

Tus resultados de la 360



Información personal

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Nombre Completo	Gustavo Erwin Juárez Cruz
Area	SOPORTE COMERCIAL Y OPERATIVO
Puesto	GERENTE DE PLANEAMIENTO E INNOVACION

Calificación Crosland

Periodo	2020-Q1	2020-Q2
Pilar		
Buscamos la excelencia	73.93	74.37
Contagiamos pasión	73.80	72.37
Trabajamos juntos	76.87	76.99
Vivimos y disfrutamos	75.13	73.88

Calificación Personal

Periodo	2020-Q1	2020-Q2
Buscamos la excelencia	77.68	72.62
#	28.00	21.00
Contagiamos pasión	78.45	67.71
#	29.00	24.00
Trabajamos juntos	75.89	71.74
#	28.00	23.00
Vivimos y disfrutamos	79.81	76.09
#	26.00	23.00

Calificación Personal por nivel ocupacional

Periodo	2020-Q1	2020-Q1	2020-Q1	2020-Q1	2020-Q2	2020-Q2	2020-Q2	2020-Q2
Rango	GERENTE	INTERMEDIO	JEFE	OPERATIVO	GERENTE	INTERMEDIO	JEFE	OPERATIVO

Periodo	2020-Q1	2020-Q1	2020-Q1	2020-Q1	2020-Q2	2020-Q2	2020-Q2	2020-Q2
Buscamos la excelencia	68.75	96.88	66.67	87.50	60.71	75.00	87.50	100.00
#	8	8	9	2	7	11	2	1
Contagiamos pasión	71.88	88.89	69.44	87.50	60.71	67.86	75.00	100.00
#	8	9	9	2	7	14	2	1
Trabajamos juntos	75.00	91.67	69.44	75.00	67.86	69.23	87.50	100.00
#	8	9	9	1	7	13	2	1
Vivimos y disfrutamos	75.00	90.62	71.88	75.00	71.43	75.00	87.50	100.00
#	8	8	8	1	7	13	2	1

feedback

Periodo

2020-Q1

What WILL become of you? I gave. |=| características principal en reaccionar rápido e involucramiento en todos los proyectos que se le asigna. Considero que acompaña al equipo a lograr resultados y eso es valorado. Considero que una oportunidad es mejorar la comunicación para que todos vayamos a ese horizonte en mejorar resultados |=| Involucrarse más en el apoyo por parte de su área y no delegar todo. |=| No debe ser muy emotivo cuando quiere transmitir una idea, porque no necesariamente se puede sentir comprometido sino autoritario. |=| Debe mejorar la gestión de sus proyectos, esto con el objetivo de analizar y definir un alcance completo de lo que se desea implementar. Esto permite no generar mas costos y tiempo en los proyectos. |=| Tener más iniciativa como proveedor interno de Comercial. Ser proactivo en identificar necesidades. |=| Podría tener más tiempo para darme soporte, no digo que no lo haga pero a veces las reuniones le quitan tiempo |=| Dar más feedback a su equipo |=| Excelente trabajo. Sólo mejorar la comunicación con el área ya que a veces no se pide que cada gerente le comunique a su área directivas. |=| Debe comprometerse un poco más en las cosas y tener mayor empatía con las personas. |=| Seguir brindando consejos para mejorar a sus compañeros de equipo

2020-Q2

2|=|6|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|4|=|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