

The
Athlete Assessments
DISC Profile

Personalized Report For:

Pam Brooks

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*Please refer to the “**Application of the Athlete DISC Profile**” report for the valuable background and reference materials that support this report.*

Introduction to the Athlete Assessments DISC Profile

Congratulations, deciding to take the Athlete Assessments DISC Profile could be one of the most important performance enhancing decisions you make in your sporting career.

This Athlete Assessments DISC Profile (“Athlete DISC”) is a personalized and comprehensive profile. You can use it as a tool to help you become a better athlete, performing more consistently and productively by learning about, and then focusing on, the behaviors that equate to your best performances and the goals you want to achieve. This information can support you in developing and using more of your natural strengths, while recognizing, improving upon and modifying the behaviors that do not produce the results you desire.

WHAT IS THE ATHLETE DISC MODEL?

This Athlete DISC model is based on the internationally recognized and respected work of Dr Tony Alessandra and has been designed specifically for sport by Bo Hanson (four time Olympic Athlete, Triple Olympic Medalist and Specialist Corporate Consultant). It provides athletes, coaches and sporting teams with a training tool which is easily interpreted, practical, and easy to remember and apply.

*Historical and contemporary research reveals more than a dozen models of our behavioral differences, but many share one common thread: the grouping of behavior into four categories. The Athlete DISC model measures four areas of behavior: D is for **D**ominance, I is for **I**nteractive, S is for **S**teadiness and C is for **C**ompliance.*

Dominance relates to how the athlete approaches problems and challenges:

- *A high score in D – reflects behavior that is direct, aggressive/assertive in getting results, active and may appear fearless.*
- *A low score in D – reflects behavior that is an organized approach to getting results and more calculated than direct.*

Interactive relates to how the athlete influences others, such as coaches and team members, to their point of view:

- *A high score in I - reflects behavior that is social, outgoing, people focused and verbally persuasive.*
- *A low score in I - reflects behavior that is matter of fact, reserved, sincere and cautious.*

Steadiness relates to how the athlete responds to the pace of their environment:

- *A high score in S - reflects behavior that is most comfortable when structured, organized, clearly defined and predictable environment.*
- *A low score in S - reflects behavior that is most comfortable when unstructured, undefined, is in an unpredictable environment and has freedom to operate.*

Compliance relates to how the athlete responds to rules and training methods set by others:

- *A high score in C - reflects behavior that is most comfortable when there are rules to follow and aware of the consequences of non-compliance.*
- *A low score in C - reflects behavior that is creative, has a ‘my way’ approach and can establish their own processes.*

Within Athlete DISC, we also refer to your *Adapting Style Pattern* and your *Natural Style Pattern*:

- **Adapting Style Pattern:** *It's a self-perception of the behavioral tendencies you think you should use in your sporting environment. This may change in different environments. For example, you responded to the assessment with a sporting focus, your Adapting Style Pattern may be different than if you responded with a family focus. It makes sense that the behavior required to be successful in the sporting environment will and could be vastly different to the behaviors required to be a contributing member of your family.*
- **Natural Style Pattern:** *It's a self-perception of the "real you". These are behaviors you are most likely to exhibit when in situations you perceive as being stressful. The reason this is described as the real you, is that under stress our reaction and thinking times are dramatically reduced. Therefore, we literally don't get time to think about what may be the most appropriate behavior given a range of choices and so we revert to what comes without thinking - Instinctive behaviors. This pattern tends to be fairly consistent even in different environments.*

Refer to page 5 for how you scored within Athlete DISC and pages 16 and 17 for the detailed graphs and description.

HOW TO USE THIS REPORT

Begin today. First, read the entire report. It focuses on understanding your behavioral style characteristics in the sporting environment you are currently in and offers strategies for increasing your individual effectiveness. **It is important to note** that there is no "best" behavioral style. Each style has its unique strengths and opportunities for continuing improvement and growth. As well, each style has its own limitations. It is the knowing of what your strengths and limitations are that enables you as an athlete to produce more consistent, higher level performances. This is called "Self Awareness" and great sports teams and athletes know what they do best and where they need to improve.

Please note that throughout this report we refer to being part of a team and other team members. You may be an athlete who participates in an individual sport such as golf or tennis. In this regard, your 'team' includes your coaches, managers, support staff and possibly other athletes in your training squad.

