



Master Book: WIP

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Preface Videos

	Minutes		Hours
	Express	Scenic	Module
Chapter: Preface			
Section: Introduction			
Module 1: <i>Pathways Vision Model</i>			
1 <i>Part 1: Introduction to Vision Model</i>		4	
2 <i>Part 2: Decisions and Other Activities</i>		8	
3 <i>Part 3: Consequences, Critical Thinking, & Prosperous Society</i>		10	
4 <i>Part 4: Connect Course Title to Vision Model</i>		6	0.5
Course Goals and Relevance			
1 <i>Course Goals and Relevance</i>		4	0.1
Introduction to Financial Statements			
1 <i>Part 1: Balance Sheets</i>		11	
2 <i>Part 2: Income Statements</i>		14	
3 <i>Part 3: Cash-Flow Statements</i>		16	
4 <i>Part 4: Statements of Changes in Owners' Equity</i>		11	0.9
Closing Thoughts			
1 <i>Closing Thoughts</i>		10	0.2
Chapter Total		94	1.6

Balance Sheets Videos

Chapter: Balance Sheets Section: What Do I See?	Minutes		Hours
	Express	Scenic	Module
Module: <i>What Do I See on Balance Sheets:</i>			
Express:			
<i>What Do I See on Balance Sheets?</i>	13		
Scenic:			
1 <i>Reporting Dates and Periods</i>		9	
2 <i>Reporting Entity</i>		12	
3 <i>Basis of Presentation</i>		11	
4 <i>Primary Elements</i>		14	
5 <i>Major Categories</i>		15	
6 <i>Line Items</i>		31	1.8
Section: What's Behind the Numbers?			
Module: <i>Framing Record Keeping and Reporting</i>			
Express:			
<i>Framing Record Keeping and Reporting</i>	12		0.2
Module: <i>Recording Entries: BSE</i>			
Express:			
<i>Recording Entries with Balance-Sheet Equation</i>	12		0.2
Module: <i>Recording Entries: JE</i>			
Express:			
<i>Recording Journal Entries</i>	13		0.2
Module: <i>Accounting Judgment: Basics</i>			
Express:			
<i>Accounting Judgment: Basics</i>	14		
Scenic:			
1 <i>Decision Making Hierarchy</i>		8	
2 <i>Recognition Decisions</i>		37	
3 <i>Measurement Decisions</i>		57	
4 <i>Classification and Disclosure Decisions</i>		16	2.2
Section: How Do I Use the Numbers?			
Module: <i>Analyzing Financial Condition: Basics</i>			
Express:			
<i>Analyzing Financial Condition: Basics</i>	14		
Scenic:			
1 <i>Financial Leverage</i>		15	
2 <i>Working Capital and Current Ratio</i>		6	
3 <i>Asset Risks and Expected Returns</i>		34	1.2
Module: <i>Connecting Preparers' and Users' Decisions</i>			
Express:			
<i>Connecting Preparers' and Users' Decisions</i>	12		
Scenic:			
1 <i>Decision Framework</i>		8	
2 <i>Reporting Incentives and Challenges</i>		25	0.8
Module: <i>Factors Driving Dispersion of Measures</i>			
Express:			
<i>Factors Driving Dispersion of Measures</i>	12		
Scenic:			
1 <i>Factors Driving the Dispersion of Ideal Measures</i>		25	
2 <i>Factors Driving the Dispersion of Actual Measures</i>		19	0.9
Chapter Total	102	354	7.6

Balance Sheets Exercises

Chapter: Balance Sheets

Section: What Do I See?

Module: *What Do I See on Balance Sheets?*

- bs.wis.010* *Comparing and contrasting items on all financial statements*
- bs.wis.020* *Identifying primary and major categories on balance sheets*
- bs.wis.030* *Identifying common line items on balance sheets*
- bs.wis.040* *Applying hierarchical approach to analyzing balance sheets*
- bs.wis.050* *Applying definitions and measurement to assets, liabilities and owners' equity (Your Balance Sheet)*

Section: What's Behind the Numbers?

