



MINDSET
PERFORMANCE

Personal Profile Report: MindScan

This scientific report is about YOU

Jarrold Haning

Based on the Hartman Value Profile,
Dr. Robert S. Hartman
Hartman Value Institute

Prepared by:

Jarrold Haning
results@mindsetperformance.co

CONTENTS

SECTION I: THINKING OVERVIEW

A graphic model and two pages of descriptions of how the different aspects of your thinking compete for your attention, cause you to react to certain things, and prevent you from making balanced, objective decisions. The description pages of this overview are overviews of your thinking biases and abilities in each of the thinking types.

From Thinking Overview you are able to get a "birds' eye view" of your decision-making process. This will continually provide you with a map for more effective decision-making, working with others, and communications.

SECTION II: YOUR STRENGTHS

Descriptions of your natural and potential strengths. Your natural strengths are specific ways you think and abilities you have and are able to use immediately. Your potential strengths are specific abilities you have that after you make adjustments, you will be able to use them fully.

People are hired for their strengths...

SECTION III: YOUR AREAS OF WEAKNESS

Just as a color-blind person needs help picking which socks go together, you will need help in those areas where certain biases and inabilities cloud your judgment. Just as a color-blind person is able to function in his areas of inability by hearing from others, you need to "hear about these biases and inabilities from an objective source". The purpose of this report is that you'll understand the specific "where", "when", and "what" about these limitations and be able to come up with strategies to grow and develop in these areas.

...and fired because of their weaknesses.

SECTION IV: PERSONAL ACTION PLAN WORKSHEET

Worksheets designed to help you develop action plans designed for you to further master your strengths, to develop in your areas of weakness and establish a plan to monitor your progress.

SECTION I: THINKING OVERVIEW

The following pages present a model and description of your overall thinking profile.

The "Bubble" Chart

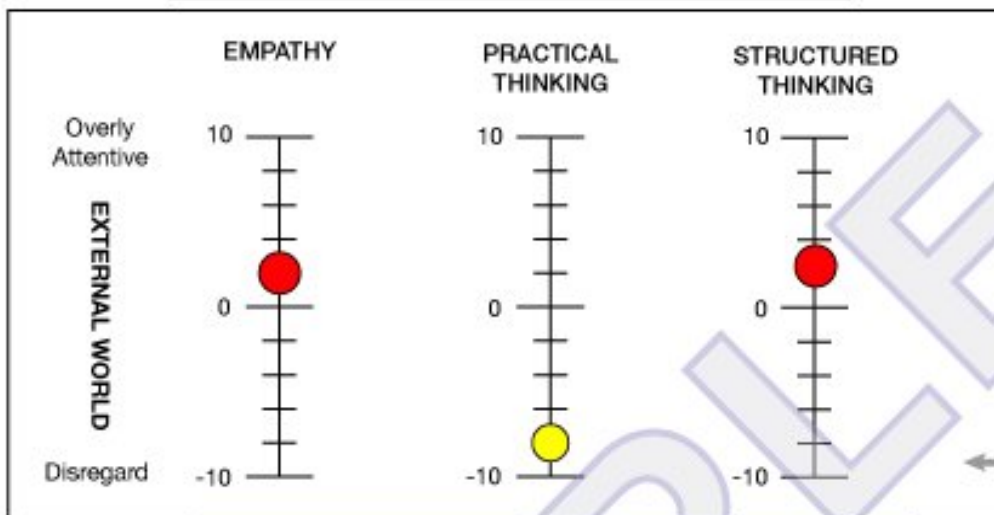
The model (the chart with "bubbles" on it) can be confusing at first glance because it is made up of a lot of parts. If you go through it one piece at a time, you will find it is not difficult to use and can be very helpful. We have included a review section which is designed to help you "walk through" each score, understand how the scores effect each other, and what you will want to take away from this graph. It will also serves as a visual reinforcer of the strengths and weaknesses you have already reviewed. People who spend the time to understand and learn from this overview benefit from it in many areas of their life.

