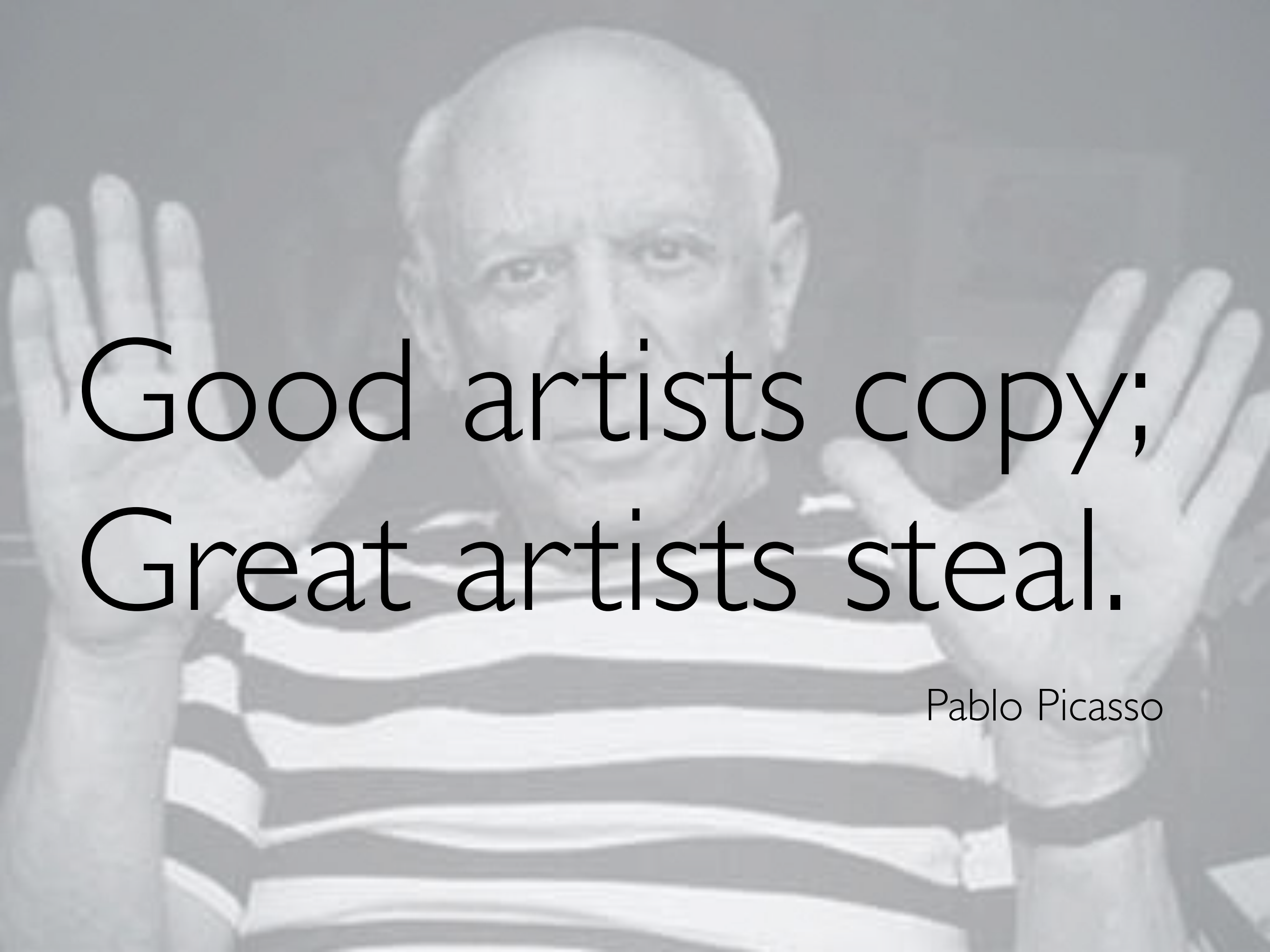


OBSERVATIONS:

Put 100 assessment specialist in a room and ask them about a topic and you'll hear 150 different points of view. Our field does not speak with one voice. But that's OK.



Good artists copy;
Great artists steal.

Pablo Picasso