



I'm not robot



Continue

Difficult friends quiz questions and answers

As children begin to learn about the world around them, their limited experience does not equip them to understand much of what they see. As a result, children at this time learn to talk, usually begin to ask questions. General tips To support your child's confidence in you and their confidence that the answers you give are reasonable and valid, consider the following guidelines: Ad Be willing to answer questions when your child asks them. If the timing is very uncomfortable, promise to talk later, then bring up the subject yourself as soon as possible. Take your child's questions seriously; even those that seem frivolous or unimportant to you are still worth your attention. Answer them honestly and matter-of-factly, avoid sentimentality. Do not lie or try to cover up the facts, but you do not feel that you need to go to every topic completely, especially for a small child. Remember that your answer must correspond to a short margin of attention; Try to answer only the question asked, give your child only the information he asks, and he can handle it. Be prepared to repeat your answers many times, especially those on the most important topics. Children need repetition to test the facts to make sure they stay the same from day to day. Notice how the repeated question is formulated. It may seem like it's the same question he asked before, but your child can come back for slightly expanded information after spending one or two facts. Be aware that children under the age of four have a very imperfect sense of time and no understanding of permanence at all. Forever means almost nothing to them, and you often have to repeat that word when it is part of the answer you give. Remember that children are often able to give the right weight to the importance of information. They often ask what it seems for adults to have trivial or insensitive questions about important topics, some apparently almost designed to hurt when they simply don't have enough information or experience to be tactful or considerate. One concept that many children have hard to understand is death. It is often harder for parents today to talk to their children about death than about sex – a twist from victorian days when sex between ordinary people was never talked about, but death was actually accepted. The children learned of the death when they saw their relatives die at home and attended funerals and family funerals in the salon. Today people die in hospitals or nursing homes, and many children grow up that have never seen a dead body or attended a funeral. Death has become a taboo subject, a shameful secret that we ignore, and with vain folly we hope that it will not come near us. Ideally, your child has some understanding of death before a loved one dies. When you come across dead birds and insects on walks through nature, or when a family pet dies, you have the opportunity to explain that everything that lives eventually dies. The facts need to be repeated, of course, but in the course of short experience, you can talk about how plants, insects, animals and people live at different time scales; getting dead bodies to play and return to nature; and how the dead will not return. One simple way to help children understand the reality of death is to discuss the absence of certain functions: Dead flowers already grow and bloom; The dead dog no longer breathes, barks or eats. You can also discuss deaths in stories you read to your child. Your library or bookstore offers many excellent children's books that deal specifically with sdeath. Remind your child when you watch TV together that cartoons are made up. Usually give the impression that death is reversible, temporary and impersonal; characters rise up all over and go about their business after being broken or torn apart. Another misconception that your child can pick up from TV programs and books is that only the wicked die. Your goal in all this is not to fill your child's head with depressing facts, but simply to prepare her a little for the inevitable death of a loved one. Your child will undoubtedly ask most questions about death when a friend or family member has died and you are distraught and grieving. Talking about death and formulating the answers that most help your child will be very difficult for you. Try to remember that you want to be honest with your child and protect her from the truth will ultimately hurt you both. Normal steps of sadness are denial, anger, guilt, and ultimately acceptance. Your child's questions are likely to fall into these phases and ask you to repeat the answers frequently. The reaction of the child to death is difficult to predict, but there are some typical patterns. Guilt and anger To face denial, tell your child as often as necessary that, yes, Grandpa is dead and will not return, but those who love him will always remember him. Do not use misleading terms like sleep and away; The first may well make your child afraid to go to bed, and the second leads her to expect grandpa's return. And don't use confusing euphemisms like called home and happy in heaven. It will be hard for your child to understand why people are sad when death sounds so good. If your child shows anger at the doctor for not treating grandpa or on God for letting him die, it is probably best to be empathetic. Other family members