The Six Descriptions

The Thinking Overview text pages are descriptions of each of your thinking dimensions. They incorporate both your biases and clarities into one description. They were designed to get you started in further understanding your thinking characteristics

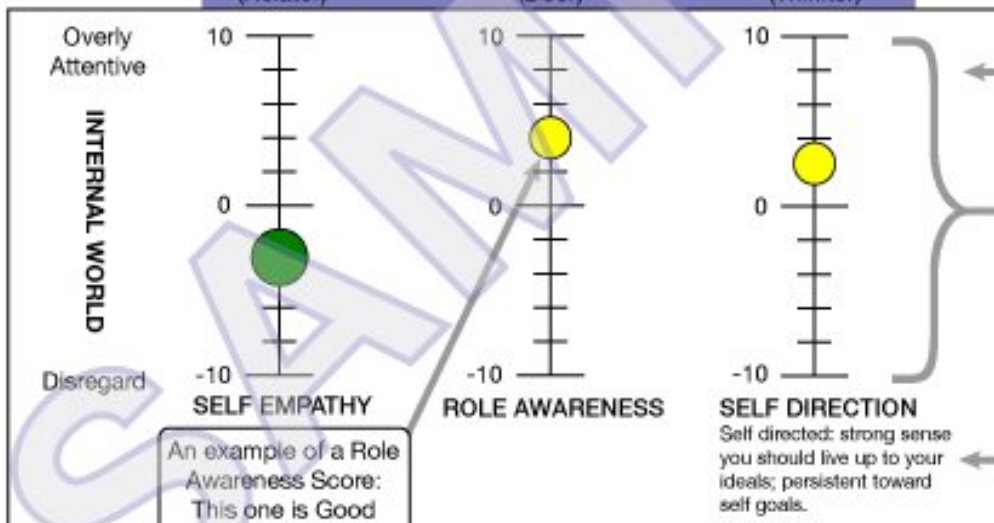
Thinking Overview Graph Your Perspective of the World and Yourself

Sample Explanation of Graph



This top box shows your thinking in your external world view.

Who Am I My Being (Relater) What I'm Doing Now (Doer) The Way it Should Be (Thinker)



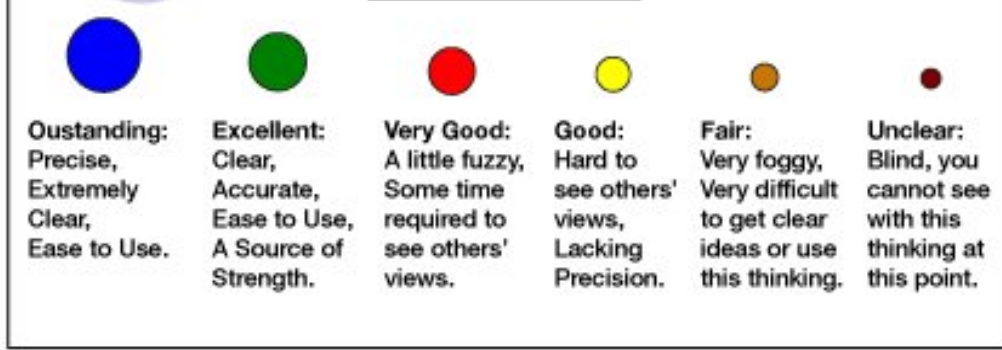
This bottom box shows your thinking in your internal world orself view.

The Bias Scale -10 to 10

These are short descriptions of your thinking in each dimension.

An example of a Role Awareness Score: This one is Good Clarity and a overly optimistic bias.

Clarity Scale



Jarrold Haning's THINKING OVERVIEW GRAPH

Your Perspective of the World and Yourself

EMPATHY	PRACTICAL THINKING	STRUCTURED THINKING
Intuitive; keen awareness of people; trusting, yet aware enough to be cautious.	Outstanding practical insight with keen ability to see all the options; real world oriented; balanced ability to see the positive and negative of taking action.	Analytical, structured, balanced attention, preformed ideas of how the world and others should be.
Who Am I (Relater)	The Way It Could Be (Doer)	The Way It Should Be (Thinker)
SELF EMPATHY Excellent ability to know and to care for your inner self and feelings.	ROLE AWARENESS Confident, balanced attention to your roles and status.	SELF-DIRECTION Outstanding self directing clarity, realistic self ideals, expectations and clear self goals with commitment to your future direction.

	Part I	Part II
Dif	22	24
Dim %	77%	38%
Int-I	0	2
Int-E	0	3
Int-S	3	0
Int	3	5
Int %	14%	21%
D.I.	6	4
Dis	0	0
V.Q.	42-20	
S.Q.	38-14	
B.Q.r	0.9-0.7	
B.Q.a	40-17	
C.Q.	36-12	
R.Q.	0.95-0.95	
AI %	50%	50%

DEFINITIONS

EMPATHY: The ability and desire to use your intuitive feelings and to pay attention to another person's unique perspectives, feelings, and motivations.