Module: *Framing Record Keeping and Reporting*

No exercises

Module: *Recording Entries: BSE*

- bs.wbn.bse.001* *Interactive Exercise: Recording BSE entries (Bischoff E1 - E5)*
- bs.wbn.bse.010* *Recording BSE entries and determining effects on balance sheets (ABC Company)*
- bs.wbn.bse.020* *Recording BSE entries and tracing to line items (CreativeABCs Company)*
- bs.wbn.bse.030* *Recording BSE entries and creating balance sheets (Chancellor's Sweet Treats)*
- bs.wbn.bse.040* *Recording BSE entries and creating balance sheets (JP's Smart Phone Accessories)*
- bs.wbn.bse.050* *Recording BSE entries and creating statements (Bryan's Health & Fitness)*

Module: *Recording Entries: JE*

- bs.wbn.je.010* *Recording JEs and creating balance sheets (ABC Company)*
- bs.wbn.je.020* *Recording JEs and creating balance sheets (CreativeABCs Company)*
- bs.wbn.je.030* *Recording JEs and creating balance sheets (Chancellor's Sweet Treats)*
- bs.wbn.je.040* *Recording JEs and creating balance sheets (JP's Smart Phone Accessories)*
- bs.wbn.je.050* *Recording BSE entries and creating statements (Bryan's Health & Fitness)*

Module: *Accounting Judgment: Basics*

- bs.wbn.jud.010* *Applying recognition decisions and fair value measurement (SimpleSales, Inc.)*

Section: How Do I Use the Numbers?

Module: *Analyzing Financial Condition: Basics*

- bs.hun.afc.010* *Analyzing common size balance sheets*
- bs.hun.afc.020* *Analyzing risks and rewards*
- bs.hun.afc.030* *Assessing the consequences and implications of financial leverage (Mall exercise)*
- bs.hun.afc.040* *Analyzing balance sheets and financial condition (Analysis Mini-Case Series Marriott vs Starwood); w solution consideration*
- bs.hun.afc.050* *Analyzing balance sheets and financial condition (Analysis Mini-Case Series AT&T vs Verizon); no solution*
- bs.hun.afc.060* *Analyzing balance sheets and financial condition (Analysis Mini-Case Series American Eagle & Urban Outfitters) no solution*

Module: *Connecting Preparers' and Users' Decisions*

No exercises

Module: *Factors Driving Dispersion of Measures*

No exercises

Income Statements and Statements of Changes in Owners' Equity Videos

Chapter: Income Statements and Statements of Changes in Owners' Equity	Minutes		Hours
	Express	Scenic	Module
Section: What Do I See?			
Module: <i>What Do I See on Income Statements?</i>			
<i>Express:</i>			
		31	
<i>Scenic:</i>			
1	<i>How Do Companies Perform for Owners?</i>		11
2	<i>Comprehensive Income</i>		24
3	<i>Major Categories</i>		23
4	<i>Significant Subcategories</i>		30
5	<i>Line Items</i>		38
6	<i>Income Statement Formats</i>	12	2.8
Module: <i>What Do I See on Statements of Changes in Owners' Equity?</i>			
<i>Express:</i>			
	<i>What Do I See on Statements of Changes in Owners' Equity?</i>	12	
<i>Scenic:</i>			
1	<i>Statements of Changes in Owners' Equity</i>		29
			0.7
Section: What's Behind the Numbers?			
Module: <i>What's Behind Income Statements?</i>			
<i>Express:</i>			
	<i>What's Behind Income Statements?</i>	40	
<i>Scenic:</i>			
1	<i>Accounts</i>		5
2	<i>Revenues</i>		52
3	<i>Expenses</i>		66
4	<i>Gains and Losses</i>		17
5	<i>End-of-Period Accounting and Business Decisions</i>		26
6	<i>Creating Income Statements</i>		6
7	<i>Matching Principle and Conservatism</i>	11	3.7
Module: <i>What's Behind Statements of Changes in Owners' Equity?</i>			
<i>Express:</i>			
	<i>What's Behind Statements of Changes in Owners' Equity?</i>	15	
<i>Scenic:</i>			
1	<i>Dividends, Closing Entries, and R&R Map</i>		29
			0.7
Section: How Do I Use the Numbers?			
Module: <i>Analyzing Financial Performance: Basics</i>			
	<i>Analyzing Financial Performance: Basics</i>		34
			0.6
Chapter Total		98	413
			8.5

Income Statements and Statements of Changes in Owners' Equity Exercises

Chapter: Income Statements and Statements of Changes in Owners' Equity

Section: What Do I See?

