



January 27, 2014

Know Your Strengths
Attn: Phillip V Olsen, President
112 Hitching Post Road
Bozeman, MT 59715

Re: Letter of Recommendation

To Whom It May Concern:

It is my pleasure to have this opportunity to write a letter of recommendation for Phil Olsen and his company, Know Your Strengths. I am also pleased to share my perspective on the assessment tools they use.

I have known Phil for more than forty years and can vouch for his integrity and quest to reach out and help others. He was a student athlete on the very first college basketball team I ever coached and a man I instantly knew would be a major contributor to society.

Approximately six years ago, Phil convinced me to take the PDP ProScan survey and he then performed a consultation with me on my results. While I was a bit skeptical at the time, I remember being amazed at both the accuracy of the ProScan and how useful the results were in helping me to understand myself. Subsequent consultations with Phil about my personal strengths have been helpful and insightful as well.

As a college basketball coach for more than thirty years, I am y very familiar with the use of assessment instruments from the work I've done with students, athletes and teams to help motivate, teach, and encourage. Throughout my coaching career, my ability to understand the uniqueness of each of my players was essential to helping them achieve personal success. My ability to understand the collective strengths and capabilities of each of our teams was also a critical element in the achievement of team success.

For most of my coaching career, I relied on my intuition and instincts to guide my decisions. I was right much of the time, but I also struggled at times trying to figure out the strengths of some of my players and the chemistry of some of my teams.

737 Highlandia Drive, Suite B
Baton Rouge, LA 70810

225/387-2233 Phone
225/387-2263 FAX

E-Mail: 1963@cox.net

Knowing what I know now, I just wish I would have had access to the ProScan and TeamScan back then. The ProScan is quick and easy to use; it conveys a considerable amount of relevant information, yet it does not overwhelm people with irrelevant details and psychological jargon.

The TeamScan is remarkable in its ability to gather information from the individual ProScans on the members of a team. It then paints an accurate picture of team dynamics including insights into what motivates people, how they make decisions, how they lead and how they communicate.

Phil is passionate about the work he does to help people discover their personal strengths. He also does an excellent job of helping people learn how to apply their strengths in sports, in the workplace and in life. With confidence, I endorse Phil and his company Know Your Strengths and recommend the use of the ProScan. It is the best I have ever seen.

If I can provide you additional information, don't hesitate to contact me.

Sincerely,



Coach Dale Brown