PRACTICAL THINKING: The ability and desire to pay attention to things, what makes things better and relative, comparative, and social values.

STRUCTURED THINKING: The ability and desire to pay attention to systems, order, right and wrong, and theoretical ways of defining things and people.

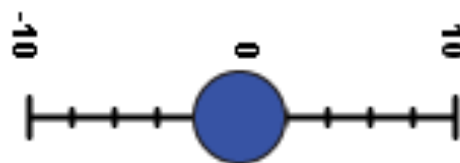
SELF EMPATHY: The ability and desire to pay attention to your own unique value, personality, and your inner self. This includes your imagination and feelings.

ROLE AWARENESS: The ability and desire to pay attention to your accomplishments, to how you compare with others, and to the relative good you bring to the world.

SELF DIRECTION: The ability and desire to live out goals, principles, and values. This is your idea on how you should be and the rules by which you govern yourself.

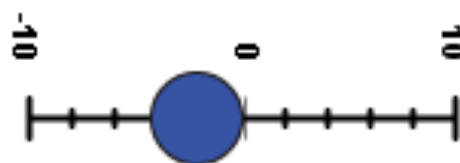
General Description - World Thinking

Empathy



Your outstanding empathic thinking score indicates that you value others' feelings enabling you to truly understand and appreciate the differences among individuals and the unique perspectives they bring. Your bias indicates that you have a balanced approach toward others' emotions, human potential and trust. Your outstanding ability to see how individuals differ enables you to read people intuitively. This will lead you to be generally open to addressing personal matters in business contexts, and be trusting of others. Often people who have such high empathic thinking clarity could expect to be seen as empathic, however, because you read people so clearly you tend to quickly leave this dimension and move on to other thinking dimensions. This could lead others to find you uncaring and demanding at times, especially when under a lot of pressure. In an effort to maximize your natural strengths and move your bias intentionally upwards, we recommend that you talk to your coach about "Dynamic Equilibrium". It's important to compare this dimension with the other dimensions in your MindScan because you may over value or under value this dimension as it relates to the "doer / extrinsic" and the "thinking / systemic" dimensions. Whatever shows up as the highest bias in your MindScan, compared to the other dimensions, will be what you value the most, even if you are balanced in this particular dimension.

Practical Thinking



Your Practical Thinking score indicates that you are balanced about the importance of getting into action and making things happen. You are balanced about the importance of action and do not over or under value its importance. Your practical clarity indicates that you have outstanding ability to see the options, to move from "Point A" to "Point B." You are outstanding at seeing what could be done, and you value the downside and upside of taking the action. In other words you are not so action orientated that you take massive action at any cost and you are not so cautious that you hesitate too much and never take the action needed to execute at the right times. It's important to compare this dimension with the other dimensions in your MindScan, because you may value or under value this dimension as it relates to the "relater / intrinsic" and the "thinking / systemic" dimensions. Whatever shows up as the highest bias in your MindScan compared to the dimensions will be what you value the most, even if you're balanced in this particular dimension.

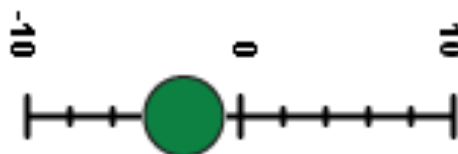
Structured Thinking



Your score indicates that you are balanced about the importance of Structured Thinking. This means that you do not over or under emphasize the importance of this thinking dimension. Furthermore, you

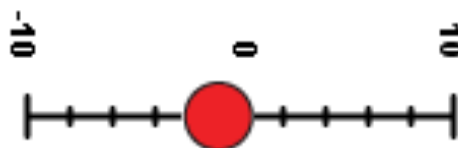
have a very good capacity in solving structural problems. You are balanced about the importance of getting results and are very good at structured problem solving. Structured Thinking can be an important strength for you. You are very good at seeing process, systems, financials and standard operating procedures. With your strong clarity you would do well as a COO (Chief Operating Officer), CFO (Chief Financial Officer), FA (Financial Advisor) or Accountant to name a few.

