

Accomplishments–Top 10 ^{MyPlanB}

2004 – Age 60

+ BECOMING & REMAINING POWER USER OF PERSONAL TECHNOLOGY

+ TRAVELING EXTENSIVELY IN FOREIGN COUNTRIES (Inc with kids)

DRIVING CREATION OF DOCENT VISION & STRUCTURAL TENSION

DEFINING & REFINING KAIROS SOFTWARE'S VISION

DESIGNING KAIROS SOFTWARE SYSTEM & BEING POWER USER

CONSTANTLY REFINING MY "BEST MANAGED COMPANY" APPROACH

TURNING FRAME AROUND (Culture of Discipline, DG, Private Placement, IPO)

DEVELOPING & USING "ATTRACTING THE RIGHT OPPORTUNITY"

FIGURING OUT EDA BUSINESS MODEL & SELLING IT TO DEC

TURNING MSI AROUND IN 1986(Sales, Expense, Funding & Morale)

CREATING "TOTAL SOLUTION" STRATEGY & MATERIALS-inc Demo

CREATING & SELLING MSI RENEWAL (Teamwork, Purpose, Basic Beliefs)

INTRODUCING TIME VALUE OF MONEY & CHANGING 3380 PRICING

BECOMING A PROFESSIONAL MANAGER ("best they had in 10 years")

+ SPL PROGRAM (Card & Handbook)

+ LIVING & WORKING SUCCESSFULLY IN EUROPE FOR 3 YEARS

FOUNDING & RUNNING ROSE POLY NEWSPAPER

Skills vs. Accomplishments

	Total		Rose Newspaper	SPL Prog/Card/Handbook	Professional IBM Manager	MSI Renewal	EDA Bus Model	ATRO	Refining Best Managed Comp	Kairos Vision	Docent Vision	Power User of Technology
			1	2	3	4	5	6	7	8	9	10
PEOPLE												
Taking Instructions	4				X		X			X	X	
Serving	0											
Sensing, Feeling	2							X		X		
Communicating	9		X	X	X	X	X	X	X	X	X	
Persuading	9		X	X	X	X	X	X	X	X	X	
Performing, Amusing	5			X		X			X	X	X	
Managing, Supervising	6		X	X	X	X				X	X	
Negotiating, Deciding	6			X		X	X		X	X	X	
Founding, Leading	9		X	X	X	X	X	X	X	X	X	
Treating	2							X		X		
Advising, Consulting	8				X	X	X	X	X	X	X	X
Counseling(Holistic)	4				X			X		X		X
Training	9			X	X	X	X	X	X	X	X	X
INFORMATION												
Observing	7		X		X		X	X	X	X	X	
Comparing	6		X	X			X		X	X	X	
Copying, Storing & Retrieving	2			X								X
Computing	7				X		X	X	X	X	X	X
Personal Technology	4						X	X	X			X
Researching	10		X	X	X	X	X	X	X	X	X	X
Analyzing	10		X	X	X	X	X	X	X	X	X	X
Organizing	10		X	X	X	X	X	X	X	X	X	X
Evaluating	10		X	X	X	X	X	X	X	X	X	X
Visualizing	10		X	X	X	X	X	X	X	X	X	X
Improving, Adapting	10		X	X	X	X	X	X	X	X	X	X
Creating, Synthesizing	10		X	X	X	X	X	X	X	X	X	X
Designing	8			X		X	X	X	X	X	X	X
Planning, Developing	10		X	X	X	X	X	X	X	X	X	X
Expediting	3		X	X	X							
Achieving	9		X	X	X		X	X	X	X	X	X

Skills List

		Your Take			Accomplishments
		X	XX	XXX	
PEOPLE					
Taking Instructions					
Serving					
Sensing, Feeling					
Communicating				XXX	9
Persuading					9
Performing, Amusing					
Managing, Supervising					
Negotiating, Deciding					
Founding, Leading				XXX	9
Treating					
Advising, Consulting			XX		
Counseling(Holistic)					
Training					9
INFORMATION					
Observing					
Comparing					
Copying, Storing & Retrieving					
Computing					
Personal Technology				XXX	
Researching					10
Analyzing				XXX	10
Organizing				XXX	10
Evaluating					10
Visualizing				XXX	10
Improving, Adapting				XXX	10
Creating, Synthesizing				XXX	10
Designing					
Planning, Developing				XXX	10
Expediting					
Achieving				XXX	
		0	1	10	12

Top Skills

Information

- Researching
- Analyzing
- Organizing
- Evaluating
- Visualizing
- Improving & Adapting
- Creating & Synthesizing
- Planning & Developing
- Achieving

People

- Communicating
- Persuading
- Founding & Leading
- Training

Skills Insights

-The jobs I have liked the most have used the skills I like the most

- Information Cluster: Planning & Developing, Researching, Analyzing, Evaluating & Organizing
- Creative Cluster: Creating & Synthesizing, Visualizing and Improving & Adapting
- People Cluster: Founding & Leading, Communicating, Persuading & Training
- Technology, especially PC software tools

- In my major career changes moving toward skills I like has been a big motivator for change, e.g.

- Sales to Finance: desire for more Information Cluster skill usage
- IBM to Silicon Valley: desire to be more creative and found/lead
- Pre Pub vs. Public: desire to use Information Cluster in hands on mode
- Founding Kairos Software: desire to use Creative Cluster & Found/Lead
- Stage 3: desire to use the ones out of each cluster I enjoy the most