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MY LEADERSHIP APPROACH

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Leadership and Teams

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SENSITIVE MATERIAL

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EXECUTIVE SUMMARY

This un-inhibited analysis has evolved from my professional interactions and my academic efforts. The events and opportunities I've encountered this year reflected my own desire and belief that I needed to grow and change in this next phase of my life. I describe my goal motivated skills and behaviors that are supported by the values and traits founded in a strong belief system. This is a review of my leadership characteristics that I've found most important including brief examples to representative events.

My people centered Core Values are intricately woven into my Change Approach which reflects my faith and conviction in Jesus Christ. Everything happens for a reason. Everything can fit together easily to form a more evolved perfect expression where everyone WINS. There is no need for depravity, lose and worry beyond the need to create the impulse to grow away from these things. This is the nature of evolution, growth and leadership, and The Way defined by Jesus Christ. Greed needs to be rendered extinct, it's no longer necessary.

Risk and investment are fundamental for change. Real leadership requires facing risks with the Big Picture view of everything as a new opportunity. If I can express these leadership ideals and concepts in a logical format, I can make them happen. There are no limits, except those that we impose on ourselves. Why ponder on the problems and issues in life if we won't take the risk and make an investment to change them? I know I can, and I will!

My leadership style is centered on motivating people to explore their passions. I can create a new business to demonstrate this and provide incentives for others to participate and benefit. This Leadership Class has demonstrated skills and abilities to reach beyond the norms to achieve. If I create a new business opportunity utilizing these class skills and resources I will be able to bring together this good team to bring it into fruition.

1.0 MAIN IDEAS AND ISSUES

My Leadership Style has grown from my life experience professionally as an engineer and personally as a creative artist. I've been called a "Dragon Slayer," an "Artist," a "Visionary," an "Intellect," the "Third Wheel" and a "backroom computer hacker nerd." My strong technical abilities come with a clear engineering foundation and proficiency with computer systems. I am a problem solver, which might explain the "Dragon Slayer" concept since I thrive on doing what is "undoable." This goes along with the "Big Picture" visions that always inspire me to reach for those "undoables" as Christ Jesus has placed before me.

I am a creative thinker, and very artistic in my expression. The dreams and visions I carry with me always inspire me to look beyond the normal and direct circumstances. I'm always wondering what could be next or what could be done to make it better, to make anything better, or make everything better. I am compassionate about this too. As an introvert in general, I am sensitive to others and try to work with their skills and strengths to bring out new combinations. These passions of mine often inspire others and place me into leadership positions.

Reviewing my leadership style I recognize that my passion and knowledge inspire other people's skills to come out. Whenever I encounter a situation where my leadership skills are required I begin by assessing team members. I always try to get subordinates to explore their own skills and passions to bring them into play for completing a goal. I've found that when people are inspired to use their own knowledge and skills they are more likely to make a substantial contribution to the effort. Giving specific direction and knowledge is effective to get people started, but when they are empowered to express their own passion and skills the results are a lot better for everyone involved.

2.0 CHARACTERISTICS

I have my first patent,¹ and two degrees from the University of South Florida, Bachelors of Science in Engineering - '88 & Bachelors of Science in Civil Engineering - '97. I founded STARS USA Inc. a 501(c)(3) corporation;² to develop "projects-for-credit" as a student here at USF. I recently completed three more patents with only minor participation from professional patent counsel and will become an independent patent agent shortly. In October of 2003, I began another company Idea Weaver, Inc. to further develop patents.³ I never attended seminars or received any professional business training, classes or instruction. As one engineering professor would say it, "welcome to the school of hard knocks." I have run several businesses and constantly am asked to help and guide others so I decided to get some professional training. In January of 2004, I began my MBA to get practical business understandings in order to expand my professions. This Leadership class is my first class.

2.1 Traits

When placed into a position where a goal must be attained the leader accepts the responsibility to get it done. As a successful leader I must be able to understand and define the goal in context of the separate tasks necessary to attain it. I need to explain these tasks to others to get their support and motivation for completing them. Knowledge about the goal issues and the relationship of each component task is fundamental to leading to the completion of the goal.