Self Empathy (Inner Self)



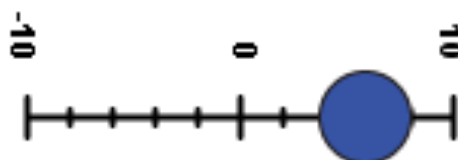
Self-Empathy is value we place on our own life. It is how we feel about ourselves, the estimation of our own worth. The feelings which generate our motivations and commitments also make us unique. Self Empathy is the measure of how we value our own uniqueness. That esteem should be genuine respect, a real appreciation of our own uniqueness. The overall measure of our sensitivity to the feelings of and respect for one's self is Self-Esteem; it is our ability to read, understand, and appreciate ourselves. Your Self-Empathy Thinking score indicates that you understand the value of your own feelings and have an excellent capacity to know how to deal with yourself on a personal level. Your excellent capacity gives you very important knowledge of yourself. Self-Empathy can be a great strength for you. The key for you is to act on your feelings in business and personal situations. Then you will be able to realize your great strength. Your capacity is at maximum and your balance is open and supportive. This can be a great strength. Use it. Be sure to always include the interpersonal dimension in your thinking and rely on your own feelings. They are very sound.

Practical Self (Role Awareness)



Your score indicates that you are balanced about the importance of your roles. This means that you do not over or under emphasize the importance of this thinking dimension. Furthermore, you have a very good capacity for understanding and seeing what you do best. You are very good at being able to see your sweet spots and the best places to spend your time. The key for you is to utilize this dimension by reviewing you sweet spot analysis with your coach. The sweet spot analysis can be found within the resource section of V-MAP (Virtual Momentum Action Planner). Once you do this, you will improve your overall thinking abilities. Make sure you include all thinking dimensions in your roles and don't rely just on your skills in role awareness. Look for other areas of strength that can be utilized in combination with your clear role awareness.

Self Direction



Your Self Direction is the mental picture you have of who you are by definition, how and who you believe you should be and act, and what goals and values you have set for yourself. Your positive bias indicates that you are a person who is persistent and dedicated to your own responsibilities, values, and commitments. This has become your principle source of internal motivation: doing what you have

committed yourself to and doing what you should. This also becomes a significant source of strength and one upon which you will want to rely. Your clarity is extremely high, leading you always to be aware of your values, goals, beliefs, and responsibilities, while you are also open to reconsidering them at any point. You are able to be internally ordered and specific as to what you believe you should do and where you are headed. This gives you an internal gyroscope that provides you with a stable and clear sense of direction and an understanding of who you are and what you are willing to stand for. Your high clarity also makes you sensitive to your values and commitments.

SECTION II: YOUR STRENGTHS

NATURAL STRENGTHS

Your keys to success.

Natural strengths are our keys to success. They come in different forms, combinations, and strengths. Some people are really smart, others are able to make things happen that smart people can't. Some people's strength is that they are wise; others are able to analyze problems. Strengths are those abilities and desires that are easy for us to use. We naturally want to spend time using our strengths, even when others don't think that is what we should be doing. When people are using their natural strengths, they often lose track of time because they are doing what comes naturally.

Your natural strengths are your keys to your success. Your success depends on your accepting and mastering your strengths. When people spend their time wishing they had abilities they do not have, they never fulfill their own success potentials. Your successes will fall short of what you could have reached when you spend time envying others' strengths and abilities. People who succeed are those who have accurate pictures of their natural abilities, accept those as strengths (and do not dwell on what they do not have), continually develop their strengths, and use them whenever possible.

* POTENTIAL STRENGTHS

What you have in the bank that you are not drawing upon.

Potential strengths (those with stars * in front of them) are those abilities, biases, and patterns of thinking in which you have a great potential but are probably being blocked by some other bias or ability. They come in varied forms, varied combinations, and varied strengths but all share the same characteristics: they are natural abilities that are not being fully utilized. They are not as easy to use as your natural strengths because there is some resistance to their use. Once you have spent time developing and using these strengths, you will find them to be much easier to use and rely on.

Potential strengths are the best supporters of your natural strengths. As you develop a habit of using these strengths, focus your attention on having them complement your natural strengths. An example of this support would be for a salesperson with a potential strength in analytical thinking to support his/her natural strength in persuading others. He/she could do this by preparing supporting documentation and materials before going on a sales call.

