



To Whom It May Concern,

I would like to strongly endorse Phil Olsen and his organization, Know Your Strengths.

I have known Phil for over fifteen years and during that entire time I have been impressed with his ability to work with people and organizations. Phil has a delightful way of putting people at ease and helping them discover themselves and their own unique gifting. Phil's ability to listen and to ask penetrating questions is truly an art form.

When Phil couples his insights and intellect with his caring and systems assessment, he proves to be a resource that is extremely valuable to individuals and organizations.

One of the great values of using a resource like Know Your Strengths is their ability to help individuals discover their unique gifting. At the same time, Know Your Strengths can help an organization understand the gift mix that any given job uniquely requires. Once the job has been evaluated as to what gift mix is uniquely required to do that job with excellence, then it is possible to align those talent requirements with the talent gift mix of the individual. This job, when done with excellence and with the help of the PDP-pro scan, comes very close to guaranteeing the ideal person for the job. The alignment of job requirements with an individuals talent mix goes a long way toward insuring that that job will be done well by individuals who enjoy doing the job.

Phil Olsen and Know Your Strengths are a great addition to any organizations human resource department. I strongly recommend them to you.

Sincerely,

Dick Savidge