Module: *What Do I See on Income Statements?*

<i>is.wis.is.010</i>	<i>Identifying comprehensive income and major categories</i>
<i>is.wis.is.020</i>	<i>Identifying significant subcategories of net income</i>
<i>is.wis.is.030</i>	<i>Comparing and contrasting common line items on income statements</i>
<i>is.wis.is.040</i>	<i>Applying hierarchical approach to analyzing income</i>

Module: *What Do I See on Statement of Changes in Owner's Equity?*

<i>is.wis.scoe.010</i>	<i>Applying a hierarchical approach to measuring Shell's performance</i>
<i>is.wis.scoe.020</i>	<i>Applying a hierarchical approach to measuring Intel's 2010 performance; no solution published</i>
<i>is.wis.scoe.021</i>	<i>Applying a hierarchical approach to measuring Intel's 2011 performance; no solution published</i>
<i>is.wis.scoe.022</i>	<i>Applying a hierarchical approach to measuring Intel's 2012 performance; no solution published</i>
<i>is.wis.scoe.023</i>	<i>Applying a hierarchical approach to measuring Intel's 2013 performance; no solution published</i>
<i>is.wis.scoe.030</i>	<i>Interpreting statements of shareholders' equities</i>

Section: What's Behind the Numbers?

Module: *What's Behind Income Statements?*

<i>is.wbn.is.bse.010</i>	<i>Recording BSE entries, trial balances, and creating income statements (ABC Company)</i>
<i>is.wbn.is.bse.020</i>	<i>Recording BSE entries, trial balances, and creating income statements (CreativeABCs Company)</i>
<i>is.wbn.is.bse.030</i>	<i>Recording BSE entries, trial balances, and creating income statements (Bryan's Health & Fitness)</i>
<i>is.wbn.is.bse.040</i>	<i>Recording income BSE mini-matrix entries (Bischoff Global Sportswear)</i>
<i>is.wbn.is.bse.050</i>	<i>Connecting changes in owners' equity to events behind the numbers (Perez Fashions)</i>
<i>is.wbn.is.bse.060</i>	<i>Connecting what you see to events behind income statements (Starbucks)</i>
<i>is.wbn.is.je.010</i>	<i>Recording journal entries, posting to T-Accounts, and creating income statements (ABC Company)</i>
<i>is.wbn.is.je.020</i>	<i>Recording journal entries, posting to T-Accounts, and creating income statements (CreativeABCs Company)</i>
<i>is.wbn.is.je.030</i>	<i>Recording journal entries, posting to T-Accounts, and creating income statements (Bryan's Health & Fitness)</i>
<i>is.wbn.is.je.040</i>	<i>Recording income journal entries (Bischoff Global Sportswear)</i>
<i>is.wbn.is.je.050</i>	<i>Recording income journal entries and determining financial statement effects (Best Buy)</i>
<i>is.wbn.is.je.060</i>	<i>Recording income journal entries and determining financial statement effects (Google)</i>

Module: *What's Behind Statements of Changes in Owners' Equity?*

<i>is.wbn.scoe.bse.010</i>	<i>Recording BSE closing entries, creating statements, and determining financial-statement effects (ABC Company)</i>
<i>is.wbn.scoe.bse.020</i>	<i>Recording BSE closing entries, creating statements, and tracing to line items (CreativeABCs Company)</i>
<i>is.wbn.scoe.bse.030</i>	<i>Recording BSE closing entries and creating statements (Bryan's Health & Fitness)</i>
<i>is.wbn.scoe.bse.040</i>	<i>Recording BSE dividend entries and creating statements (Bischoff Global Sportswear)</i>
<i>is.wbn.scoe.je.010</i>	<i>Recording closing journal entries and creating statements (ABC Company)</i>
<i>is.wbn.scoe.je.020</i>	<i>Recording closing journal entries and creating statements (CreativeABCs Company)</i>
<i>is.wbn.scoe.je.030</i>	<i>Recording closing journal entries and creating statements (Bryan's Health & Fitness)</i>
<i>is.wbn.scoe.je.050</i>	<i>Recording dividend journal entry and determining financial statement effects (Exxon Mobil)</i>

Section: How Do I Use the Numbers?