Jarrold Haning's Natural Sources of Success

Outstanding Ability in Empathic Thinking: You have an unusually clear ability to pay attention to and understand people. Your outstanding clarity gives you highly attuned intuitive insight, which enables you to be able to read other people; know what will work and not work with them individually; understand their unique perspectives; and, know how each person needs to be treated differently. This gives you an accurate intuitive decision-making ability to obtain productivity without denying the unique characteristics of others. Your intuitive ability is not only extremely clear, it is also accurate, leading you to be able to trust your "gut" when making decisions, especially decisions as they pertain to other people: managing, selling, supporting, counseling, etc. Where you will run into trouble is when you find yourself arguing against your "gut"; expecting that your rational thinking will explain the reasons for your gut reaction and wind up "giving in" to your rational arguments against your intuitive feelings. Your intuitive feelings are a very powerful resource and you will want to rely on them, while not totally disregarding the place and value of practical and logical reasoning. Your empathic thinking is balanced in its orientation, which means that you are able to evaluate accurately the positive and negative characteristics of people. You are able to discern the value and importance of others feelings, strengths and uniqueness while maintaining a certain degree of objectivity. However, this degree of clarity is likely to cause you to move on to the other aspects of what you are doing; and, therefore, bypass spending sufficient time or energy dealing with others feelings or personal matters. While your concern is clear to you, often it is not as clear to them. You might find it helpful to take a little more time and put more effort into communicating how you value others uniqueness; their feelings, personal perspectives and efforts, and their personal interests and hobbies.

Outstanding Clarity Balanced Bias in Practical Matters: You have a laser-like clarity and natural optimism in your practical, comparative, real world thinking. You look for results and see the benefits of actions: getting into gear, giving it a try, doing something! You also see practical things so clearly that you rarely get distracted by irrelevant matters when making comparisons or practical decisions. You see the world as changing and sometimes chaotic, which makes you always ready to adapt, flex, and respond on the spur of the moment (and leaves little patience for people and things: meetings, standards, organizations, etc. that don't advance the practical uses of time, energy and resources). Your clarity is so high (and rare: fewer than .5%) that it enables you to see practical matters intuitively and see things, as they pertain to getting results, that others don't see or can't see as quickly. This high clarity gives you a natural ability to see the world as it is changing, flexing, adapting, and responding. You can see how one thing leads to another, how timing and dynamics are so important, and how goals must remain flexible because surprises are always going to pop up. You see the "best" choice so easily (like an eagle seeing a mouse from 200 yards) that you will quickly move to other aspects of the decision or discussion. You will live and work with people who do not see practical aspects as clearly as you do. They need more time to make a decision or move into action. This delay will cause you frustration because it will seem like such a waste of time to you. Be aware that your clarity is so defined and unusually clear that others will not be able to "keep up with you" when it comes to seeing practical alternatives. So it is a strength in that you can arrive at the common sense, practical alternative so easily and quickly. Yet this clarity can also lead you to ignore other important aspects to which those around you may be paying attention (Empathy- how they feel about it- and Structured Thinking- the rational justification for it).

Very Good Clarity in Structured Thinking: You consistently see the benefits and necessity of black and white, analytical, structured thinking and understand others and the world through this perspective.

This leads to your automatically seeing how things make sense (logical), are verifiable (factual), predictable (no unanticipated changes or surprises), and definable (job descriptions, contracts, policies). This also leads to a strong desire that people be loyal, fair, principled, focused on the agreed upon goals, persistent, and able to explain and understand why something should be done. As it pertains to this dimension, your clarity is very good, leading you to be a person who naturally sees and understands how the world around you makes logical, analytical sense. This makes you especially able to be the one who puts that vision, plan, or business together into a clearly defined explanation, flow chart, plan, or organization. This very good clarity also enables you to see how the pieces fit together to make a logical and cohesive whole. People with this high Structured Thinking clarity see the world as an understandable unit. They see how things work together, value plans and organization, and are favorable towards things being predictable and consistent.

Your Exceptionally High Inner Self Clarity: Your ability to think about yourself as a uniquely valuable person is exceptionally high (fewer than .1% of all persons profiled). This leads you to be able to quickly and clearly identify how you feel, what is appropriate for you to experience in life, and who you are in terms of your character and person-hood. Whereas this will not feel unusual to you, it is very unusual in comparison to what others experience. You will be able to see this difference by noting how others disregard their unique, personal value in relationships, look to identify their worth by what they do, and vainly strive to fulfill their own perfectionist expectations. It is your high clarity in this area which prevents you from acting in these ways. Coupled with your exceptionally clear ability to think about who you are, is a natural attentiveness and optimism about your unique value as a person. This positive attention to your inner self results in your capacity to handle rejection, and to know your worth apart from what you do, how you appear, or what others think. It also gives you a natural platform to attend to yourself. This means that you will naturally value your feelings (and resist or stand against things and people which harm your personal and spiritual development), pay attention to your views and opinions, and give attention to your own personal development. Because your attention and clarity are so unusual, you will always be in the minority. Other people will note how you take care of yourself and will both consciously and unconsciously see that you do things toward yourself that they do not do toward themselves. From their perspective, your self care can appear to be self attention getting, self-centered, or self pitying. Be careful that you do not abandon your appropriate self care, while you walk the tightrope of not appearing self serving or ego centered (which will most likely be how you are viewed when this is your highest of all clarities).

