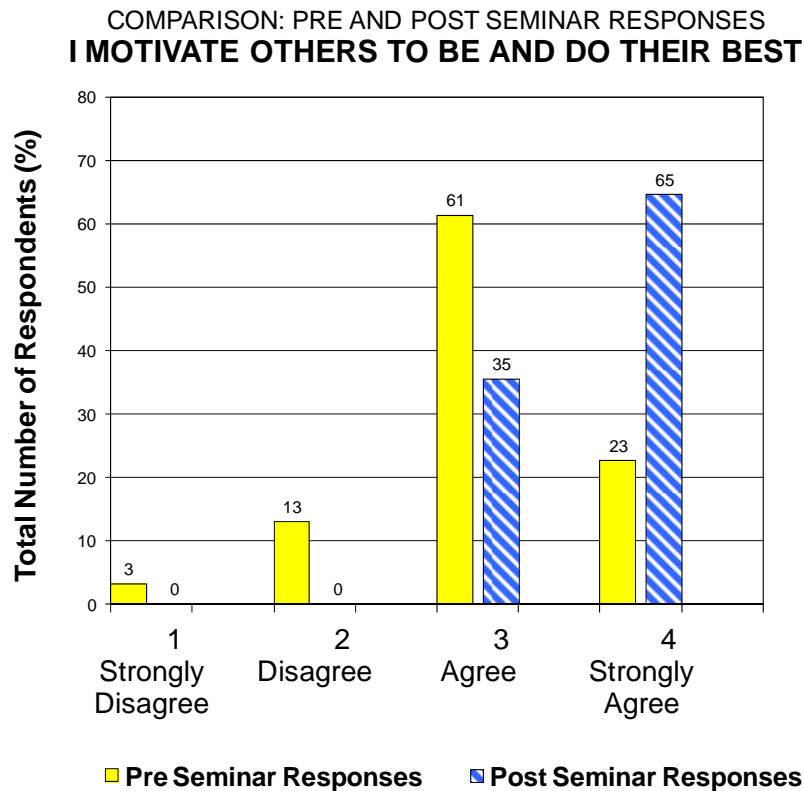
23. I maintain and structure my work environment.
 Strongly agree Agree Disagree Strongly Disagree
24. I provide a stabilizing influence.
 Strongly agree Agree Disagree Strongly Disagree
25. I support and nurture others.
 Strongly agree Agree Disagree Strongly Disagree
26. I remain centered in the midst of chaos and confusion.
 Strongly agree Agree Disagree Strongly Disagree

QUALITY MANAGEMENT

27. I welcome appropriate change.
 Strongly agree Agree Disagree Strongly Disagree
28. I inspire myself and others to do their best.
 Strongly agree Agree Disagree Strongly Disagree
29. I maintain inner balance and strength.
 Strongly agree Agree Disagree Strongly Disagree
30. I discipline and fire personnel when appropriate.
 Strongly agree Agree Disagree Strongly Disagree

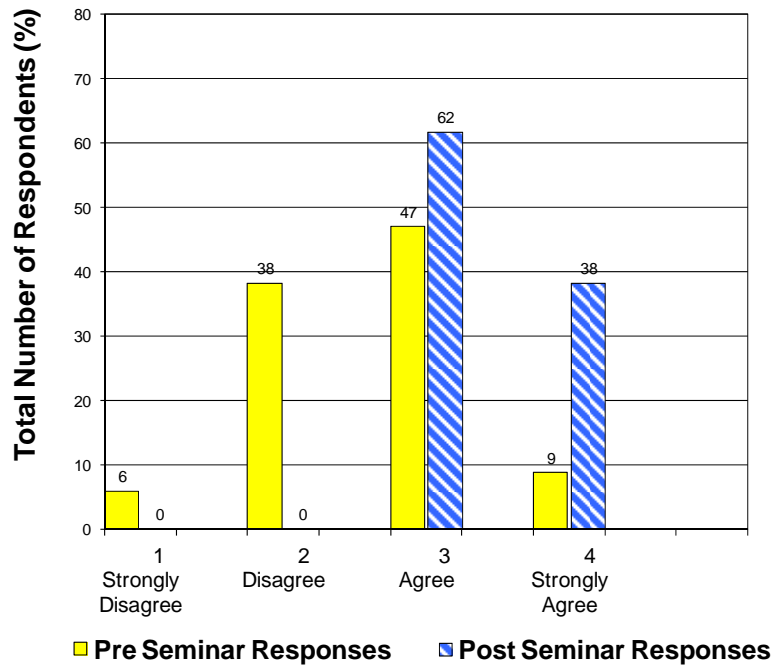
Appendix B. Pre- and Post-Questionnaire Results

The following graphs contain the pre-seminar and post-seminar responses to all the other questions contained in the questionnaire.



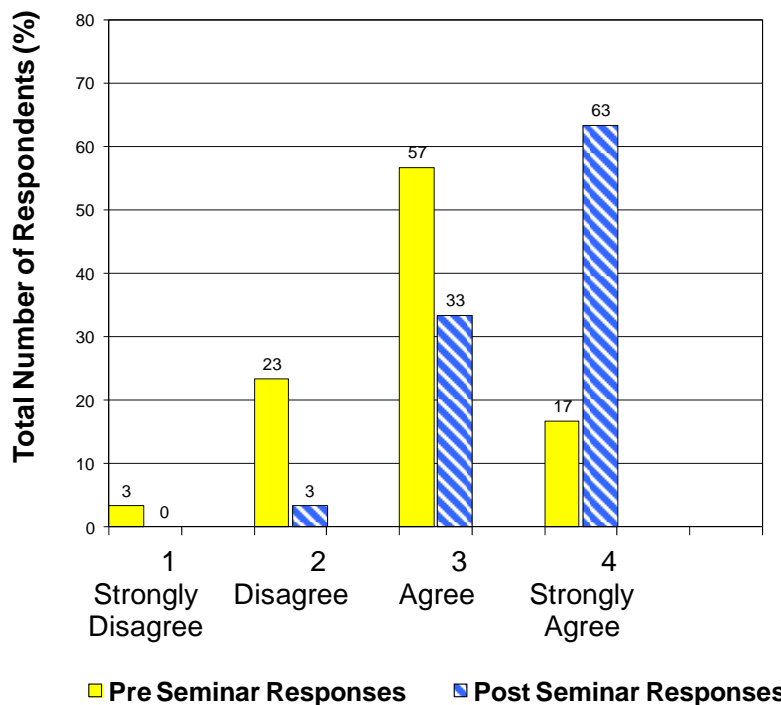
In the pre-seminar responses, 3% responded Strongly Disagree and 13% responded Disagree while 61% responded Agree and 23% responded Strongly Agree. At the end of the seminar, those who responded Strongly Agree increased to 65% with the remainder of 35% responding Agree. No one was on the negative side at the end of the seminar.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I MANAGE THE HUMAN AND PHYSICAL RESOURCES OF THE BUSINESS WISELY



