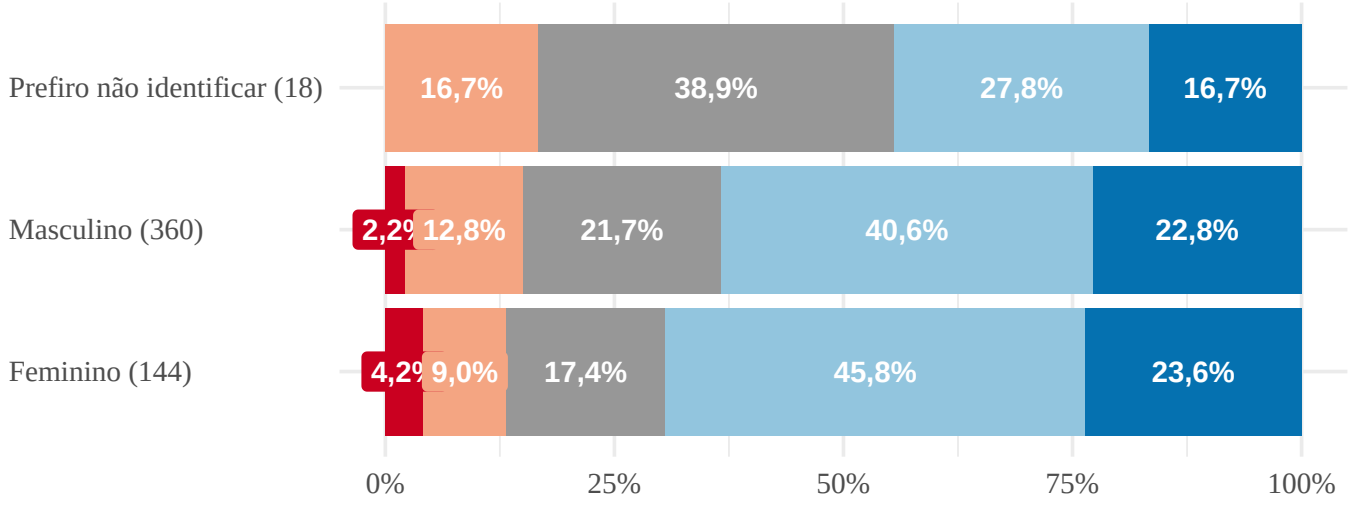10. Ao iniciar o trabalho, os colaboradores: [Sentem−se capacitados para a função]