Very Good Clarity Thinking About Your Practical Self: Your Practical Self clarity is very high. This leads you to be able see where you fit in the world and in your work, what you like to do and are best suited to do, and what tasks and accomplishments will provide a balanced sense of accomplishment. Your bias is balanced and one of your principle sources of confidence, initiative, and consistency. This indicates that you have the ability to look at what frustrates you and what gives you a sense of purpose in your ability to do a good job, in your ability to compete with others, and in the appropriateness of your receiving recognition for your accomplishments. This is also the source of your competitiveness, reliability and energy. It indicates that you feel confident in your ability to perform, believe that you have good value by what you do, and that fun and enjoyment of your work are part of what you bring to your tasks.

Your Outstanding Ability to Direct Yourself: Your Self Direction clarity is so high (fewer than 1% are this clear) you have an excellent ability to see who you have defined yourself to be, what you believe you should do, and what values you uphold. Because this is so easy and clear for you, your principles, values, and personal goals clearly direct your behavior and choices without causing you stress. In the event another person or situation challenges your position or direction, you are able to see

how that challenge is both appropriate and inappropriate, consider the consequences, and make a rational decision in light of the new input. People who do not have your clarity in this dimension are not able to respond (a reasoned out decision process) easily to input about what they should do, they end up having to react (an emotionally driven decision) instead. Your positive bias indicates that you are a person who values responsibilities, values, and commitments as an important part of your decision making process. This is one of your sources of internal motivation: doing what you have committed yourself to and doing what you should. The combination of your extremely high clarity and positive bias lead you to be a person who sets your future course with definition. This leads you to be able to understand your personal goals and reach them with certainty and objectivity.

SECTION III: YOUR AREAS OF WEAKNESS

When you need help from others.

Everyone has biases and cloudy thinking in some area. These areas end up being areas of weakness or vulnerability. Research indicates that we are never able to develop our weaknesses so that they are greater than our natural strengths. Therefore, you will want your development plan concerning weaknesses to be designed for you to have your weaknesses develop but not try to make them strengths.

The goal of a development plan for weaknesses is to:

- Limit the downsides - Acknowledge limited ability in this area and limit your exposure, like the salesperson who hates paperwork so he/she has their spouse review it before sending it to the home office.
- Grow to a functioning level- A non-analytical person taking a time management course and developing his/her own systematic way of keeping track of appointments and planning his/her day.
- Develop strategies so you don't have to function in these areas very much like my real estate friend who hires others to do his research, which he has a very difficult time doing but is very important for his business.

Example:

Dave Schmidt is an accountant. He has always been a person who likes to keep things in order, understand how things work, and put things in their proper place. Six years ago, Dave's company paid their salesmen bonuses that exceeded his annual salary. Because of financial responsibilities, Dave wanted to make the salaries the salespeople were making. He moved into the sales department, took training courses every quarter, and worked hard at becoming a spontaneous, entertaining, and persuasive salesman. This year he realized that his five years in sales were difficult, frustrating, and not very successful. He dreaded going to work, calling on potential clients, and never "meshed" with the other salespeople in his company. After moving back into accounting, Dave noticed that he was a lot happier, was depended upon by his colleagues more, and have more status amidst his peers than he had ever had amidst sales people. His areas of weakness could not come close to his abilities and performance in his areas of strength.

Jarrold Haning's Potential Interferers to Success

Outstanding Ability to Understand People with a Balanced Perspective: You have an outstanding ability to read people; however, because you are so clear in reading and understanding people you could quickly move away from this dimension of thinking. What is actually happening is that you see most people more clearly than they see themselves, and because you can see them so fast and so clearly you move on to other thinking dimensions. Others may perceive this as your not caring, but in reality you care so much--and it's obvious to you that you care--yet you move on from spending time in this area of empathy. We recommend that you slow down with people and give them time to catch up with your high empathic thinking. Your balanced bias could make it difficult for you to make decisions when they pertain to people given that you can weigh both positive and negative characteristics equally. This could limit you in taking a firm position when it might be appropriate to do so.