2.1.1 Business initiative and understanding

My first memory of a business venture was before the age of 10. I was proficient at repairing bicycles and had neighborhood kids wanting my help. I had the knowledge to get the job done. I remember building go-carts too, putting wood and wheels together for other people. My father complained about his good tools missing, but I was able to work around his issues to get the job done.

2.1.2 *Compassion and empathy*

In high school I dated a girl for several years. She had a younger sister and a single mother in a split level house in Northern New Jersey. There were not any men around so Mom soon discovered how good I was with tools. I was ready to help and she began to ask my opinion on how to do things around the house. We fixed the fridge, removed carpet, and built walls. Soon I was there almost all the time making suggestions and discussing things over with her. Her daughters always had ideas about things too. We all understood each other and worked well together.

It was a second family for me where everyone had a place and specific relationship with each other. Here respect and consideration of others was what made it possible. I had to empathize with my girl friend who expected / enjoyed my time and attention as well as understand the requirements that her mother had for the latest home improvement. Understanding how her little sister would be crazy sometimes was also helpful. This compassion and understanding have continued in making this a long term relationship.

2.1.3 *Inherent instinctive ability to progress towards goals*

The ERCCD⁴ computer lab happened when a high school senior asked to build a network. I called the STARS USF president to see if they had any donated Computers. STARS was expanding their resources to encourage more student projects. He told me they were getting older Macs but he knew the college kids wouldn't want to use them, and was concerned about what he could do.

The next morning I took my son into the ERCCD⁵ Center at USF, where he had been enrolled. As I signed him in I talked to the Director who was there at the front desk, the receptionist was running late. He told me they would love a network of Macs for the children to use. The college had only funded computers for the staff, but there was a lot of Mac software available.⁶ Here the natural circumstances and opportunities presented themselves almost in perfect order to attain the goal of setting up a network project for high school kids. I only had to

instinctively follow through with the opportunities as they were presented to me to attain the goal.

2.2 Motives

Motives are derived from the circumstances we encounter, and our beliefs. We look at a situation and evaluate it based on our beliefs and take action. Having strong beliefs brings out goal oriented motives in me. I'm clearly determined to succeed at the tasks before me and to reach the "undoable" in all that I do. I'm excited to achieve, so I rarely hesitate to take on new challenges.

2.2.1 Consistent goal

As Project Officer for the ERCCD computer lab I invited the students to the site and presented the opportunity. The college had donated the computers and they were piled in the spare room. During our brainstorming session each student offered their skills and together we defined different processes necessary to utilize all the equipment to the fullest. I facilitated this round table discussion and encouraged everyone to share and explore options. My priority was for them to setup as much as possible; to empower everyone to contribute, and utilize all the skills and resources we could muster.

2.2.2 Clear priorities

I was able to bring in the ERCCD center staff when issues came up. Each team member was able to contribute and offer a skill to enhance the utilization of all the equipment. I encouraged their individual skills, by participating⁷ as necessary in each situation or helping a specific follower as required.⁸ The task outline looked something like:

- Get phone lines from father's office (student 1, due next week)
- Use software from College Preview center⁹ (student 2, within month)
- Bring screw drivers and tools (student 2, 3 & 4, tomorrow)
- Download firewall and protection programs (student 3 & 4)

-
- Meet with class teachers about lessons plans
 - Find more donated equipment
 - Move and test hardware components until systems function
 - Setup network, Wire classrooms
 - Eric pick up Alan cause he can't get there tomorrow

2.2.3 Commitment to reach beyond limits

The success of the ERCCD project was long reaching. As the work on the network progressed; I brought home one Mac setup with the reading and writing programs that the project team had selected. My son began to learn the educational software so he was able to help the teachers and students in his class to use the systems. Therefore, he was reading and writing in pre-school. He enjoyed the respect and position of authority so much in the school environment that when he began in elementary school he wanted to bring the Macs there as well. This interest and passion to progress opened more opportunities and additional projects developed¹⁰. Several college students that helped out with the high schoolers at ERCCD were able to supervise with the summer shop at Lewis Elementary. This shop experience was created by the students themselves. They setup a network, and had left over equipment so they now wanted to explore the hardware further. The commitment to our priorities brought us into new projects and benefits.