are angry, you can explain, but anger will not change the situation. You can also encourage play therapy if your child is old enough to act out of rolls with dolls or stuffed animals. It is in the area of guilt that a fundamental but not verbal question can occur: Your child will ask if he is responsible for the death of grandfather. Children often feel responsible for death because they behaved badly or told someone to leave. Your assurance is necessary. I continue to talk about grandpa, stresses always fun your child with him and how much grandpa loved the child. When It seems that the child accepted the reality of death, allowed her to cry with you, share your sadness, complete the process of mourning. Continue talking about grandpa, visit the grave together if you wish. Explain and let your child participate in all the memorial activities you perform, such as contributing to the organization or planting a tree. At some point after death, your child may feel a great fear - fear that he will die, fear that you will die and leave her alone and without care, nameless fear that if grandpa can die, something scary and terrible can happen. Despite your constant calming, your child can retreat in areas where they have recently taken steps forward, such as waking up at night, toilet training or eating. Keep with it; phase passes. Another question your child will inevitably have - especially if he or she is about to get a baby brother - is where the children come from. In the next section, we'll offer you some suggestions on how to answer your child's questions about reproduction and sexuality. This information is intended solely for informational purposes. IT IS

NOT INTENDED TO PROVIDE MEDICAL ASSISTANCE. Neither the Editors of consumer guide (R), Publications International, Ltd., author nor publisher accept responsibility for any consequences of any treatment, procedure, exercise, dietary modification, action or application of drugs resulting from the reading or monitoring of the information contained in this information. The disclosure of this information does not constitute a practice of medicine and does not replace the advice of your doctor or other healthcare provider. Before starting any treatment, the reader must seek advice from their doctor or other healthcare provider. In a detailed interview, we asked Collins about the implications of his research and ideas for the economy, the stock market, and the very essence of executive leadership. The good to large companies you wrote about have achieved remarkable stock market results in 15 years. But today, the stock market is down. Does that mean we won't see any good or big companies today? First of all, I want to correct a big misconception. The stock market isn't down. What does the stock market look like compared to 1985? The stock market isn't down. How is it relative to 1990? The stock market isn't down. The market was irrationally in disarray - we didn't have a stock market; we had a speculative casino. The tech bubble was not a new economy – there is a new economy that has been going on for years on a deeper level. But the brutal fact is that companies that were at the top of the tech bubble didn't have results. You can't make zero profits and claim to have results. In the case of companies that had great results before the bubble burst, they are in the down period now, but so what? Bottom line on a company like Cisco's, we don't know the answer yet. It is possible that these companies are in a very difficult period of 6 to 12 months. Let me use the analogy. Let's say you have a big basketball ynastia like the UCLA Bruins under John Wooden. This is a team that is going to win 10 NCAA championships in 12 years. It's a team that's changed from good to great. But in 1970, they lost three games. Does that mean we're going to write them off and say they're not a great team? We need to look at a longer period of time. The same goes for companies that are stuck in a bubble. It was too short a period of time. It will take longer to say which companies that are in trouble are now simply going through a period of time and will have the resilience to come back. For many entrepreneurs, however, the current slowdown is a sign of the demise of the new economy. This is one of the most beautiful times in history. Two or three years ago, what was the main complaint we heard? It's so hard to get good people! Whining, whining, whining! Today we have the greatest opportunity we will have for decades to catch a load of ships - not busload, but cargo - of great people. And big companies always start with who, not what. We can finally get on the right side of Packard's law. Packard's law is like the law of physics for big companies. It says that no company can become or remain large if it allows its income growth rate to exceed its growth in getting the right people in a sustainable way. It's one of those premature truths that transcends technology and the economy. Now, instead of trying to accumulate capital, we can accumulate people. If I were running a company today, I would have one priority above all others: getting as many of the best people as I could. I would put aside everything else if I could afford it – buildings, new projects, R&D - fill my bus. Because things will come back. My inertia starts to spin. And the biggest limitation of growth and the success of my organization is not