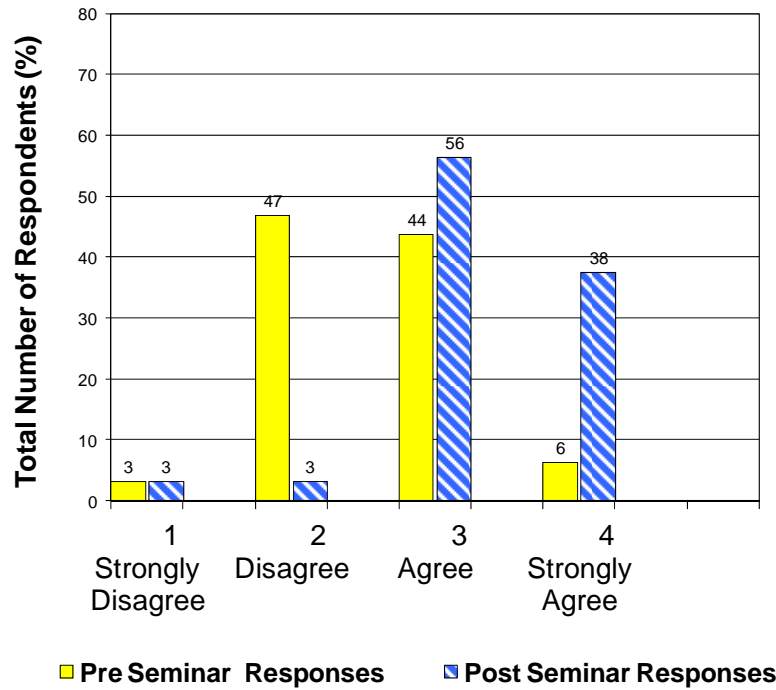
In the pre-seminar responses, 44% responded Strongly Disagree and Disagree while 47% responded Agree and 9% responded Strongly Agree. In the post-seminar responses no one was on the negative side and 62% responded Agree and 38% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I ADVANCE MYSELF IN MY CAREER



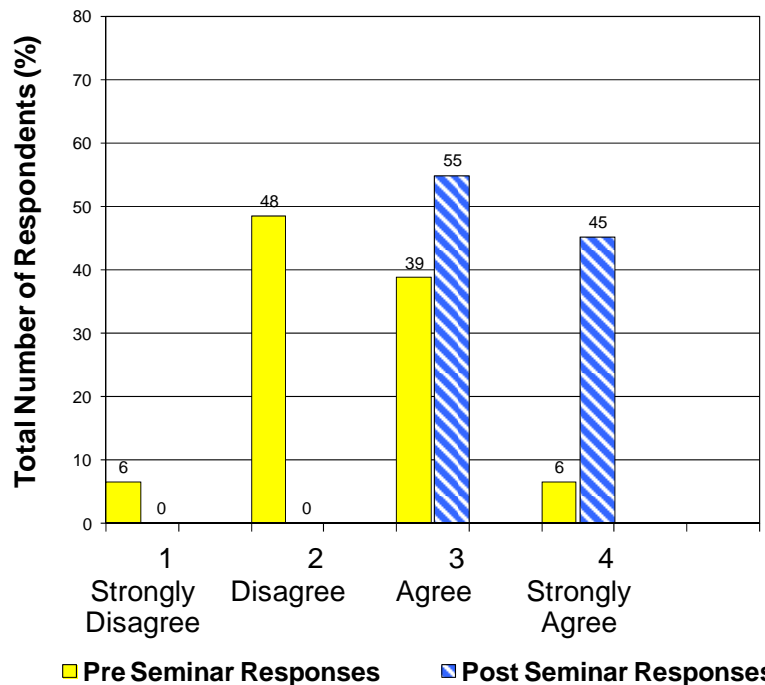
In the pre-seminar responses, 26% responded Strongly Disagree or Disagree while on the positive side 57% responded Agree and 17% responded Strongly Agree. In the post-seminar responses, only 3% responded Disagree while 33% responded Agree and 63% now responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I EASILY AND EFFECTIVELY UNDERSTAND AND USE
GOAL SETTING IN THE PLANNING PROCESS**



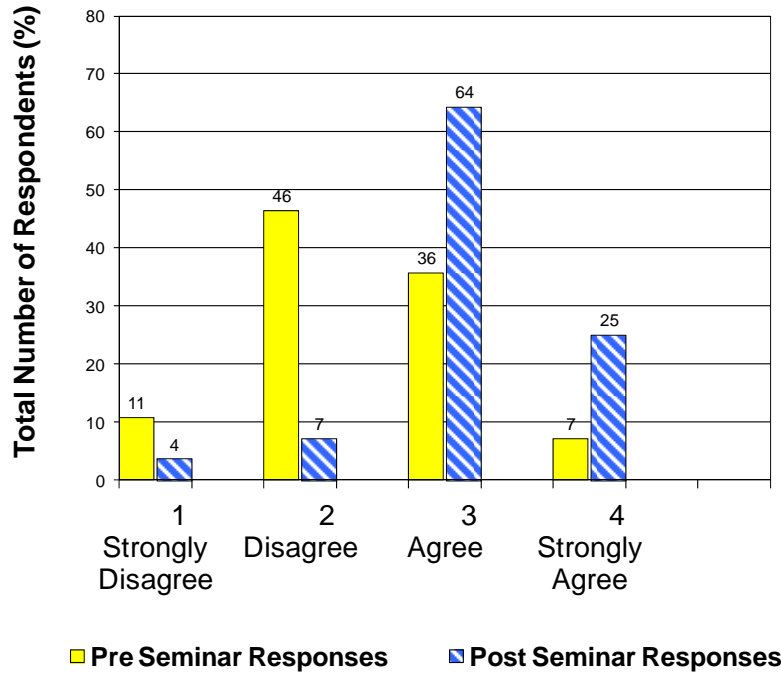
In the pre-seminar responses, 50% responded Strongly Disagree and Disagree while 44% responded Agree and 6% responded Strongly Agree. In the post-seminar responses, 6% still were on the negative side while 56% responded Agree and 38% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I CLEARLY AND EFFECTIVELY ESTABLISH
BUSINESS STRATEGIES**