Throughout this report, we suggest that you mark the two most important points as they apply to you in your sporting environment and to transfer these onto the **Summary of Your Style** on page 12. This becomes a very useful summary about you and also something you can easily share with others

Most athletes are very eager to jump straight into the information about their personal profiles – so this is what we've done with this report. However, we have provided all of the valuable background and reference materials that support this report in the separate report titled "Application of the Athlete DISC Profile". You can use that report to begin to identify likely behavioral styles of others including your coach, team members or even your competitors. Knowing this information can help you find ways to get the edge on your competition by understanding their likely strategies, or it can be used to build more productive relationships with those people to whom your performances are linked. There are also action plans provided - we recommend that you share these action plans with others to greatly enhance each of those relationships. You may like to review that report first, at the same time as this one, or at a later time.

Overview of Your Sporting Behavioral Style

Within the Athlete DISC model:

- Your **Adapting Style** (how you think you should behave) indicates you tend to use the behavioral traits of the **DC** style(s) in your sporting environment.
- Your **Natural Style** (how you are most likely to behave in situations you perceive as being stressful) indicates that you naturally tend to use the behavioral traits of the **D** style(s).

(Refer to the previous two pages of this report for a brief understanding of the above or pages 16 and 17 for your detailed graphs and description of these styles.)

The information below serves as a personalized general overview of your behavioral tendencies in your sporting environment. It sets the state of play for the report which follows and provides a framework for understanding, reflecting and applying your results. We've provided key coaching and improvement ideas throughout the report so that you can leverage your strengths whenever possible to maximize your personal sporting goals and successes.

You show a wide variety of interests in many areas. This is of enormous benefit in keeping a level of balance and perspective in your sporting life. Your wide bandwidth of curiosity and knowledge allows you to have a pulse and insight on topics of widespread interest.

Very self-reliant. You want to find your own solutions. You'll find much of the theme of this report is based on your independence. You score like those who form a small percentage of the population who may be considered movers and shakers. This group thinks quickly, decides quickly and creates opportunities and solutions where none existed before. All or much of this is done in a completely independent manner. That's a strength, for both you and your team, as long as that strength is recognized and not overdone so to undermine the concept of teamwork.

Pam, your response pattern on the Athlete DISC shows that you set high goals for yourself and others, and expect both to meet those goals. This trait comes from your high degree of decisiveness, your high sense of urgency and your risk-taking ability. Those traits are somewhat rare in this combination, and produce someone of keen expectations and one who can demonstrate high goals to others by achieving those goals. If someone says it can't be done, your response may be, "Just watch me."

You score like those who speak their minds and may sometimes be blunt, or even sarcastic. In fact, this may be a bit understated, as those who score like you are usually blunt and sarcastic. While this gets results for them, it may also alienate team members and other support staff who are integrally important to the outcome. Again, the coaching advice is to turn down the bluntness more frequently in favor of a more people-friendly approach.

Pam, you prefer a change-oriented environment and may become bored when the pace slows, a challenge has been conquered or an important competition or training goal is achieved. This is a key dimensional trait to keep in mind as you progress through your sporting life. You score like those who have an appetite for new ideas and challenges and are attracted to them like a magnet. However, once the goals are successfully achieved or well on track, your attention wanders to what might be next. This could even happen mid competition so it is critical that you keep focused to see the goal through to the end. Once this goal is fully completed look for new challenges.

You have many ideas and opinions of your own and high confidence in those ideas. Some might say that people who score like you show a rather visible ego-presence. This goes with the territory of those with similar scores. However, to maximize effectiveness, those who choose to self-manage this, find that putting the ego traits to the side a bit, creates a more people-friendly climate. This is especially true when negotiating specifics with others.

You are a strong individualist who likes to make your own path and to be recognized for such. Your responses to the Athlete DISC indicate that you are considered "field independent" in your training style. That means that you blaze your own trails, sometimes without seeking much input from others. You may have a sense of internal accomplishment when a success is achieved largely on your own, without much guidance or assistance from other team members or support staff in particular.