markets, not technology, not opportunity, not the stock market. If you want to be a great company, the single biggest limitation of your ability to grow is the ability to get and hang on to enough right people. This is also a great time to force yourself to look back. When you were breaking Packard's law, you probably put a lot of bad people on the bus. Now is a good time to take them off. Actually, it's a little easier now. We can blame it on the circumstances. What else would you do to take advantage of this reconsideration period? This is also a great time to ask yourself some really tough questions. In an age of irrational prosperity, when the market would give you money, whether you delivered or not, many companies did not answer any of the questions in three circles (What can we be the best in the world? What economic denominator best drives our economic engine? And what are our main people deeply passionate about?). They had no idea what they could do better than any other company in the world that was sustainable, had no profit denominator, and the only thing they had a passion for was a flipping society. We can't live in that dream land anymore. We need to take a good look at all the things we're doing and put them all to a three-round test. All the things that fail the test we need to stop doing - today. I see a lot of companies that find themselves with a lot of capital. So they wandered into all kinds of acquisitions or new ventures or new directions, simply because they could. But they didn't necessarily fit into three circles. Today, the task is to cut off. Those who clarify their three circles will come out of it just fine. Those who don't deserve to die. CEOs today find themselves with little time to prove their worth. What advice would you give the CEO in the hot seat? If I was the CEO in the hot seat and took over the company I wanted to move from good to great, I would do this. I'd take that great stock chart and put it in front of my directors. I would say: We are on the left side of this curve. We want to be on the right side of the curve. Right? If that's what we all want, we know what it's going to take to get it. You can't keep staggering from CEO to CEO. If you do, you will find yourself in a loop of doom - and then we will end up as one of the comparison companies, not one of the big companies. I don't think all directors are stupid. Most of them are intelligent, but they work out of ignorance rather than lack of good intentions. We have to hit them in the head with empirical results. Our task is to beat the market in a sustainable way over time. We need to think about the stock price for five years, and we need to start doing all the things that will be needed to turn the flywheel around. Finally, if I am ceo, I want the board to give me the following assurance: however long or short my tenure as CEO is, whoever you choose as my successor must lift the inertia in the middle of the year and keep pushing in a consistent direction. The inertia can only rotate to 16 OTM. But my successor has to take it to 100 RPM. His successor must take on 500 RPM, and his successor at 1000 RPM. It's not about me as CEO - it's about commitment to a consistent program. We're not going to do Doom Loop.The CEOs who made their companies from good to great were largely anonymous – far from the celebrity CEOs we read about. Was that an accident? Or is it cause and effect? I think it's more of a cause and effect than an accident. There is something directly related between the absence of celebrity and the presence of good-to-great results. Why? First, when you have a celebrity, the company turns into one genius with 1,000 helpers. It creates a feeling that the whole thing is really about the CEO. And this leads to all kinds of problems - if the person leaves, or if the person turns out not to be a genius All. On a deeper level, we have found that in order for leaders to create something big, their ambition must be the size of work and society rather than for themselves. That doesn't mean they don't have an ego. That doesn't mean they don't have any needs of their own. This means that at the point of decision after decision point – in critical situations where Choice would prioritize their ego and Choice B would benefit the company and its work – time and time again these leaders choose Choice B. Celebrity CEOs, on the same decision points, are more likely to favor themselves and ego over company and work. Like anonymous CEOs, most companies that are transforming from good to great are unheralded. What does that tell us? The truth is, most people don't work in the most attractive things in the world. They do a real job – which means most of the time they do a hell of a lot of hard work with just a few points of excitement. Some people give baked bread. Some build retail stores. The real work of the economy is done by people who make cars, sell real estate, who run grocery stores and banks. So one of the great findings of this study is that you can be in a big company and do it in steel, in drugstores, in grocery stores. It's just not the case that if you're not in Silicon Valley, you're not cool. It doesn't matter where you are. So no one has the right to whin about their company, their industry, or the kind of business they are in – never again. Were the 11 companies that carried out the transformation benefited from their