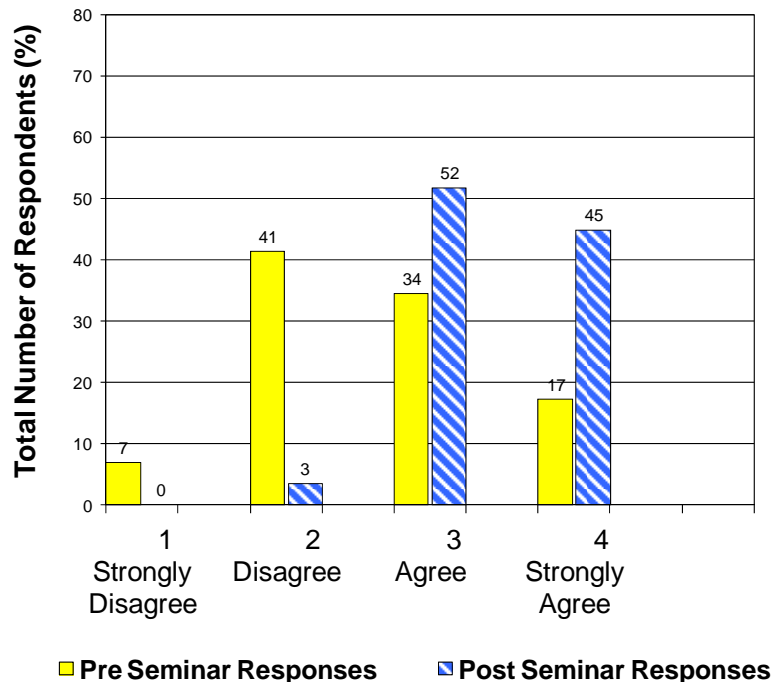
In the pre-seminar responses, 54% responded Strongly Disagree and Disagree while 39% selected Agree and 6% selected Strongly Agree. In the post-seminar responses, 100% responded Agree (55%) and Strongly Agree (45%).

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I BRING TO AWARENESS MY ATTITUDES AND BELIEFS
AROUND THE BUDGETING PROCESS**



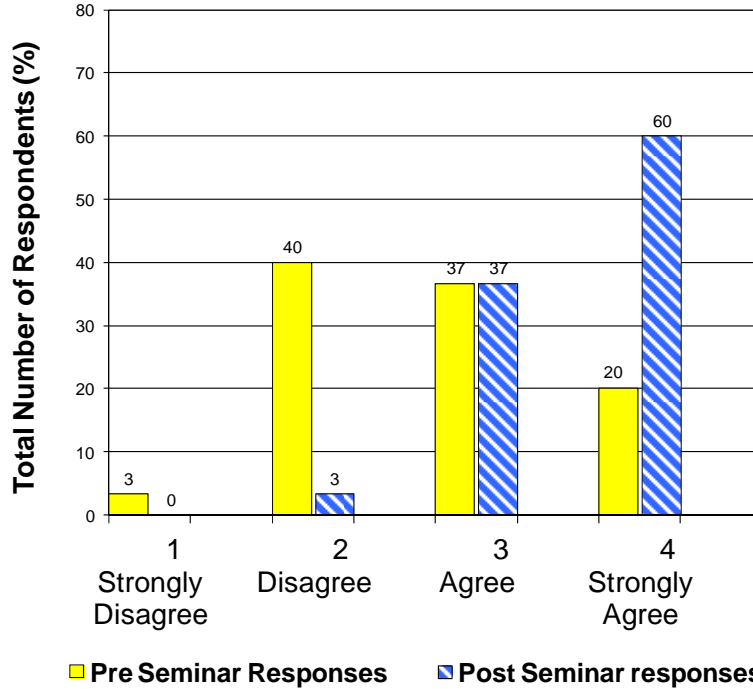
In the pre-seminar responses, 11% responded Strongly Disagree and 46% responded Disagree while 38% responded Agree and 7% responded Strongly Agree. In the post-seminar responses, there were still 11% on the negative side and on the positive side, 64% responded Agree and 25% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I AM ASSERTIVE AND ACCEPT OTHERS' ASSERTIVENESS**



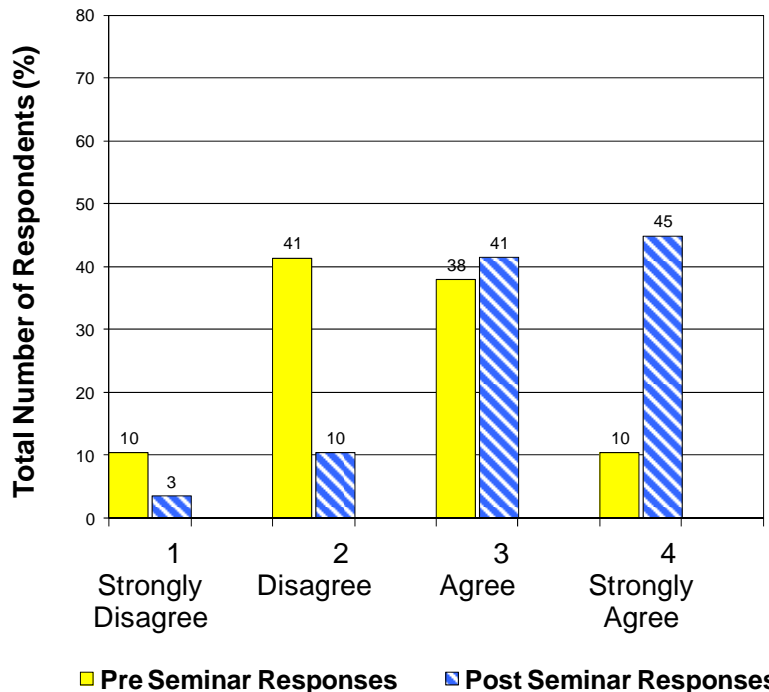
In the pre-seminar responses, 48% responded Strongly Disagree and Disagree while 34% selected Agree and 17% selected Strongly Agree. In the post-seminar responses, only 3% responded Disagree while 52% responded Agree and Strongly Agree increased 45%.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I COMFORTABLY AND CONFIDENTLY MAKE
DECISIONS**



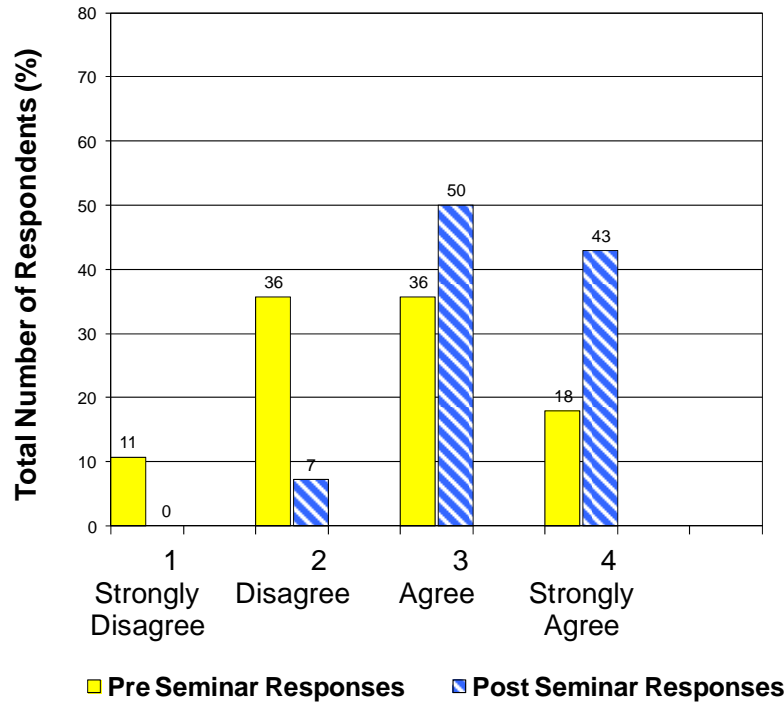
In the pre-seminar responses, 43% responded Strongly Disagree and Disagree while 37% responded Agree and 20% responded Strongly Agree. In the post-seminar responses, only 3% were still on the negative side while 37% responded Agree and 60% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I EFFECTIVELY INTERVIEW AND CONFIDENTLY HIRE
OTHERS**