The summer shop allowed students to learn how to repair computers. Multiple computers of similar types were taken apart so pieces could be moved around until they were able to make additional systems work. One student totally disassembled a dead floppy drive just to see how many pieces were involved. Another student cut apart all of the extra motherboards to provide an art teacher parts for class projects. Another had his parent help him pick up a dead machine to blow apart with fireworks. Each was able to learn and benefit, while another six (6) machines were made operational for a student lab at Lewis.

2.3 Skills

Detailed technical skills and knowledge has been fundamental to my leadership. People respond easily to someone who they recognize has more skills and abilities. When faced with a new problem we all turn to someone trained. If we are sick we seek out a doctor, if the car won't start we find a mechanic, or if the roof leaks we'll find a roofing contractor. I easily pick up tools and equipment to use for my own interests, art, projects, and curiosity which now has given me a significant advantage with broad understanding and skills.

2.3.1 *Computer and technical abilities*

I began my engineering career with no specific specialization. After graduation I saturated the engineering industry with resumes. This was met with little success. As I rifled through rejection letters calling each one in a last attempt, one engineer remembered my resume specifically since I knew their Medusa CAD system. I used the same computer system while in college. The USF engineering graduate computer lab had the mainframe CAD systems, and the owner had never found a student with such experience. I was hired into a situation because I had the technical skills and knowledge of their existing equipment.

After a slow start I soon was established as technically competent in the use of many computer technologies. One of my first assignments was to design the stormwater infrastructure of the Gardineir Phosphate plant¹¹ along the Alafia River after the spill in the 1980's. The project was to use a new Stormwater Management Model (SWMM) that the University of Florida was developing for EPA. I was able to Beta-test this software and developed a significant reconstruction of the Phosphate Plant.

I have had steady employment since the SWMM program became the industry standard for large surface water systems around the country. Each firm hired me to help with their computers and in using this infrastructure model. Currently, I run this model exclusively. Consultants and Engineers routinely contact me to

help with their stormwater design issues. My technical skills are well known, so I never need to search far for more work.

2.3.2 Engineering and scientific proficiencies

An engineering project I lead others through was the modeling of three tributaries to the Alafia River. The Alafia River had an extensive budget and piles of data to be compiled over several years. I hired several sub-consultants at the very beginning of this project. I brought them all together and defined the different tasks at hand. Each sub' was able to review the processes. We decided democratically to begin with the most complicated task. So I got out my ruler and calculator and showed them how to measure and calculate the data from the aerial photos. They each then completed the task with no further supervision from me.

2.3.3 Personal motivator and inspirational instructor

With the Alafia River job, I found how the sub's were intelligent and motivated to learn the technology. I first showed them the measurements and calculations required and then let them try it independently. I pointed out issues and tricks for getting better accuracy. As they worked on it I went and printed a spreadsheet table where they could enter their calculations for me to easily transfer them into the SWMM computer program. When I returned I checked their work, discussed further techniques and issues to encourage them. They each took the blank table and began on the task. I dropped in and checked on them occasionally to answer questions. It seemed like they were racing each other, trying to impress me with their skill and dexterity with the calculations. I had empowered them to complete the task, and they were trying to excel.

2.3.4 Ability to see the "Big Picture"

In these examples I've detailed how my ability to see the big picture was fundamental in bringing participants to success. Each project had the immediate goals. However, the passion and drive of the participants was most important. Seeing this "big picture" means understanding the desire and interests of all those

involved. Their desire and motivation is my primary goal for completing the tasks. If the participants are interested in completing the tasks the goal is reached quickly and easily. The more heads going into the tasks the faster, smoother, cleaner and smarter the goal is attained. Further the goal of inspiring participants to find their place and skill in completing tasks guarantees the goals are completed. When goals are accomplished by motivated people excited about completing their tasks the team camaraderie often inspires new projects and activities as I described with ERCCD.

2.4 Behaviors

How I act and respond to others is a critical element on how they will react to my insight and direction. By watching others and being conscious of what they like and are interested in I can better inspire and motivate them. By demonstrating my responsibility and skills others easily accept my ideas and directions.

2.4.1 Polite, courteous, respectful

When I encounter a new situation I tend to be rather quiet and observant. Often I will watch the people and circumstances before participating. When events require a leader to emerge or when there is a decided lack of leadership I will take it upon myself to become more involved. A well-mannered approach is always best. People respond to leadership better when it is not forced. If I make suggestions and recommendations with consideration of others involved they respect my position better. If the knowledge and experience I have is suitable to lead, others will respond when they recognize this independently.