Module: *Analyzing Financial Performance: Basics*

<i>is.hun.afp.010</i>	<i>Applying the DuPont Model (Internet Bubble case)</i>
<i>is.hun.afp.020</i>	<i>Analyzing income statements and financial performance (Analysis Mini-Case Series); Target & Walmart; no solution</i>
<i>is.hun.afp.030</i>	<i>Analyzing income statements and financial performance (Analysis Mini-Case Series); Macy's & Nordstrom; no solution</i>
<i>is.hun.afp.040</i>	<i>Analyzing income statements and financial performance (Analysis Mini-Case Series); Coca-Cola & PepsiCo; no solution</i>
<i>is.hun.afp.050</i>	<i>Analyzing income statements and financial performance (Analysis Mini-Case Series); Nike & Adidas; no solution</i>
<i>is.hun.afp.060</i>	<i>Analyzing income statements and financial performance (Analysis Mini-Case Series); Chipotle & Panera Bread; no solution</i>

Statement of Cash Flows Videos

	Minutes		Hours
	Express	Scenic	Module
Chapter: Statements of Cash Flows			
Section: What Do I See?			
Module: <i>What Do I See on Cash Flow Statements?</i>			
Express:			
<i>What Do I See on Cash Flow Statements?</i>	16		
Scenic:			
1 <i>Direct Cash Flow Statements</i>		19	
2 <i>Indirect Cash Flow Statements</i>		17	0.9
Section: What's Behind the Numbers?			
Module: <i>Cash Flow Statements: Basics</i>			
Express:			
<i>Cash Flow Statements: Basics</i>	24		
Scenic:			
1 <i>Big Picture: EasyLearn's Cash Flow Statements</i>		42	
2 <i>Limitations and Disclosures: Beyond EasyLearn's Cash Flow Statements</i>		32	
3 <i>Record-Keeping and Reporting Map (R&R Map)</i>		27	
4 <i>Reconciliation Adjustment Signs</i>		9	2.2
Module: <i>Statement of Cash Flows Entry Map (SCF Entry Map)</i>			
Express:			
<i>Statement of Cash Flows Entry Map (SCF Entry Map)</i>	19		
Scenic:			
1 <i>Route 1 Investing or financing cash entries with no gains or losses</i>		6	
2 <i>Route 2 Operating entries with the same effect on income and cash from operations</i>		6	
3 <i>Route 3 Operating entries with different effects on income and cash from operations</i>		8	
4 <i>Route 4 Operating entries that affect working capital, but not income or cash from operations</i>		10	
5 <i>Route 5 Investing or financing entries that affect cash and income through gains or losses</i>		8	
6 <i>Route 6 Investing, financing, and/or foreign exchange gain/ loss entries that don't affect income or cash</i>		6	
7 <i>Route 7 Investing or financing entries that affect income through gains or losses, but not cash</i>		7	
8 <i>Route 8 Operating entries that don't affect cash, net income, or working capital accounts</i>		8	
9 <i>Redundant SCF Reconciliation Entry Effects</i>		18	1.6
Chapter Total	59	223	4.7

Statement of Cash Flows Exercises

Chapter: Statements of Cash Flows

Section: What Do I See?

Module: *What Do I See on Cash Flow Statements?*

- cs.wis.010 *Comparing and contrasting common line items on cash flow statements*
- cs.wis.020 *Classifying cash flows*
- cs.wis.030 *Classifying cash flows (Bischoff Global Sportswear)*

Section: What's Behind the Numbers?

Module: *Cash Flow Statements: Basics*

- cs.wbn.bas.010 *Analyzing entries' effects on all financial statements (ABC Company)*
- cs.wbn.bas.020 *Analyzing entries' effects on SCF reconciliation (Bryan's Health & Fitness and Intel)*
- cs.wbn.bas.030 *Analyzing SCF reconciliation adjustments related to customers (Bryan's Health & Fitness, Apple, Microsoft and Intel)*
- cs.wbn.bas.040 *Recording entries, creating statements, and identifying entries' financial statement effects (CreativeABCs Company)*
- cs.wbn.bas.050 *Creating direct & indirect cash flow statements before & after acquisition (Bryan's Health & Fitness)*
- cs.wbn.bas.060 *Determining non-operating effects on working capital accounts (P&G)*

Module: *Statement of Cash Flows (SCF) Entry Map*

- cs.wbn.map.010 *Identifying entries financial-statement effects (Bischoff entries and Intel's financials)*
- cs.wbn.map.020 *Identifying entries financial-statement effects (Bischoff entries and Daimler's financials)*
- cs.wbn.map.030 *Recording entries based on company disclosures and determining their financial-statement effects (Daimler)*
- cs.wbn.map.040 *Recording entries based on company disclosures and determining their financial-statement effects (TJX)*

Section: How Do I Use the Numbers?