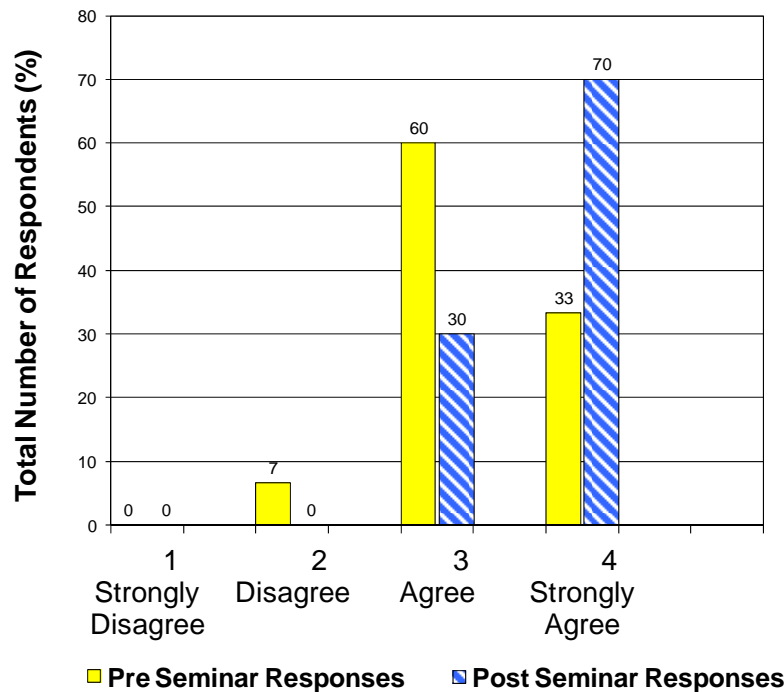
In the pre-seminar responses, 51% responded Strongly Disagree and Disagree and 48% responded Agree or Strongly Agree. In the post-seminar responses, the Strongly Disagree and Disagree percentages dropped to 13% while the Agree and Strongly Agree percentages increased to 86%.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I USE COMPETITION POSITIVELY**



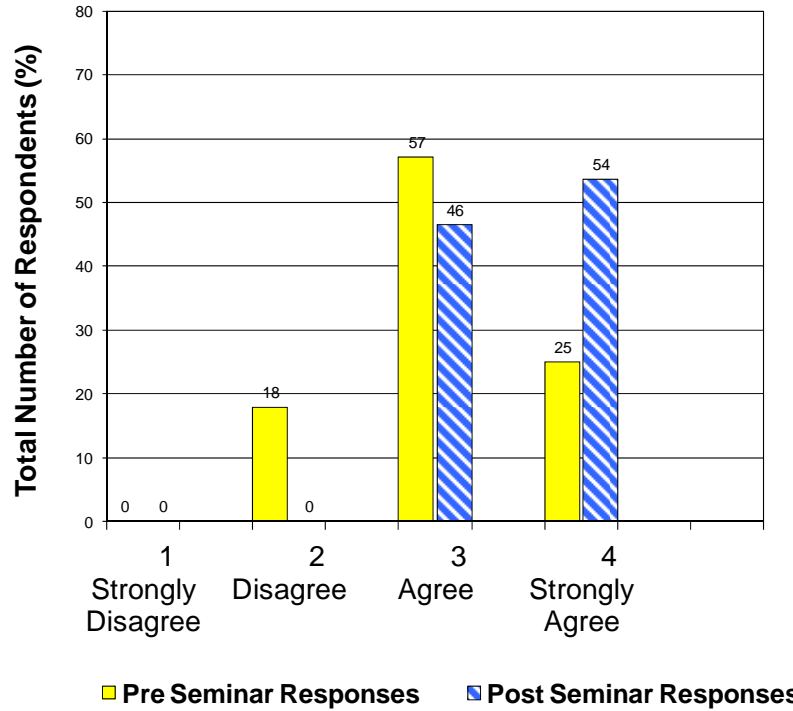
In the pre-seminar responses, 47% responded Strongly Disagree and Disagree while 36% and 18% responded Agree or Strongly Agree. In the post-seminar responses, only 7% were on the negative side while 50% responded Agree and 43% Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I AM FLEXIBLE IN APPROPRIATE SITUATIONS**



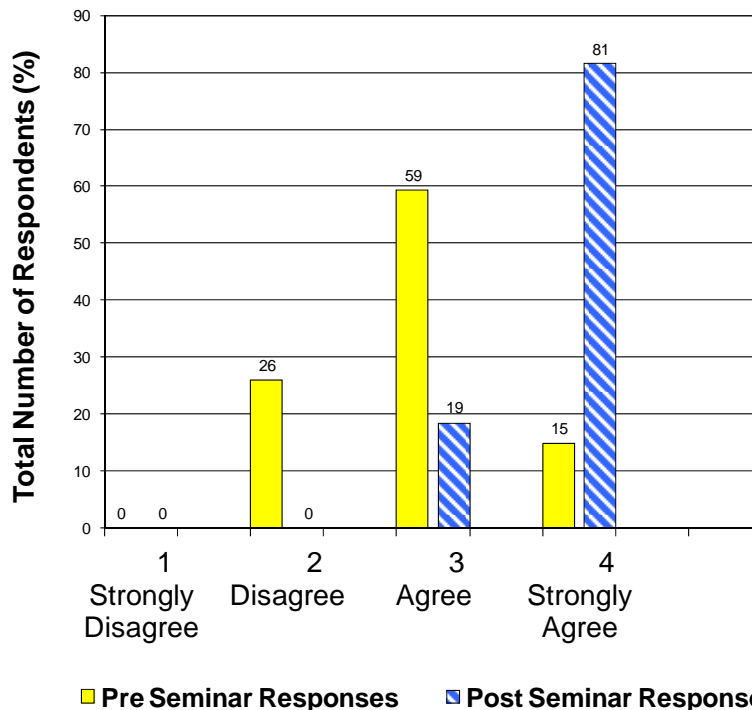
In the pre-seminar responses, 7% responded Disagree while 60% Agree and 33% responded Strongly Agree. In the post-seminar responses, no one was on the negative side while 30% responded Agree and 70% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I EASILY FACILITATE AND EFFECTIVELY RUN A MEETING**