2.4.2 Direct, professional, decisive

In business relationships people come together to attain a goal and I will prepare a specific agenda. These events vary in character and circumstance, and an agenda can be written and emailed when a meeting is scheduled or sometimes is not necessary at all.

Another event I recall as a child was building a fort behind my house. Others could come and help but I would instruct them to complete individual projects. We built walls and furniture, and collected wood and supplies. I would give kids more access and authority over projects based on how much they did, or how well they helped. Then we would collect acorns and have acorn wars with other boys down the street. One time we took an old bike intertube and stretched it between the two posts of our front doorway, which was nearly four feet across. We were able to lean back away from the door stretching the split intertube full of acorns to send them like buck-shot more the 300 yards. Kids soon wanted to shoot rocks at passing cars. I was clear and direct about what we used it for and how. “NO cars were crashing in front of my parent’s house because of bad aim with a rock on our sling-shot!”

2.4.3 Encouraging, inspirational

People respond to leaders differently in different situations. In engineering followers look to someone with experience and education. In basketball people respond to skill and dexterity. In weekend outings or art projects people are more inclined to go along with the adventure, inspiration and uniqueness of the activity, or possibly their own familiarity. I usually encourage other people to express their own desires, and then express how similar our desires are and how working together we could reach them easier.

Each weekend I pick up my children from school and hand them a Weekender with different activities circled. Chris is 11 and Emily is 13 now, so they will trade pages back and forth chattering about options. I often mention the kayaks and bikes, and encourage them to consider more options. Each is able to present priorities and ideas for making it a full experience. Activities are all agreed to and planned democratically. This demonstrates my inspiration in encouraging healthy activities for my children.

2.5 Values

Values like Traits, Motives and Behaviors are based on my Beliefs. Having strong solid beliefs about myself and my place in situations gives me a decided advantage in interactions. I know who I am and what I can do, so I am very clear and upfront about what I value and respect for myself. Others can see and feel this about me, which brings them comfort in dealing with me.

2.5.1 *Honesty*

I try to take the "high-road" believing that this generates the most good-will in the long run. With the ERCCD project being honest and direct to everyone involved from the very beginning allowed me to bring it all together. No one had any reason to doubt anything that I said about the project or the players. However, until everything was together and happening there was a great deal or "dis-belief" that it was even possible. My integrity allowed it to work. Everyone involved and all the computers and equipment that came together in this project was there because of my word, and the confidence I had. Others were able to feel this and responded by making things happen for themselves.

2.5.2 *Imaginative*

During my first year in engineering college I was designing a 3-wheeled bike that I tried to build in my high school metal shop. At USF, my Static's Teacher told me I could get credit in her class for developing the bike designs for the Annual Engineering Expo¹². Soon my buddy from high school suggested that we setup a student group to complete similar projects for credit. I immediately got committed to completing this organization sacrificing all my spare time, social life, skills and resources to getting new projects started. In this circumstance my imagination and impulse to create a group of people achieving student patent developments¹³ surpassed my desire to attain my own patent independently.

2.5.3 *Direct, tenacious*

We began a crusade to use public resources for community services that we wanted to setup and worked at. I was motivated in organization¹⁴ and peer leading, redirecting my success and never pursuing the 3-wheeled bike patent. I modeled and built projects directly in each of my engineering classes while encouraging others to support and contribute their skills and resources to the organization we established. Each new project I undertook became the active example to the other students involved in the organization. Frequently I encountered conflict and struggle with the university administration since they were trying to stop faculty from developing patents independently of the university. However, I succeeded and all of my peers involved in this process went onto start companies elsewhere.

2.6 Beliefs

My personal convictions and beliefs have been hard-won. I have a great deal of faith and strength in them and they are essential to what I do and focus on. They permeate everything that I do and say, as well as are felt and responded to by others almost instinctively.