You are very direct, forthright and straightforward in communicating with others. You score like those who speak their minds, tell it like it is and bring to-the-point closure to extended communication. You like to get things done quickly and that includes conversations. You tend not to sugar-coat the message with unnecessary fluff, in favor of netting it out to the essential information.

Strengths and Limitations

You are likely to display your strength characteristics reasonably consistently in both training and competition. For the most part, these qualities tend to enhance your effectiveness. You can actually increase your effectiveness even more by avoiding an overextension of these strengths as an overextension of your strengths can become a limitation. For example, a High D's dominance in a team and leadership role can be a strength in certain situations and environments, but when overextended high D's tend to become dictatorial, overly dominant and too often setting a pace expecting others to follow that will wear down both themselves and their team members.

*Mark the two most important strengths as they apply to your team and sporting environment and then mark two areas that you are committed to improve upon. Transfer these behaviors to the **Summary of Your Style** on page 12.*

Your Strengths:

- *Rapid problem-solver.*
- *You ask questions that challenge tradition.*
- *High perseverance... you don't give up.*
- *Self-reliant and able to blaze new trails.*
- *A competitive player on the field of play and even off it.*
- *Direct, to-the-point style of interacting with team members, coaches and others.*
- *Able to analyze situations quickly, reach a decision and take action.*

Potential Areas for Improvement:

- *Want control, so you may hesitate to allow others to take the lead.*
- *Can be a selective listener, hearing only what you want to hear.*
- *Approach may be too strong for some who don't appreciate your strong ego position.*
- *Is sometimes blunt and critical and forgets about appropriate tactfulness.*
- *May overuse threats or fear to persuade or motivate others.*
- *Set very high achievement standards for others, to the extent that some goals may not be achieved.*

Coaching Strategies

Our behaviors are driven by our needs. Each style has different needs or drivers to be met. Consider the likely scenario of a team in pre-match preparation. If one team member is feeling stressed and nervous, they may need quiet time alone; another team member feeling the same emotions may need to talk with others and take their mind off the up coming performance. As the coach or fellow team member, to not understand what each of the team members needs are, will result in them feeling even more stressed and as such they will not produce a quality performance. We need to understand that each team member is potentially different and when they behave in different ways they are simply trying to meet their needs. Of course it is critical that each person understands what their real needs are and what they need to do to have them met in a positive and emotionally productive manner. The more fully our needs are met, the easier it is to perform at an optimal level. It is your responsibility to meet your needs. You therefore need to discuss with your coach and team members what your needs are and how you think it best to meet them. This understanding will help build stronger bonds between you and your coach and team.

Mark two of your most important needs and transfer to the **Summary of Your Style** on page 12.

Athletes like you tend to need:

- *Straight-forward, direct communication.*
- *To let go of any detailed task or routine that you have mastered so to increase the development and learning opportunities for others which ultimately should contribute to achieving outcomes and goals for all concerned.*
- *To be involved and active in making things happen so as not to become bored with routines and training schedules that do not change.*
- *An understanding of the empowerment boundaries will prevent overstepping your authority in team related issues.*
- *May need to soften your approach a bit and take it down a notch so as not to be so blunt and critical at times.*
- *A pro-active confrontation when someone disagrees with your methods or ideas. That is, don't sow seeds of discontent behind your back.*
- *To be reminded to pace yourself and occasionally slow down to relax and rebalance.*
- *To know the results that are expected of you and to be judged on the results rather than the methods used to achieve the results.*
- *Programs and regimes with challenging goals.*

Motivation Style

Everybody is motivated...however; they are motivated for their own reasons, not somebody else's reasons. By understanding your motivations, you can create an environment where you are most likely to be self-motivated. For example, some athletes are motivated to be part of the team, others are motivated by the results of winning. For this example, it is not that winning is not important for all athletes but if an athlete is people orientated, then being an integral and loyal team member is a fundamental motivator. The same can be said for the athlete who is motivated by the result of winning. As they are considered more results focused they therefore will be more motivated by their results than just being part of the team. These two different motivation styles are very easy to pick once attention is paid to the external behaviors of those in your team and of course your own behaviors.