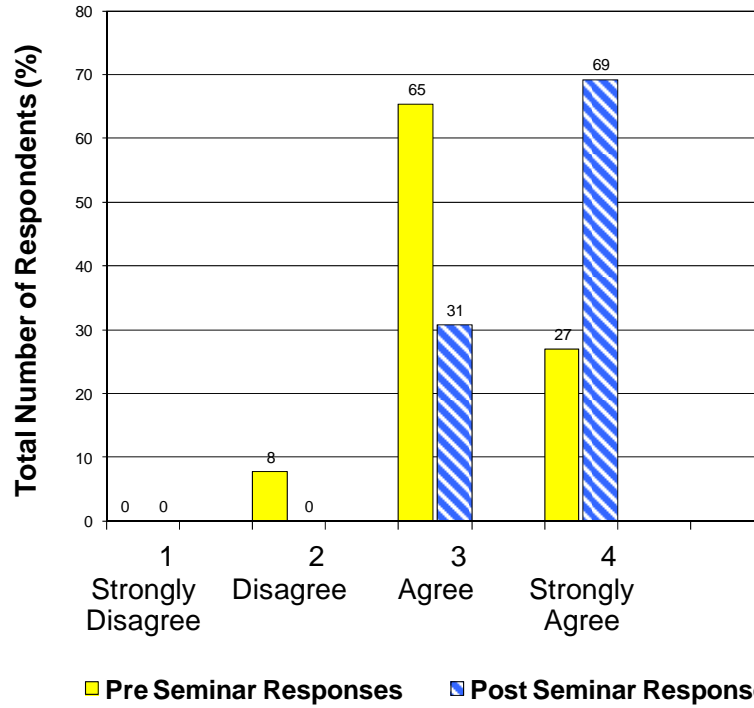
In the pre-seminar responses, 18% responded Disagree while 57% responded Agree and 25% responded Strongly Agree. In the post-seminar responses, no one was on the negative side while 46% responded Agree and 54% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I AM AN EFFECTIVE AND SUCCESSFUL LEADER**



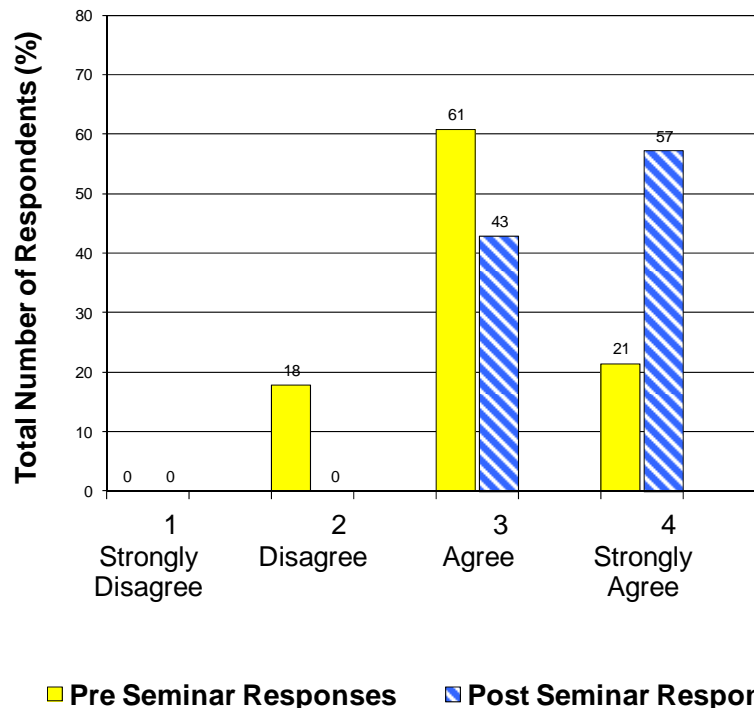
In the pre-seminar responses, 26% responded Disagree, 59% responded Agree and 15% responded Strongly Agree. In the post-seminar responses, no one was on the negative side while 19% responded Agree and 81% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I RELATE TO OTHERS EFFECTIVELY**



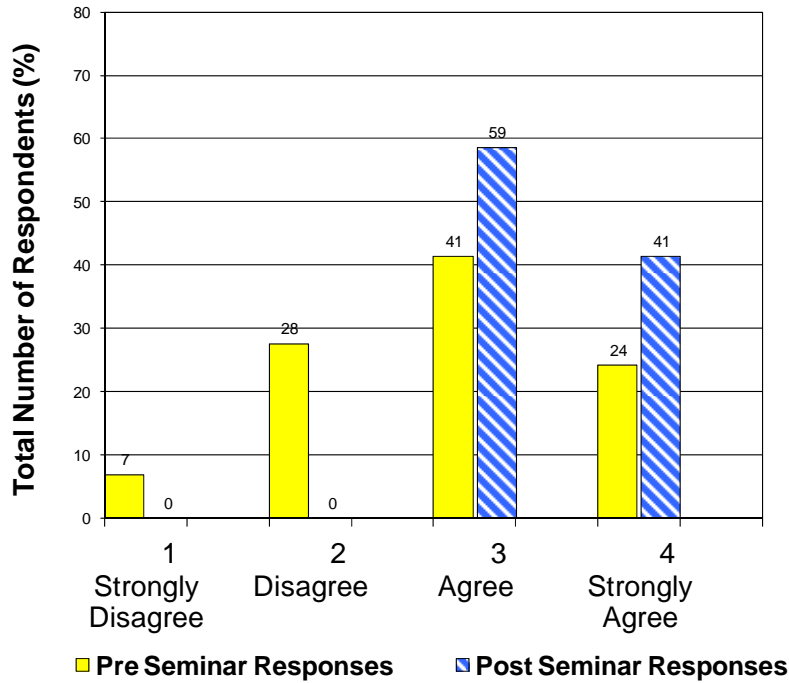
In the pre-seminar responses, 8% responded Disagree while 65% responded Agree and 27% Strongly Agree. In the post-seminar responses, no one responded negatively while 31% responded Agree and 69% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I COMMUNICATE OPENLY AND EFFECTIVELY**