2.6.1 *Anything is possible*

My understanding and experience with business and the imaginative development of projects has shown me repeatedly that there is nothing out of reach. If a person decided to do something; they can get the job done if they stick too it long enough. The biggest limiting factor I've seen is the fear of trying new things, or fear of asking for help. Often we can never reach our goals without help. My 3-wheeled bike has a complicated design and I knew I needed help from my Static's Teacher. Admitting this to myself brought me the power and resources to overcome the perceived limitations. Further, asking for direction allowed me to grow and achieve a great deal beyond the simplicity of my first patent. Asking for help solved the existing issues at hand but also opened up new possibilities beyond my immediate desire and understanding. By asking for help I overcame my

immediate limitation but also discovered greater and more far reaching possibilities.

2.6.2 Love is The Way

I know countless people have made this statement. However, when I honestly respect and listen to another person involved in my project or trying to stop me from attaining my goals; I can see and understand more details and perspectives than if I were to ignore or just fight them. Being open and honest with others, respecting their opinions is honoring to them. Whether it is a person trying to help or interfere, they will **both** respond more easily to my kindness. Most of my experience with the patent process at USF was with the main director who tried to stop me. We could debate the concepts for hours, and though he would never agree with me, I was always learning new details to help me with my tasks. Today he is gone and I'm still doing the same thing he told me I could not do in 1987.¹⁵ I loved this experience and showed this to everyone with my respect and fortitude, there is no other way that really works for me.

2.6.3 Jesus Christ IS the Way the Truth and the Life

I had a death experience while I was a child. This brought me into a direct personal relationship with Jesus Christ. Some people understand this, some people respect this, and some do this more than I have, while others do not. Everyone has their own choice that they will live with; or they can change it whenever they make a new choice. I made this choice for myself and am very proud my children have learned this truth for themselves. Everyone will make a similar choice sooner or later, and they will choose again when they are ready. I did already, so this is a fundamental belief about who I am. I Love Jesus Christ as my Lord and Savior, Amen.

3.0 CORE VALUES

Process evolution and development is behind all of my engineering and design concepts. Everyone I have ever met has a valid perspective and insight into this. I value other peoples' honest opinions and efforts. No one can be better at something than the originator of the idea. When people work together progress and evolution occurs. I enjoy these tremendously in all of my interactions:

"Never doubt that a small group of thoughtful citizens can change the world. Indeed, it's the only thing that ever has". - Margaret Mead

3.1 Motivating People

These Fundamental Beliefs are expressed in everything that I am. When people get involved with me it is always their conscious choice. I never interact independently. It is another persons' choice or it is a structured interaction. All destined. I Am present and open for all opportunities, where I try to encourage people to express themselves. But I'm also an introvert. And will simply watch through nearly all social community interactions, preferring to only engage strongly in direct personal interactions. Thus, I will engage in your interests to motivate you to share enough of yourself for me to see a way we can work together. Everything that exists fits together somehow. So I've learned to find these connections and this motivates others.

3.2 Empowering People

People prefer ownership. They are motivated by completing their own tasks. So when I invite people to share their passions I look for opportunities to engage them further. STARS USA Inc. was named by Chuck, he responded to the name and became dedicated to the ideals. The registration database Reg-Eze was Trace's way to escape the long lines to get registered for college, as a foreigner, he would wait all day in one line, to find out he had to get into three more lines tomorrow. Then Infoquest opened the doors for Advantage International¹⁶ and everyone benefits from these still today.

4.0 CHANGE APPROACH

Encouraging people to participate in the change of their own environment is a very new technology. People have controlled there environment from the beginning of time, but today the TV does. However, another significant method to control our environment is the Patent Development Process. The progression of patent development for me is a new company: "Idea Weavers, Inc."¹⁷ Here I actually invest in other people's ideas by completing patent searches and graphics very easily. Again my direct interest is in someone's individual passion, which invites them to share skills and resources. If they have a crazy idea too, then we might have more in common that might help us both to develop new resources. I simply know all about my own space and power, and can easily share it. If you can share a problem that needs help; I might have seen your neighbor yesterday who has the solution for you.

4.1 New Changes

In this leadership style the appropriate method would be available though an academic setting that encourages new businesses and projects to form. What needs to change is the leadership structure, not the leaders. People can be enhanced and encouraged to change through innovation. If you get a better mouse trap you become a better mouse catcher. The concept of a *bureaucrat*¹⁸ has to evolve like the rest of our culture has. If the community needs to create better businesses and projects the processes for creating them needs to change. Greater individual responsibilities are required. We can decide things on our own, bureaucrats need to just track all our data and make it publicly available.