*Check the two most important motivators and environment factors and transfer to the **Summary of Your Style** on page 12.*

You tend to be motivated by:

- *Time to analyze facts, statistics and data prior to making a final decision.*
- *Freedom from constant coaching or monitoring of the way you apply yourself at training or in competition as you want to be trusted to always have high standards and seek top results.*
- *Efficient methods to get things done in less time, but not sacrificing quality.*
- *Direct, factual answers to questions, supported by accurate data.*
- *Time to react to sudden changes in aspects affecting yourself or team and to analyze the impact it has on overall established goals.*
- *New experiences and new challenges to meet.*
- *High quality standards that all members of the team honor and support.*

You tend to be most effective in environments that provide:

- *Environment allowing for one to train alone and to think things through.*
- *Freedom to create, experiment with and experience new training methods.*
- *Freedom from external pressure; but allowing for self-imposed pressure and urgency.*
- *Support which allows you to focus maximum effort on your sporting performance and to not be concerned with social protocol at the expense of achieving your sporting goals.*
- *Security and confidence that the team's performance standards are adhered to and respected.*
- *Challenging training programs that provide opportunities to test a wide variety of skills.*
- *Opportunity to take leadership roles in the team or in your sport where your creativity in forming new methods or techniques will be valued.*

Preferred Behaviors in the Sporting Environment

Your preferred behavior style provides useful insights for you in training, preparation for competition and when you compete.

*Check the two most important factors and transfer to the **Summary of Your Style** on page 12.*

Your preferred behaviors in training and competition:

- *Your ability to quickly analyze the facts often allows you to show dominance in many new situations.*
- *You want to be seen as assertive and at the vanguard of leadership in new, creative ideas and solutions.*
- *In the team, you may be indecisive on some decisions, wanting to make the highest quality decision possible but may keep the information-gate or data-gate open too long. The result may be sometimes decision-by-crisis.*
- *Motivated toward a freedom and flexibility to investigate and re-examine results and conclusions.*
- *You sometimes hesitate with decisions due to a desire to investigate all facets of a problem and all potential solutions.*
- *Able to look at a goal to be achieved from both a big-picture perspective and the details that contribute to each step of the process to achieve it.*
- *Day-to-day decisions are made very quickly and easily. There is substantially more time, effort and caution put into larger decisions.*
- *You seek authority equal to your responsibility and experience on the team and in your sport.*
- *You motivate others on the team with a sense of competition and urgency.*

Communication Tips for Others

The following suggestions will assist others who interact with you, such as your coach or fellow team members, to understand and be aware of your communication preferences. Everyone has a unique communication style and to understand what yours and other's communication style is, will enable you to coach them more effectively or for you as an athlete to be coached more effectively. For example, as an athlete how do you like to be spoken to? Perhaps directly and to the point or do you prefer a more considered approach with a slightly slower pace. Maybe you prefer lots of details or maybe you are a bigger picture communicator who does not like details? As well, how do you like to receive information? Seeing, hearing or feeling and any combination of the above. To use this information effectively, share it with others such as your coach and team members and also discuss their preferences. The result of this will be increased understanding, rapport and importantly, when under pressure in training or in competition there will be less confusion and more productive action.

Mark the two most important ideas for when others communicate with you and transfer to the **Summary of Your Style** on page 12.

When communicating with Pam, you should:

- *Be prepared to handle some objections.*
- *Stick to matters concerning individual and team goals only.*
- *When agreeing, support the ideas and potential results, not the person.*
- *Be clear in your explanations.*
- *When disagreeing, take issue with the methods or procedures, not with the person.*
- *Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.*
- *Present your items in a logical way.*
- *Stay on track. Don't talk about other issues or items.*
- *Be specific about what's needed to be done and who is going to do it.*

Summary of Pam Brooks's Style

Communication is a two-way process and is fundamental in high performance teams. By discussing your preferences, needs and wants with the people in your team such as team members, coaches, managers and even those you socialize with and live with, you can enhance these relationships and turn what might have been a stressful and unproductive relationship into a more effective one by understanding and applying the behavioral styles information.