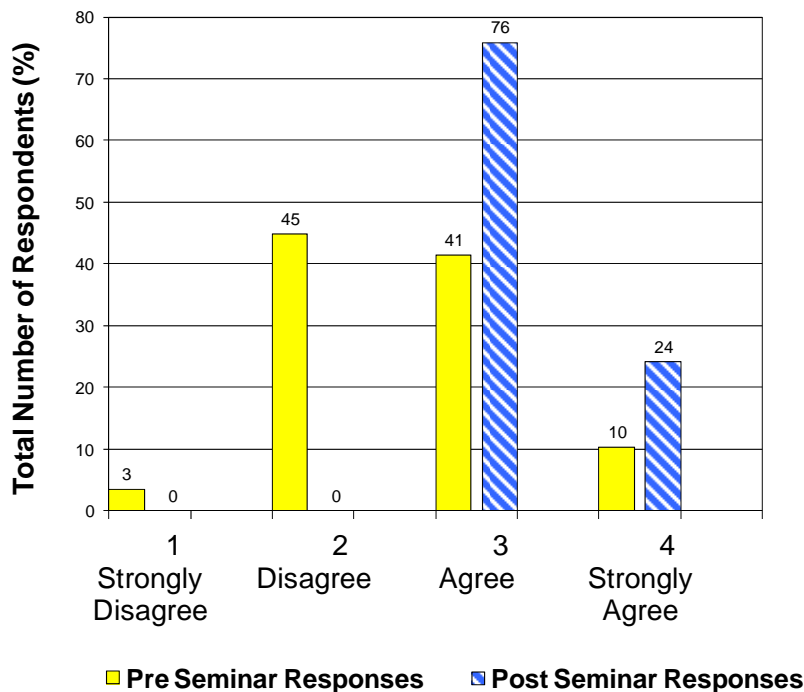
In the pre-seminar responses, 18% responded Disagree while 61% responded Agree and 21% Strongly Agree. In the post-seminar responses, no one was on the negative side while 43% responded Agree and 57% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I INTEGRATE PLAYFULNESS INTO THE WORK ENVIRONMENT



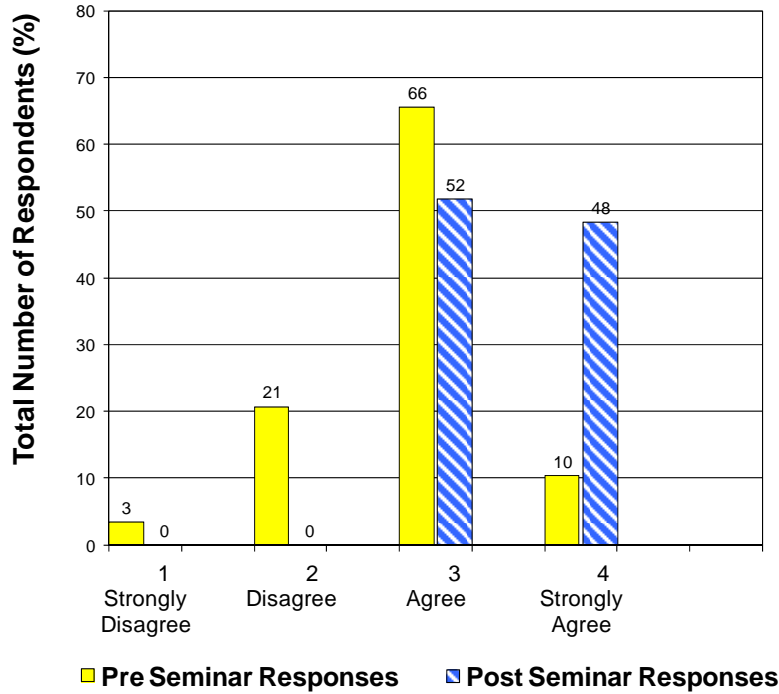
In the pre-seminar responses, 7% responded Strongly Disagree, 28% Disagree, 41% Agree and 24% Strongly Agree. In the post-seminar responses, one on was on the negative side while 59% responded Agree and 41% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I EASILY, EFFECTIVELY AND SUCCESSFULLY NETWORK WITH OTHERS



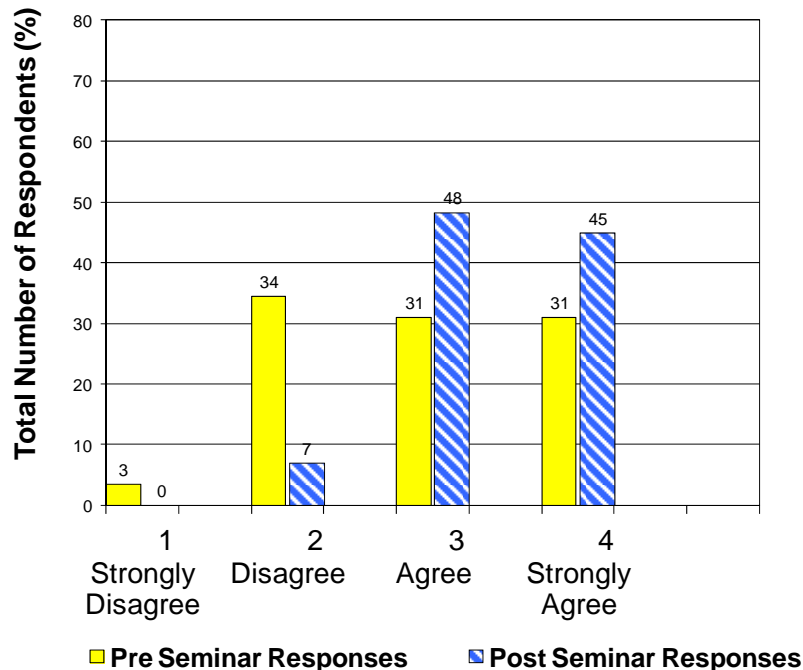
In the pre-seminar responses, 3% responded Strongly Disagree, 45% responded Disagree 41% responded Agree and 10% responded Strongly Agree.. In the post-seminar responses, no one was on the negative side while 76% responded Agree and 24% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I DEVELOP AND EFFECTIVELY USE GOOD TEAM
RELATIONSHIPS**



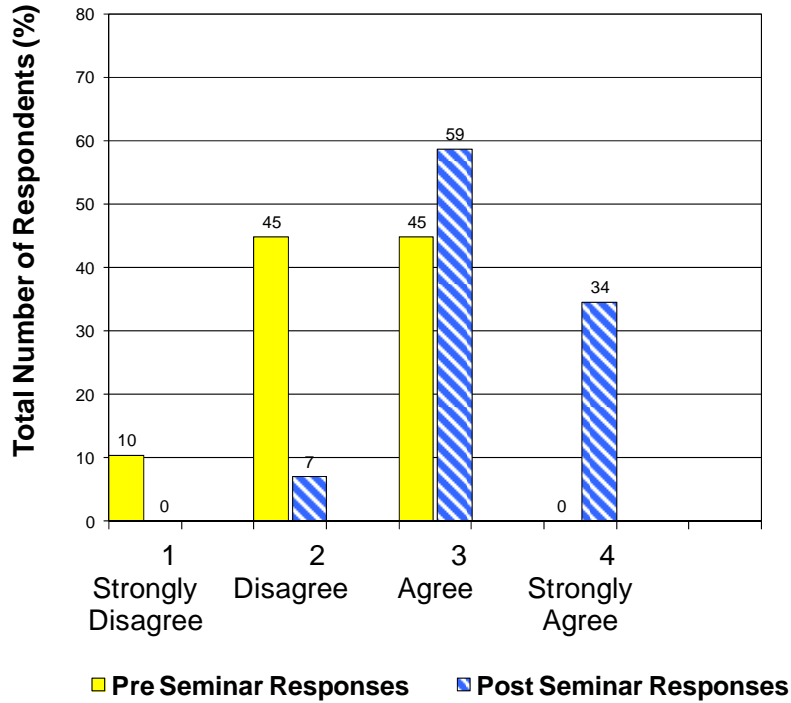
In the pre-seminar responses, 3% responded Strongly Disagree, 21% responded Disagree, 66% Agree and 10% Strongly Agree. In the post-seminar responses, no one way on the negative side while 52% responded Agree and 48% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I AM COMFORTABLE AND CONFIDENT WHEN I'M
TALKING IN FRONT OF A GROUP**