4.1.1 *Management Principals*

I will place my own patents into this company that invests into patents. Anyone who contributes to a project will gain percent ownership of the project. Every effort counts toward ownership of these technologies developed from similar efforts. If you contribute a patent to the company, you will gain authority over the other patent developments. It is simply a direct math accounting of time to dollars in the forefront. Everyone has the same 'risks' and possible gains.

4.1.2 Strategic Management

Clear objectives for creating the leadership authority are by numbers invested
TIME = VOTES for all decisions affecting specific activity. The goal functions
and requires that everyone keeps detailed records off all investment, including
time accounting and resources to make this work.

4.1.3 Influence Tactics and Methods

With a solid patent starting to bring in significant revenue and all funds going to
create new projects which anyone can participate and vote on. We can easily
begin a practice of education which makes it more effective to publish and patent
technologies for making things happen quicker.

4.2 Practical Applications

The new transit¹⁹ system patent can be invested into a business with this expressed
function. Create this patent to operate at a suitable profit. Publish it internationally as
the best method for developing patents and encourage new creative activities. Then
create the practical and realistic database where all those ventured can interact directly,
and RECORD DATA.

4.2.1 Plans Ahead

All inventors, stack-holders and contributors are adequately documented.
Everyone votes and shares in the development and profits. All resources are used
to encourage new development visions, research, education and productions.

4.2.2 Plans Ahead

A universal database becomes a central public resource for interaction. All
resources are used to encourage public use of the database.

5.0 CONCLUSIONS

In this new system, leadership is a defined construct. Direction comes from participation. You are destined to provide something so you are entitled to a return for your investment. When this issue is defined and written clearly you can think about the goals and tasks of a project at hand more clearly, not concerned about greed, theft or someone else taking control. The issues of control and direction over your time and resources are free from your mind so you are more productive and direct in your efforts. This form of leadership allows anyone who reads and writes to participate.

There is no need to question and limit your abilities. Everyone has passions and desires for growth and success. My success can inspire and assist in your own growth. If I am willing to risk who I am, what you perceive of my beliefs and skills is open for review. There is a considerable opportunity for you to risk where we both succeed at a new higher level beyond anything previously considered. Everyone can read my words, interact and participate in this community evolution while recording data and assembling a better method to grow. So let's DO IT!

6.0 APPENDIX

EXISTING TECHNOLOGY SHEET

<http://home.tampabay.rr.com/engineer/>

<http://home.tampabay.rr.com/engineer/resume/01.htm>

<http://home.tampabay.rr.com/engineer/resume/03.htm>

<http://groups.yahoo.com/group/Zest2Zeal/message/2270>

MYERS BRIGGS TEST RESULTS

<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

Your Type is INFP

Introverted	Intuitive	Feeling	Perceiving
Strength of the preferences %			
33	67	22	33

[INFP type description by D.Keirsey](#)

[INFP type description by J. Butt](#)

Qualitative analysis of your type formula

You are:

moderately expressed introvert;

distinctively expressed intuitive personality;

slightly expressed feeling personality;

moderately expressed perceiving personality

<http://similarminds.com/myers-briggs.html>

Myers Briggs Test Results

Extroverted (E) 50% Introverted (I) 50%
Intuitive (N) 54.55% Sensing (S) 45.45%
Feeling (F) 56.41% Thinking (T) 43.59%
Perceiving (P) 72.97% Judging (J) 27.03%

Your type is: INFP

INFP - "Questor". High capacity for caring. Emotional face to the world. High sense of honor derived from internal values. 4.4% of total population.

<http://www.kisa.ca/mbti/>

MTBI Test Results

Your personality type is ENFP.

Extraverted (E) Introverted (I)

57% 43%

Intuitive (N) 59% Sensing (S) 41%

Feeling (F) 70% Thinking (T) 30%

Perceiving (P) 95% Judging (J) 5%

Note that if some of your results are near 50%, then you may not fall 100% into one personality type. For example, if you are an ENFJ but your Feeling and Thinking are almost 50/50, then you would more accurately be an ENxJ.

