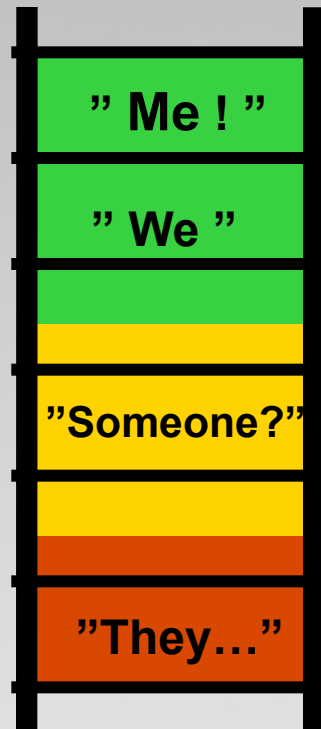


# The initiative ladder



Takes own initiatives without asking

Acts, asks for help sometimes

Starts to act, seeks support

**Suggests** a solution

**Asks** for a solution

**Waits** for solution/direction

Complains, **looking** for faults