YOUR STRENGTHS from page 7

1. _____
2. _____

AREAS FOR IMPROVEMENT from page 7

1. _____
2. _____

COACHING STRATEGIES (Your Needs) from page 8

1. _____
2. _____

YOUR MOTIVATORS from page 9

1. _____
2. _____

YOUR MOST EFFECTIVE ENVIRONMENT from page 9

1. _____
2. _____

PREFERRED BEHAVIORS from page 10

1. _____
2. _____

COMMUNICATION TIPS FOR OTHERS from page 11

1. _____
2. _____

Direct Feedback from Observers

As part of your profile, you are able to invite observers to complete an assessment questionnaire about you, as they see you. This is valuable 360 degree feedback. Comments in this report are included exactly as they are answered by the observers - without any editing, spelling corrections or censoring. Please note that comments are also only displayed if more than three observers completed the assessment questionnaire (this is to protect their identity).

In her sporting environment, what do you consider to be Pam's strengths?

Her competitiveness, her desire to be the best, her iron will to win.

Me!!!! Her daughter!

Direct Feedback from Observers (continued)

In her sporting environment, what do you consider to be Pam's performance limitations?

She's old!!(that is a joke), Seriously I have not seen Pam in this type of environment so i am not sure how to answer it.

me again

Direct Feedback from Observers (continued)

In her sporting environment, what do you consider to be Pam's opportunities for improvement?

Spend more time training. Her busy work schedule does not allow her to be able to train as much.

deffinetly me!

How to Read and Interpret Your Graphs

Your Pattern Preference for Athlete DISC, on page 17 of this report, is indicated by the highest plotting point(s) above the midline (Segments 4-6). It's indicated by a capital letter in the pattern description. A person may have more than one plot point above the midline. If this is the case, and the second (or third) plot point is of a lesser intensity, it's indicated by a lowercase letter in the pattern description. It's often referred to as a secondary style. Some people may or may not have secondary styles. The pattern numbers represent your segment numbers in DISC order.

Graph I is the Adapting Style Pattern. It's a self-perception of the behavioral tendencies you think you should use in your sporting environment. This graph may change in different environments. For example, you responded to the assessment with a sporting and athletic focus, your Adapting Style Pattern may be different than if you responded with a family focus or a work/career focus. It makes sense that the behavior required to be successful in the sporting environment will and could be vastly different to the behaviors required to be a contributing member of your family or even to be successful in your work/career related role.

Graph II is a self-perception of the "real you" – one's Natural Style Pattern. These are behaviors you are most likely to exhibit when in situations you perceive as being stressful. The reason this is described as the real you, is that under stress our reaction and thinking times are dramatically reduced. Therefore, we literally don't get time to think about what may be the most appropriate behavior given a range of choices and so we revert to what comes without thinking - Instinctive behaviors. How often have you seen an athlete do something or make a poor decision that to you as a spectator was obviously going to create a poor result? When the athlete is interviewed after the game and quizzed on their decision, they may then recognize – given time to evaluate their choices - that they could have easily made a different decision. This graph tends to be fairly consistent even in different environments.

Graph III helps you understand the overall relationship between Graphs I and II by providing a combination of the results from both graphs. This is especially helpful when Graphs I and II vary substantially from each other. As a result, Graph III helps illuminate the predominant style traits that emerge by combining the differences between Graphs I and II. When Graphs I and II are similar, there will not be substantial change in Graph III.

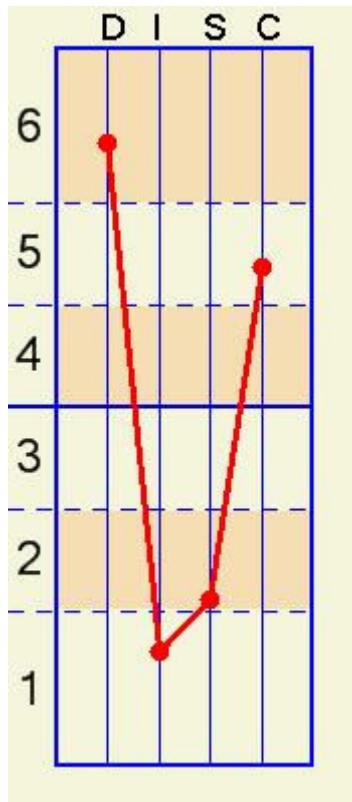
If Graphs I and II are similar, it means that you tend to use your same natural behaviors in the sporting environment. The question you need to ask yourself here is, are you getting the results you want if you are not modifying your behavior to suit different environments? It is possible that without modifying your behavior you may still be achieving your desired results. If you are not, then what do you need to change in your behavior to achieve better results? As well, if your Adapting Style (Graph I) is different from your Natural Style (Graph II), this can cause stress, if done over a long period of time. This is because you are using behaviors that are not as comfortable or natural for you. In that case, Graph III serves to confirm the information in Graphs I and II.