<http://haleonline.com/psychtest/>

<http://www.personalitytype.com/quiz.html>

You're an INFP

INFP

You focus deeply on your values and devote your life to chasing ideals... you often draw people together around a common purpose and work to find a place for each person within the group. You're creative and seek new ideas and possibilities. You quietly push for what's important to you, and rarely give up. You might be somewhat gentle or have a good sense of humor, you could be hard to get to know and overlooked by others...you like to make the world more in line with your vision of perfection.

STD PERSONALITY TESTS

<http://web.tickle.com/tests/talent/result.jsp>

The Chakra Test	3-Oct-03
The Classic IQ Test	3-Oct-03
The Ultimate Personality Test	3-Oct-03
What Are You Afraid Of?	3-Oct-03
The ESP Test	4-Oct-03
Tickle's Original Inkblot Test	4-Oct-03
True Talent Test	4-Oct-03
The Religion Test	9-Oct-03
The Values Test	26-Oct-03
The Model Parent Test	28-Oct-03
How Bright Is Your Aura?	18-Jan-04
The 7 Secrets of Highly Successful People	24-Feb-04
The Confidence Test	24-Feb-04

The Chakra Test

eric, your most positive energy is flowing from your Seventh Chakra

This chakra is located at the crown of your head and represents the seat of the soul. The seventh chakra is associated with your connection to your spiritual self and to the divine. In your case, this chakra appears to be clear and unblocked so that positive energy can flow from it freely. Radiating positive energy from your seventh chakra indicates that you've cultivated higher wisdom concerning the important life lessons associated with this energy center. You're apt to feel a greater bond with the spiritual world. You're probably also more able to live in the moment than most other people are. The seventh chakra is the chakra of highest spiritual evolution.

The Classic IQ Test

Congratulations, eric!

Your IQ score is 129

This number is the result of a formula based on how many questions you answered correctly on Tickle's Classic IQ test. Your IQ score is scientifically accurate; to read more about the science behind our IQ test, [click here](#).

During the test, you answered four different types of questions — mathematical, visual-spatial, linguistic and logical. We analyzed how you did on each of those questions which reveals how your brain uniquely works. We also compared your answers with others who have taken the test. According to the sorts of questions you got correct, we can tell your Intellectual Type is a Visionary Philosopher.

The Ultimate Personality Test

eric, you're a Chosen One!

Your personality is actually determined by two personality sub-types - your primary, or dominant sub-type, and your secondary sub-type. You are a Chosen One which means you are a Golden / Seeker Your primary sub-type is defined by "Golden" characteristics and your secondary sub-type is defined by "Seeker" characteristics.

That means you're warm, giving, knowing, and patient. Chances are you're not afraid to actively pursue your goals and dreams. As if all that weren't enough, you pretty much set the standard for emotional health by being filled with positive feelings and energy.

How do we know all this? How do we know that you'd be a great person in an emergency? Or that you always return phone calls? How could we have divined that you're no fair-weather friend?

Because while you were taking the test, you answered four different types of questions — questions that measured confidence, apprehension, willingness to take risks, and your focus on experience versus appearance — the primary traits that determine your personality. Based on your responses, we determined your personality type, Chosen One.

What Are You Afraid Of?

eric, you are most afraid of moving forward

Have you ever noticed that you're more concerned about making the "right" decisions than many people around you when it comes to your future? Or do you sometimes worry more than you should about committing to your personal or professional goals or feel anxious that you'll never

really be successful? If so, you're not alone. There are many people who share your fear of moving forward.

It can be a real strength to recognize your fears. By being aware of the things that frighten you, you can assess whether fear is helping you or negatively impacting your life. For instance, a fear of moving forward may sometimes motivate you to take action in a positive way, like by experiencing a wider variety of things than others.

However, fear's negative aspects can sometimes be more damaging than you realize. Living with fear not only prevents you from living life to the fullest; it can also have a significant negative impact on your energy, health, and your close relationships if not kept in check.

The ESP Test

eric, when it comes to psychic abilities, you have an unusually strong talent in the area of Clairvoyance

This means you have an uncanny ability to see things that others can't. Transcending space, your mind is able to see physical objects from a distance, especially when they are particularly relevant to you or someone you know. For instance, you may suddenly get the feeling that there is a major traffic jam down the street from where you're driving and will know to avoid the area and take another route. Or perhaps a friend has lost a valuable piece of jewelry, and you get the sense that it is in their bathroom; later you find out that indeed that is where they found it.