Module: *Analyzing cash flows: Basics*

- cs.hun.acf.010 *Interpreting and using cash flow statement information (Mattel)*
- cs.hun.acf.020 *Interpreting cash flow statement information (Yum! Brands case Part 1)*
- cs.hun.acf.021 *Interpreting and using cash flow statement information (Yum! Brands case Part 2)*
- cs.hun.acf.030 *Analyzing cash flow statements and financial performance (Analysis Mini-Case Series); Nokia & RIM; no solution*
- cs.hun.acf.040 *Analyzing cash flow statements and financial performance (Analysis Mini-Case Series); Home Depot's & Lowe's; no solution*
- cs.hun.acf.050 *Analyzing cash flow statements and financial performance (Analysis Mini-Case Series); Papa John & Dominos; no solution*
- cs.hun.acf.060 *Analyzing cash flow statements and financial performance (Analysis Mini-Case Series); JCPenny & Sears; no solution*

Financial Reporting Environment Exercises

Chapter: Financial Reporting Environment

Section: How Do I Use the Numbers?

Module: *Context matters*

fr.hun.con.010 Analyzing consequence of financial reporting environment (Analysis Mini-Case Series); no solution

Revenue and Customer-Related Balance Sheet Concepts Exercises

Chapter: Revenue and Customer-Related Balance Sheet Concepts

Section: What's Behind the Numbers?

Module: *Receivables*

rv.wbn.rec.010 Recording entries and identifying financial-statement and ratio effects (Bischoff entries and Intel's financials)

rv.wbn.rec.020 Recording entries based on company disclosures, determining financial-statement effects, and analyzing related risks

rv.wbn.rec.030 Determining end-of-period adjustments to allowance for doubtful accounts and related entries (Neal Company)

Module: *Warranties*

rv.wbn.war.010 Recording entries based on company disclosures and determining financial-statement effects (HP)

Cost of Sales and Supplier-related Balance Sheet Concepts Videos

	Express	Scenic	Module
Chapter: Cost of Sales and Supplier-related Balance Sheet Concepts			
Section: What Do I See?			
Module: <i>Inventory Cost Outflows</i>			
Express:			
<i>Inventory Costs Outflows- Cost of Sales and Inventory Disclosures</i>	20		0.3
Section: What's Behind the Numbers?			
Module: <i>Inventory Cost Outflows</i>			
Express:			
<i>Inventory Costs Outflows</i>	38		
Scenic:			
1 <i>Cost of Sales and Inventory Basics</i>		52	
2 <i>LIFO Liquidations and LIFO Reserve Reversals</i>		14	
3 <i>Inventory Impairments</i>		27	2.2
Chapter Total	58	93	2.5

Cost of Sales and Supplier-related Balance Sheet Concepts Exercises

Chapter: Cost of Sales and Supplier-related Balance Sheet Concepts

Section: What's Behind the Numbers?

Module: *Cost inflows*

- in.wbn.ins.010* Recording entries and identifying financial-statement and ratio effects (Bischoff entries and Intel's financials)
- in.wbn.ins.020* Recording inventory write-offs and identifying and analyzing their financial-statement effects (RIM)
- in.wbn.ins.030* Recording depreciation and amortization entry and identifying financial-statement effects (Starbucks)

Module: *Cost outflows*

- in.wbn.outs.010* Determining inventory cost outflow measures and entries (CTSW Company)
- in.wbn.outs.020* Converting LIFO to FIFO, recording related entries, and identifying financial-statement effects (ADM)
- in.wbn.outs.030* Identifying ratio consequences of converting LIFO to FIFO (Jim's Dental)
- in.wbn.outs.040* Converting LIFO to FIFO, recording related entries, and identifying financial-statement effects (HD)

Section: How Do I Use the Numbers?

- in.hun.010* Analyzing inventories (LIFO/FIFO)

Deferred Expenses and Long-Lived Assets Exercises

Chapter: Deferred expenses and long-lived assets

Section: What's Behind the Numbers?

Module: *What's behind the numbers*

la.wbn.010 Recording entries and identifying their financial-statement and ratio effects (Bischoff entries and Intel's financials)

la.wbn.020 Recording entries based on company disclosures and determining their financial-statement effects (HP)

Section: How Do I Use the Numbers?