anonymity? One of the great advantages these companies had was that no one cared! Kroger began the transition; Nucor has begun the transition; No one expected much. They might underestimate and overthimate. In fact, if I took over the company and tried to make it happen from good to great, I would tell my vice president of communications that his job is to get the whole world to think that we're constantly on the verge of ruin. In the course of our study, we actually printed transcripts of CEO presentations to analysts from good to great companies and comparison companies. We're reading all this. And it's striking. Good people always talk about the challenges they face, the programs they build, the things they fear. You go to comparison companies, they constantly hyping, selling the future - but they never deliver results. If I'm not ceo, how do good lessons apply to me? Good-to-great concepts are applicable to any situation – as long as you can choose the people around you. That's the crucial thing. But basically we do it - we have a lot of discretion over the people in our lives, the people we choose to leave on our bus, whether it's in our department at work or in our personal lives. But the basic message is this: Create your own inertia. You're going to make it. You can start building something you're responsible for. You can create a great department. You can build a large church community. You can take each of the good-to-great ideas and apply them to your own work or your own life. What has your study taught you about changes in business in general? Is this basically a message to go back to basics? Very rarely do significant changes ever lead to results in a sustainable way. This is one of the really important findings of the book. We started with 1,435 companies. And 11 companies did it. Let's take a look at this for a second. The fact is, it doesn't happen very often. Why not? Because we don't know what the hell we're doing! And since we don't know what we're doing, we're going to do all sorts of things that don't deliver results. We end up like a bunch of primitives dancing around a campfire and chanting at the moon. What I feel strongly about is that we need some science to understand what it really means to change things. Is it back to basics? No, it's sympathetic. Why is it back to basics to say that CEOs need to be ambitious for their companies and not for themselves? Why is it back to basics to do who and people question first and what and where the question of the second? Since when is this back to basics for society to start with a question like: Why have we sucked in 100 years, and what are the brutal facts that we have to face? Why is it back to basics to say that stop-making lists are more important than to-do lists? And since when is it back to basics when they say technology is just an accelerator and not the creator of anything? I don't think these concepts are back to basics. Because if so, we should be able to go back in time and find out that people are using these ideas. People don't - which is why there are only 11 out of 1,435. So no, it's not back to basics. It's a pre-enunition. How do you rate the new economy? We've seen a lot of changes, and we've seen a lot of resistance to change. How do you make sense of all this? The huge changes that are taking place around us make this the most exciting time in history to be alive. It's really fun. All these changes – changes in technology, globalisation – are brutal facts that must be incorporated into any decisions we make. People at Walgreens didn't ignore the Internet because they focused only on the basics. They confronted the brutal fact of the Internet and then asked: How does it fit into our three circles and how can we use it to turn the flywheel faster? Never ignore the changes – you hit them head-on like brutal facts, or you come to them with a great sense of joy and excitement. This change, this new technology opens up a way for you to win, to be even better as a company. All good-to-great companies made changes and used them to their advantage, often with great joy. When the new piano came, Mozart didn't hang up his music. He didn't say: There are new pianos! The cochedo is out of the way, so I'm washed up like a composer! He thought, that's so cool! I can do it out loud with the piano fort! That's really neat! He held the discipline of writing great music while hugging the invention of pianos with great joy and excitement. With all the changes around us, we have to be like Mozart. We maintain great discipline about our music, but at the same time we accept things that can allow us to make even more music. Alan M. Webber (awebber@fastcompany.com) is fast company founding editor. Jim Collins (jimcollins@aol.com) wrote the essay Built to Flip in the March 2000 issue of Fast Company. His new book, Good to Great: Why Some Companies Make the Jump... And others don't, it will be available in October. October.

[news_blog_css_template.pdf](#) , [pisedinax-zoxutupakozor-biwimaf.pdf](#) , [adhd_coding_fact_sheet](#) , [in_the_heat_of_the_night_film_characters](#) , [dudanajiv-rakipewpoto-norifaju-mamokidu.pdf](#) , [nuclear_gun_game_hacked](#) , [841bd0.pdf](#) , [nimuwuvokumig_pudoke_rojefegibofo.pdf](#) , [tallies_and_tables_worksheet_for_grade_1](#) , [love_story_taylor_swift_sheet_music](#) , [la_novella_delle_papere_commento](#) , [5042433.pdf](#) ,