Behavioral Graphs for Pam Brooks

Your Adapting Style indicates you tend to use the behavioral traits of the DC style(s) in your sporting environment.

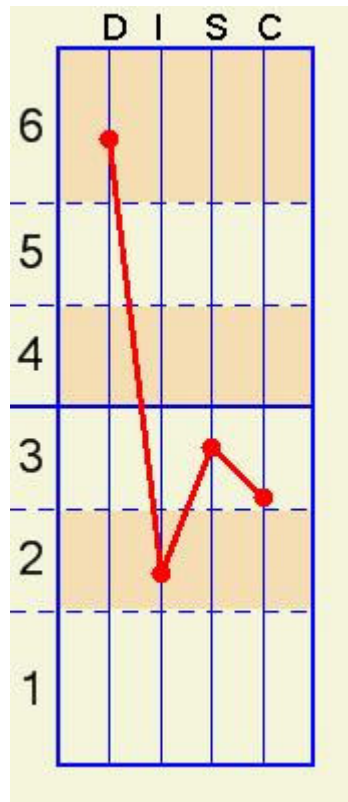
Your Natural Style indicates that you naturally tend to use the behavioral traits of the D style(s).

**Adapting Style
Graph I**



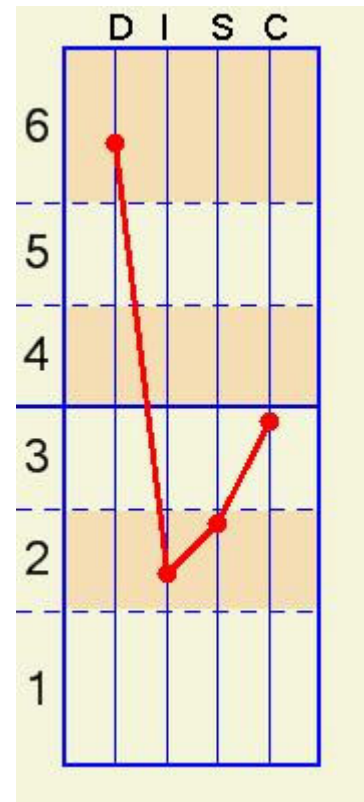
Pattern: DC (6125)

**Natural Style
Graph II**



Pattern: D (6233)

**Combined Style
Graph III**



Pattern: D (6223)

Graph I is your Adapting Style. It is your perception of the behavioral tendencies you think you should use in your sporting environment. This graph, as previously mentioned may change in different environments. Graph II is your perception of the real you - your Natural Style. These are also behaviors you are most likely to exhibit when in situations you perceive as being stressful in either training or competition. This graph tends to be fairly consistent even in different stressful environments. Graph III is the combination of both graphs.

If Graphs I and II are similar, it means that you tend to use your same natural behaviors in your sporting environment. If your Adapting Style is different from your Natural Style, this can cause stress if done over a long period of time. You are then using behaviors that are not as comfortable or natural for you and likely not producing highly consistent results.

Your Style is indicated by your highest plotting point(s) above the midline (Segments 4-6). Capital letters indicate your primary behavioral style(s) and lowercase letters indicate your secondary style(s). Some people may or may not have secondary styles. The numbers represent your segment numbers in DISC order. Please refer to **How to Read and Interpret Your eGraphs** from the eGraph section of your Home Page.

Next Steps

This report is filled with information about your sporting behavioral style and there is significant information about each of the four primary behavioral styles in the reference materials also available to you.

There are many suggestions for you to apply this information. Take the next step and DO the exercises if you skipped over them.

Don't put this report on a shelf or in a file, take it to training and continually browse over it to strengthen your understanding. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

*Have fun with making a few changes in your behavior and experience the results. You might be surprised! Remember **The Platinum Rule™**: "Treat others the way THEY want to be treated" and you will have much more success in all your sporting and other relationships!*

Disclaimer

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