Tickle's Original Inkblot Test

eric, your subconscious mind is driven most by Curiosity

You are full of questions about life, people, and your own potential. You spend more time than others imagining the possibilities for your life — and you're open to things others are too afraid to consider.

You have an almost physical need to know and do more. It's only through new experiences that you feel a greater understanding of yourself and the world. You also have a rebellious streak that

shows up when you feel unable to truly influence the world or circumstances around you. Your appetite for novel experiences also shows an openness others don't have, but wish they did.

Your psyche is very rich; the more you learn about it, the more you will understand who you really are. And that's just some of what we know about you from your inkblot test results. Find out more about what drives your subconscious and how it affects you and your happiness in your personalized 25-page inkblot test report.

True Talent Test

eric, your true talent is spatial ability

Your ability to visualize objects in three-dimensional space gives you a unique view of the world. Because of this talent, you are much better than most people at imagining new designs including floor plans, page layouts, and three dimensional objects.

How do we know that's your true talent? While you were taking the test, we calculated your responses to each test question and rated your skills in 5 areas. You scored highest on spatial ability.

People like you are usually great when it comes to putting together assemble-it-yourself furniture or other household items — whether the items arrive with instructions or not. Your spatial skills also help you understand the finer points of how things work.

The Religion Test

eric, your belief system is best suited to religions that value a unified world religion

How do we know? While you were taking this test, we compared your religious beliefs against 10 of the world's most common religions. Your score shows that you share core beliefs with religions that are actively working toward global unity and world peace.

You are attracted to spiritual groups that believe all of the world's religions originated from the

same spiritual source. Some people believe world peace will come by unifying the world under a set of inclusive ideologies. You gravitate towards a religion that has a passion for unity and community on a global scale.

The Values Test

eric, your values help make you a Responsible Friend

Your giving and honest nature makes you the kind of person almost anyone would be proud to call a friend. As one who places a high value on your personal integrity, you seem to try to live by the ol' Golden Rule: Do unto others as you would have them do unto you. Because of this inclination, you're the type to insist on taking responsibility for your actions, even in difficult circumstances. You also appear to take conscious steps to honor your commitments to others.

The Model Parent Test

eric, you're teaching your children they can succeed if they are Hardworking.

As a role model, you show your children that success comes through hard work and dedication to your goals. They know, from your example, that success is fueled more by digging in and doing the actual work than by coming up with new ideas all the time.

But, what messages are you sending your children that are teaching them to be Hardworking?

How Bright Is Your Aura?

eric, the brightest color in your aura is White

Contrary to popular myth, auras are actually multi-colored energy fields that can be divided into seven primary layers. Having White as your brightest color means that the seventh layer of your aura is the most vibrant. You have an exceptional love for life, which stems from your deep connection to the universe. You're an open channel of energy from the universe, and this infuses your aura with a divine energy.

The 7 Secrets of Highly Successful People

eric, your secret to success is to be Self-Sufficient

Most of the time, your determination knows no bounds. At your core, you possess an unshakable belief in yourself. As a result, even when you're faced with setbacks, you are rarely discouraged from the goals that you've set. You tend to feel that doing something yourself ensures that the job is getting done the right way.

Being independent and doing things on your own is an admirable quality. More than most people, you can set goals yourself and be your own coach and motivator. As a result, employers can feel at ease when they give you a project. They know that they won't have to be looking over your shoulder to see that it's completed. Your self-sufficiency also means that you don't need constant approval from others to know how you're doing. When it comes to evaluating your work, you're usually both your own best cheerleader and toughest critic.

The Confidence Test

eric, your confidence level is very high

As a result, you may see yourself as an unstoppable force or as one who's been specially blessed. Others likely sense your self-assurance as well and may appreciate your positive personality and zest for life. Self-assurance is a kind of social magnet. By being a sincerely friendly, centered person, you may have collected a close circle of friends with whom you share and celebrate life's experiences.

Your intelligence seems to be the trait that you most value in yourself of the five main traits that affect confidence. You also seem to appreciate this characteristic in others.

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