Outstanding Practical Thinking with Balanced Bias: You have an outstanding ability to see all the ways to get things done; however, because you are so clear in seeing so many options quickly, you may find ideas racing through your head all the time. This can be problematic because it's difficult to execute all your great ideas, and you would do better to focus your energy in a few key areas of execution. Talk to your coach about coming up with the best key activities to focus on by leveraging V-MAP (Virtual Momentum Action Planner) KPI's (Key Performance Indicators), Projects, Daily Activities and Sweet Spot Analysis to harness your energy in key areas. You are like the sun shining with ideas... now let's put a magnifying glass under your sun to focus your energy. We also highly encourage you to keep an idea journal by your side at all times to capture all your great ideas. Remember: just because you have great ideas doesn't mean they are ALL the highest priority to accomplish your goals and vision.

Very Good Clarity in Structured Thinking with a balanced bias: You clearly see the good and bad that comes from structure, process, and systems. It's critical to review how this structured bias compares with your other dimensions of thinking to determine what you value the most. It's great to see what should be; however, the clarity you have with balance can appear to others as you being a perfectionist, because you can see exactly how things should be so quickly.

Excellent Clarity of your Inner Self: You have an excellent ability to understand yourself and your feelings. This is extremely rare for most successful people and because it's so rare this may show up to others and being overtly confident and ego based. Be aware that this is very uncommon and that others may be turned off by your natural confidence and understanding of self because you are so comfortable and confident in your own skin.

Outstanding self direction clarity with high attention bias: The good news is that you are very committed to your goals/outcomes and the bad news is you are committed to your goals/outcomes. Sounds like an oxymoron and it is. Be careful that the goals/outcomes are the right goals based on your roles. Because you are so committed to your goals/outcomes it will be difficult for you to change gears or let go of goals that may not serve you. This can show up to others as being very dogmatic and rigid about your goals/outcomes. You may show up to others as. "It's my way or the highway." This can serve you very well because you are so committed to your goals/outcomes. Just make sure you have the right goals/outcomes for you, your business, family and anyone else this may impact.

SECTION IV: PERSONAL ACTION PLAN WORKSHEET

My Strengths

This profile has identified a number of strengths, both natural and potential. The Thinking Overview Graph has represented, with circles and locations, the sources of those strengths. Fill in the answers to the following questions and then write your own action plan.

My clearest thinking is (the largest, clearest circles):

- | | |
|--|---|
| <input type="checkbox"/> Empathy | <input type="checkbox"/> Self Esteem |
| <input type="checkbox"/> Practical Thinking | <input type="checkbox"/> Role Awareness |
| <input type="checkbox"/> Structures Thinking | <input type="checkbox"/> Self Direction |

To be clear in thinking in this/these areas means that I like to think about things in this dimension, I am able to see others' perspectives when dealing with these issues, and I am most inclined to bring up these issues when they are being ignored, overlooked or misunderstood.

My highest clarities (my largest circles) indicate that I am most aware of:

My biases indicate my attitude about those types of thinking. When my bias is positive (5 - 10), then I bring a positive attitude to that thinking. When my bias is negative (0 - 4), then I bring a cautious or skeptical attitude to that thinking. When your high clarities have a positive bias, then you use that clear thinking to see the good that comes from things in that arena (natural strengths). When your bias is negative, you use that clear thinking to see what is wrong with things in that arena (potential strengths).

List your natural and potential strengths here (based on the list in the front of this profile report and your Thinking Overview Chart):

Action Plans for my Strengths

Based on the suggestions given in the sections above and on my present situation, resources, and responsibilities, I am going to do the following to better master my natural strengths and start making better use of my potential strengths:

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan

Action Plan for my Weaknesses

Based on the suggestions given in the sections above and on my present situation, resources, and responsibilities, I am going to do the following to begin to develop in my areas of weakness. I recognize that these will not be as much of a resource to me as my strengths, but I am committed to growing more in these areas so that my effectiveness is not limited by these attitudes or limitations.

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan

I Will _____

by (when you will start) _____

and I will know that I have succeeded when _____

_____ Check here when you have finished this action plan