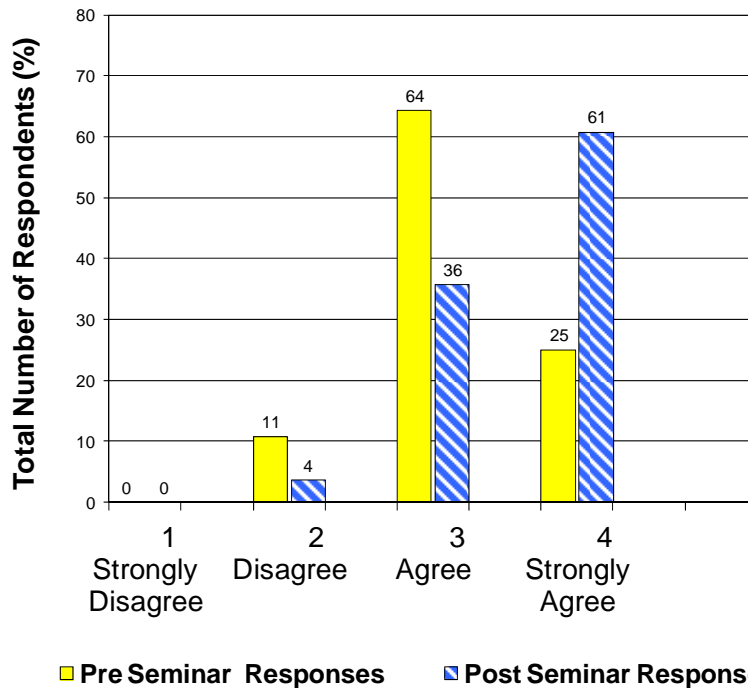
In the pre-seminar responses, 3% responded Strongly Disagree, 34% responded Disagree, 31% responded Agree and 31% responded Strongly Agree. In the post-seminar responses, 7% responded Disagree while 48% responded Agree and 45% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I MAINTAIN AND STRUCTURE MY WORK ENVIRONMENT



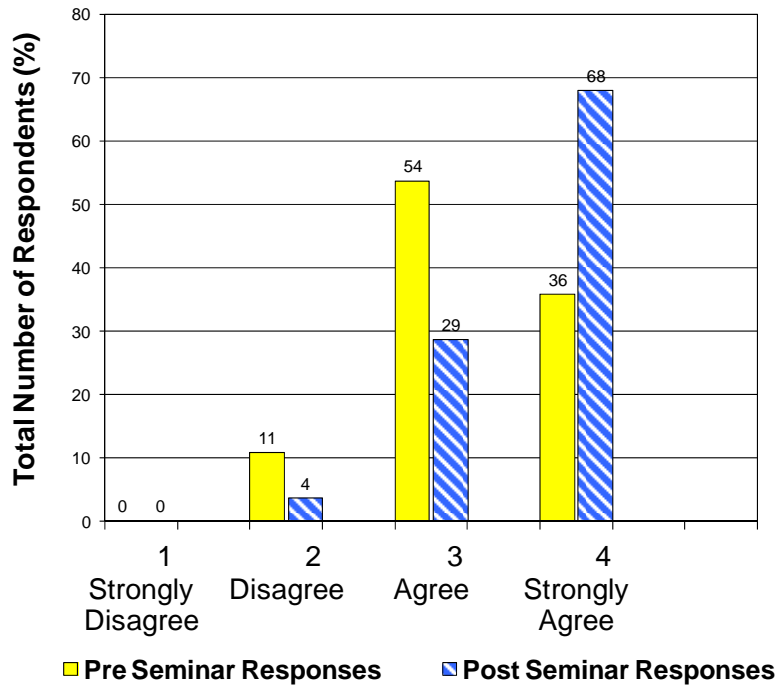
In the pre-seminar responses, 10% responded Strongly Disagree, 45% Disagree and 45% responded Agree. In the post-seminar responses, 7% responded Disagree while 59% responded Agree and 34% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I PROVIDE A STABILIZING INFLUENCE



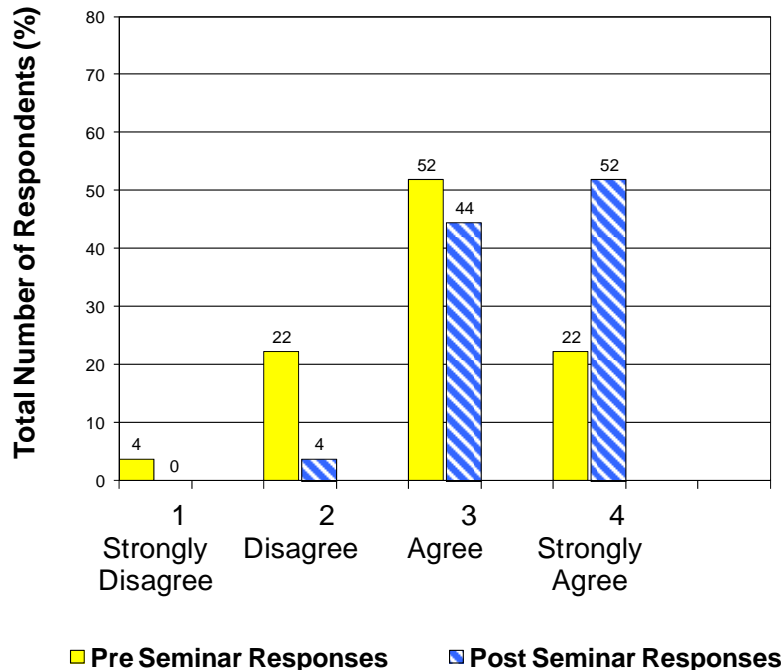
In the pre-seminar responses, 11% responded Disagree, 64% Agree and 25% Strongly Agree. In the post-seminar responses, 4% responded Disagree while 36% responded Agree and 61% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I SUPPORT AND NURTURE OTHERS



