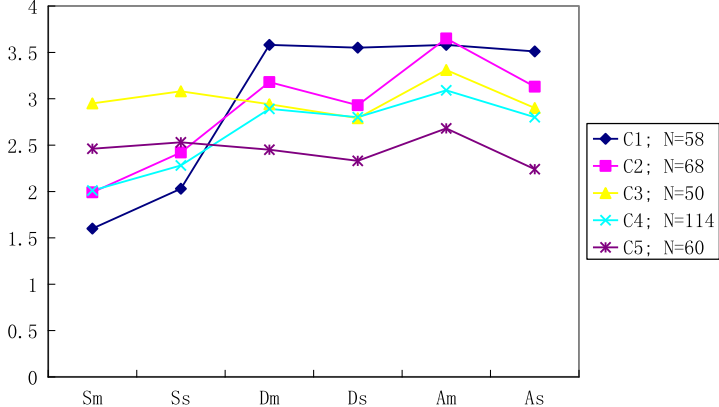




Note: SM=surface motive; DM=deep motive; AM=achieving motive; SS=surface strategy; DS=deep strategy; AS=achieving strategy.