Module: *How do I use the numbers*

la.hun.010 Analyzing recognition and measurement: Extending HBS Kansas City Zephyrs' Baseball Team Case; no solution

Interest Expense and Creditor-Related Liabilities Videos

	Minutes		Hours
	Express	Scenic	Module
Chapter: Interest Expense and Creditor-Related Liabilities			
Section: What's Behind the Numbers?			
Module: <i>Present Values</i>			
Scenic:			
1 <i>Present Values and Future Values</i>		29	0.5
Module: <i>Debt Basics</i>			
Scenic:			
1 <i>Debt Basics</i>		19	0.3
Module: <i>Bonds</i>			
Scenic:			
1 <i>Bonds</i>		20	0.3
Module: <i>Leases</i>			
Scenic:			
1 <i>Capitalizing Operating Leases</i>		45	0.8
Chapter Total	0	84	1.4

Interest Expense and Creditor-Related Liabilities Exercises

Chapter: Interest Expense and Creditor-Related Liabilities

Section: What's Behind the Numbers?

Module: **Present Values**

- db.wbn.pv.010* Applying present and future values for college savings (Lauren Gerlowski)
- db.wbn.pv.020* Applying present values for car purchase
- db.wbn.pv.030* Applying future values for retirement savings
- db.wbn.pv.040* Applying present and future values for college savings (Ed Nygren)

Module: **Debt Basics**

- db.wbn.basics.010* Recording entries and identifying financial-statement effects (Bischoff Global Sportswear and Intel)
- db.wbn.basics.020* Recording entries based on company disclosures and determining financial-statement effects (Darden Rest)

Module: **Bonds**

- db.wbn.bonds.010* Computing bond amortization tables and entries with discount (R.C. Carter's Corporation)
- db.wbn.bonds.011* Computing bond amortization tables and entries with premium (CA's Contemporary Art Company)
- db.wbn.bonds.020* Applying bond concepts: biannual interest payments (Doug's Precision Equipment Company)
- db.wbn.bonds.030* Computing interest, recording entries, and identifying financial statement effects (Reflections in Nature)

Module: **Leases**

- db.wbn.leases.010* Determining lease measures and entries (Busy Beaver Woodwork Company)
- db.wbn.leases.020* Applying present and future values and car leasing concepts
- db.wbn.leases.030* Determining lease measures and entries (Brannon's Car Restorations Company)

Miscellaneous Videos

	<u>Minutes</u>	<u>Hours</u>
Miscellaneous Topics		
Group Projects:		
<i>Searching and Locating Annual Reports</i>	10	
<i>Locating Stock Prices Using BigCharts</i>	3	0.2
Excel:		
<i>Using Excel 1: Basics</i>	26	
<i>Using Excel 2: Linking Cells Across Worksheets</i>	9	0.6
Instructors' Forum Video Series: Helping Students Make Informed Judgments		
1 <i>Introduction</i>	39	
2 <i>Assets, Liabilities, and Owners' Equity Measures</i>	44	
3 <i>Connecting Users' and Preparers' Judgment</i>	64	
4 <i>Risks and Rewards</i>	48	
5 <i>Risks and Rewards Application: Credit Crisis</i>	37	
6 <i>Factors Driving the Dispersion of Measures</i>	49	
7 <i>Income Measures</i>	48	
8 <i>Cash Flow Measures</i>	10	
9 <i>Statistics, Measurement, and the Financial Crisis</i>	19	
10 <i>Statistics, Measurement, and the Fair Value Hierarchy</i>	11	6.2
YouTube Series: Live Your Life to the Fullest		
0 <i>Introduction</i>	1	
1 <i>Overcome the barriers between your ears</i>	4	
2 <i>Don't judge yourself too quickly</i>	5	
3 <i>Don't let financial constraints stop you</i>	3	
4 <i>Spend your time wisely</i>	4	
5 <i>Stretch yourself and be willing to fail</i>	5	
6 <i>Convert adrenaline to excitement</i>	5	
7 <i>Have a clear, compelling vision</i>	4	
8 <i>Seek role models and mentors</i>	7	
9 <i>Your success depends on others' success</i>	4	
10 <i>Earn others' respect</i>	4	
11 <i>Commit to others before they commit to you</i>	3	
12 <i>Be a professional - have pride in your work</i>	4	
13 <i>Follow the 24-hour rule</i>	4	
14 <i>Balance your growth</i>	3	
15 <i>Putting it all together</i>	5	1.1
Total	482	8.0