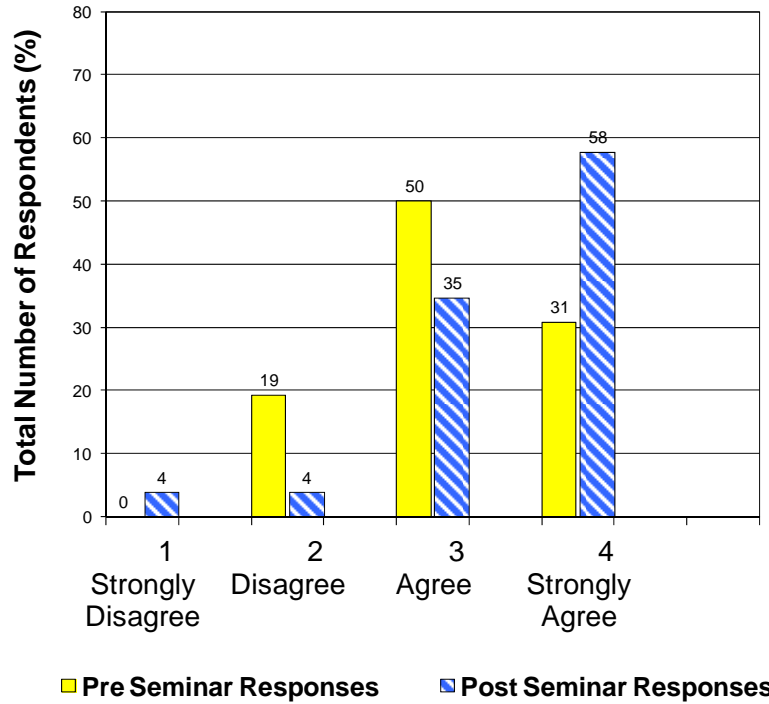
In the pre-seminar responses, 11% responded Disagree, 54% responded Agree and 36% responded Strongly Agree. In the post-seminar responses, 4% responded Disagree while 29% responded Agree and 68% responded Strongly Agree.

COMPARISON: PRE AND POST SEMINAR RESPONSES
I REMAIN CENTERED IN THE MIDST OF CHAOS AND CONFUSION



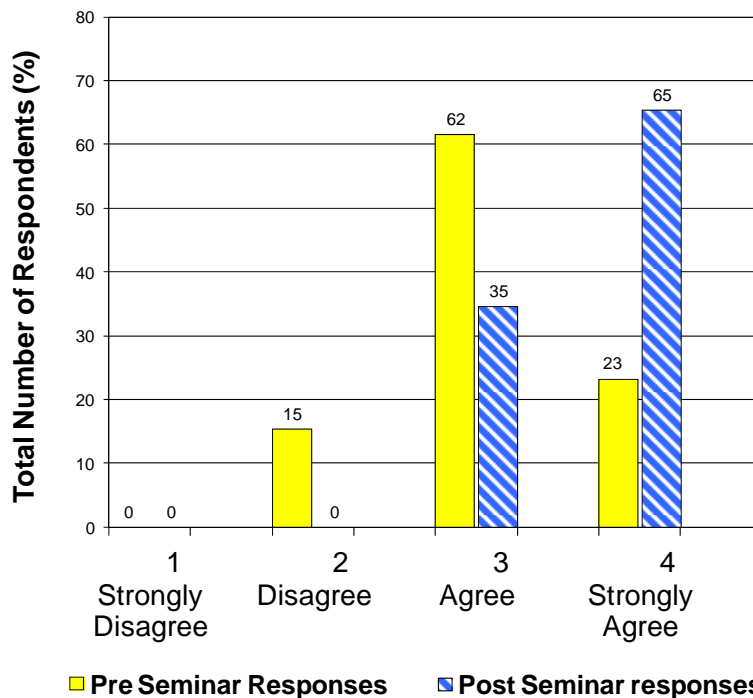
In the pre-seminar responses, 4% responded Strongly Disagree, 22% responded Disagree, 52% responded Agree and 22% responded Strongly Agree. In the post-seminar responses, 4% responded Disagree while 44% responded Agree and 52% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I WELCOME APPROPRIATE CHANGE**

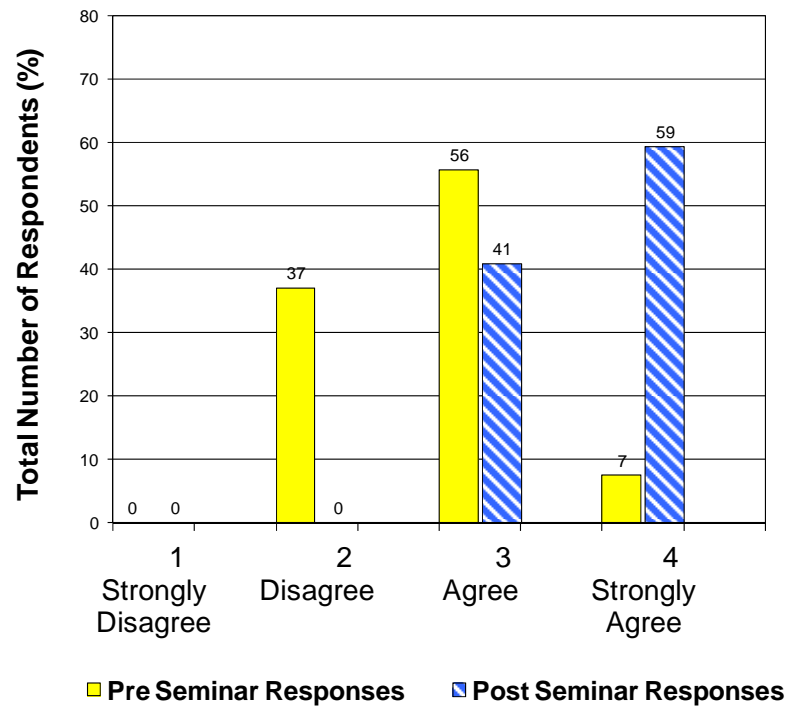


In the pre-seminar responses, 19% responded Disagree. In the post-seminar responses, 4% responded Strongly Disagree and 4% responded Agree while 35% responded Agree and 58% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I INSPIRE MYSELF AND OTHERS TO DO THEIR BEST**



In the pre-seminar responses, 15 responded Disagree, 62% responded Agree and 23% responded Strongly Agree. In the post-seminar responses, no one was still on the negative side while 35% responded Agree and 65% responded Strongly Agree.

**COMPARISON: PRE AND POST SEMINAR RESPONSES
I MAINTAIN INNER BALANCE AND STRENGTH**

In the pre-seminar responses, 37% responded Disagree, 56% responded Agree and 7% responded Strongly Agree. In the post-seminar responses, no one was still on the negative side while 41% responded Agree and 59% responded Strongly Agree.