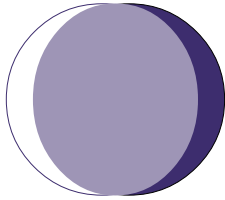
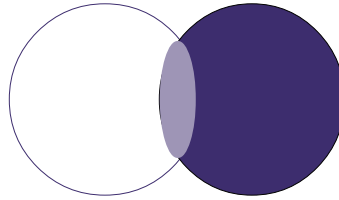


DEVELOPMENTAL SITUATIONS



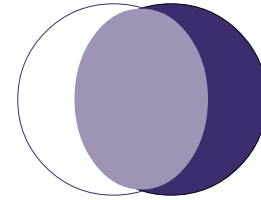
UNDERCHALLENGED

- Your skills are almost a perfect match for the demands of your situation.
- Effective performance for a time, but little room for growth.




OVERCHALLENGED

- The demands of your situation are greater than your skills and understanding.
- Substantial demands create high stress and paralysis.



DEVELOPMENTAL BALANCE

- You have a reasonable number of the skills necessary to handle the demands of the situation.
- New skills are necessary to meet new demands, but the challenge provides opportunities for development.

 = Situational Demands

 = Current Skills