

The Detroit Regional Dollars for Scholars Guide to Surviving and Thriving in Post-Secondary

Dear DFS Alum,

Dollars for Scholars has helped prepare you for life after high school, and now it's your turn to really shine. Not only is Dollars for Scholars here to support you by providing a scholarship, but we also want to support you through the challenges of post-secondary education.

This guide is designed to help you not only survive but thrive within your educational career. From the minute you get on campus, to the moment you graduate, this guide will be useful through the years of your post-secondary education. No matter where you are, what you are studying, or how your education shapes you, we have full confidence that you will succeed!

See you soon,

All of us at Dollars for Scholars

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PART 1: UTILIZING DETROIT REGIONAL DOLLARS FOR SCHOLARS SUPPORT

STAYING IN CONTACT

- Stay Involved
 - Attend DFS events
 - Read and Submit Ideas/Be Featured in Quarterly Newsletters
 - Engage with fellow alumni on the Detroit Regional Dollars for Scholars Alumni Facebook page
 - Update DFS if you have a new address email or phone number
- Ask for Support
 - Call, text or email DFS



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PART 2: STARTING YOUR SEMESTER

PAYING FOR POST-SECONDARY

Scholarship Searches:

- [Scholar Snapp](#) - A free, simple to use data standard that allows students to reuse their application information - including contact information, essays, transcripts, etc. - from one scholarship application to another thereby streamlining the college scholarship application process.
- [Scholly](#) - A mobile app that provides students with a fast and simple way to find scholarships for post-secondary.
- [Peerlift](#) - Proven scholarships, internships, summer programs, and more gathered by fellow students like you.
- [Fastweb](#) - Create a profile and let Fastweb do the research on scholarships, internships colleges and more for you.
- [Common Knowledge Scholarship Foundation](#) - Educational and scholarship opportunities for students of all levels.
- [Cappex](#) - A free website where you can learn which colleges want you, before you apply and learn about more than \$11 billion in merit aid scholarships.

- [Scholarships.com](#) – A free college scholarship search and financial aid information.
- [Unigo Scholarships](#) –College reviews, stats and other options to help you pay for college.
- [FinAid Scholarships](#) --A comprehensive source of student financial aid information, advice and tools.

Local Scholarship Opportunities:

- [Rosa L. Parks Scholarship Foundation](#) --The Rosa L. Parks Scholarship Foundation is dedicated to awarding scholarships to Michigan high school seniors who hold close to Mrs. Parks' ideals while demonstrating academic skills, community involvement and economic need.
- [Community Foundation for Southeastern Michigan](#) --lots of different scholarship opportunities for local students.
- [Coleman A. Young Scholars](#) --scholarship opportunity for students who have attended a high school in Detroit.
- [The Detroit Promise](#) --The Detroit Promise, administered by the Detroit Regional Chamber, ensures that any Detroit-resident student graduating in the spring of 2018 from a high school in the city of Detroit will have a tuition-free path to an associate degree, technical certificate**, or bachelors degree at any one of six participating community colleges or 17 four-year universities.
- [Men Who Dare Scholarship](#) --This award is designed to be the avenue of last resort for students (**male or female**) in need of financial assistance to further their education.
- [Michigan Chronicle S.W.A.G. Awards](#) -- “The S.W.A.G. awards were specifically created to ensure that more Detroit-area minority students that demonstrate leadership in multiple areas, other than grades, have access to scholarships.”
- [Comerica Charitable Foundation Scholarship](#)

State Aid Opportunities:

- [MI Student Aid – Tuition Incentive Program \(TIP\)](#) --The TIP encourages eligible Medicaid recipients to complete high school by providing tuition assistance during an eligible student's qualifying certificate or associate degree program and also during the student's bachelor's degree program.
- [MI Student Aid Scholarship and Aid](#)

National Opportunities:

- [Raise.Me](#) -- Earn micro-scholarships from colleges for your achievements as early as 9th grade.
- [Coca-Cola Scholars Foundation](#) -- The Coca-Cola Scholars Program scholarship is an achievement-based scholarship awarded to graduating high school seniors.
- [Jackie Robinson Foundation](#) -- The Jackie Robinson Foundation Scholarship program addresses the financial needs of college students and provides extensive, hands-on mentoring and support services.
- [Scholarship America](#) – Provides information and resources for your scholarship search.
- [Hispanic Scholarship Fund](#) – Scholarship information for Latino students.
- [Thurgood Marshall College Fund](#) – Provides scholarships, programmatic and capacity building support to the 47 public Historically Black Colleges and Universities (HBCUs).
- [Asian & Pacific Islander American Scholarship Fund](#) – The nation's largest non-profit organization devoted to providing college scholarships for Asian Americans and Pacific Islanders (AAPI).
- [American Indian College Fund](#) – Provides Native American students with scholarships and financial support for the nation's 33 accredited tribal colleges and universities.
- [UNCF](#) – Awards 10,000 students each year through 400 scholarships and internship programs so that students from low- and moderate-income families can afford college tuition, books and room and board.
- [Reagan Foundation Scholarships](#) - Scholarship opportunities for outstanding student leaders.
- [American Indian Graduate Center & AIGCS](#) - The largest scholarship providers to Native students in the United States, awarding \$15 million in scholarships annually and more than \$200 million since inception. For almost 50 years, AIGC has funded students pursuing undergraduate, graduate, and professional degrees in any field of study at any accredited institution of choice, working with over 500 tribes in all 50 states.

Federal Aid Opportunities:

- FAFSA: Apply for Aid: "To apply for federal student aid, such as federal grants, work-study, and loans, you need to complete the Free Application for Federal Student Aid (FAFSA). Completing and submitting the FAFSA is free and easier than ever, and it gives you access to the largest source of financial aid to pay for college or career school." The FAFSA opens each year on October 1. (fafsa.gov)

PACKING FOR POST-SECONDARY

Even if you are staying at home or commuting, you still need some new items to be prepared for success.

Clothes	Extra Long Bedding	Hygiene Items
Extra blankets	Hangers	Towels
Warm Clothes/Snow boots	Storage Bins	Photos/decorations
Notebooks	Binders	Writing Utensils
Laptop	Chargers (phone, laptop)	Folders
First Aid Kit	Headphones	Backpack

REGISTERING FOR CLASSES

Remember when your school counselor would do all of your scheduling for you? Not so simple anymore, but you have WAY more freedom over your schedule while in higher education. Now that you're in post-secondary education, you'll need to sign up for classes every year on your own. Signing up early will allow you access to a larger selection of classes at various times. Build a schedule around the kind of person you are. PRO TIP: Build a schedule around the kind of person you are. Don't like getting up early in the morning? Make sure you don't schedule 8:00 AM classes every day of the week!

Extra Tips:

- Use your schools course guide to make sure you register for the classes that you need. This can be found online or in a course catalog.
- Try to take 15 credits a semester. This keeps you in line to graduate in four years, and it also allows you the space to

"Make 'Rate My Professor' your go-to each and every semester. You will be amazed how accurate it is."

Nina, Class of 2017

drop a class if you need to in a semester, and still remain a full time student. PRO TIP: Some scholarships and federal student aid requires you to be a full time student—don't drop a class until you understand fully the implication of doing so.

- Check the professor who teaches the course on ratemyprofessor.com. These are not always reliable ratings, but it will give you insight into what other students thought of the professor and their experience with the professor. TRUST US, USE THIS!

RATING: ALL	CLASS	COMMENT
12/25/2018  AWESOME 5.0 OVERALL QUALITY 4.0 LEVEL OF DIFFICULTY	PA270 For Credit: Yes Attendance: Mandatory Textbook Used: Yes Would Take Again: Yes Grade Received: B-	CARING TOUGH GRADER INSPIRATIONAL Honestly, Neal is such a gem. PA has nothing to do with my major but this guy really made the class interesting and helped me see a purpose in taking it. He has a few tough assignments. You should actually do the readings unlike me, you'll find EVERYTHING you need in that book. Neal is a super sweet guy who just wants to see you succeed. Funny too!
		

- You need to meet with your academic adviser at least twice a semester to make sure you are taking the classes you still need to fulfill. Whether it is general education courses you still need to take, or major requirements, it is important that you stay on track with the classes you need to complete to graduate as quickly as possible.

CHECKING YOUR EMAIL

Check your email every single day.

Download your email app to your phone and have notifications sent to your phone. You will be receiving messages and important information from your professors in your email, and **it is your responsibility to be checking it and keeping up with what is going on in class.**

Check the database your institution uses every day as well (e.g. Blackboard, Moodle, etc.)

GOING TO CLASS

GO TO CLASS.

This is what you are paying for.

Sometimes you're tired. Sometimes you feel like school is overwhelming and you need a break. Sometimes it's raining and your class is all the way across campus and your umbrella broke and you don't have a raincoat. School is hard, but it's supposed to be! You can do this, but in order to succeed, you HAVE to go to class.

Every class will be different as far as attendance and expectations go, but in most classes, you are only granted a certain number of unexcused absences before your grade is affected. Be sure to check your syllabus for your professor's attendance policy.

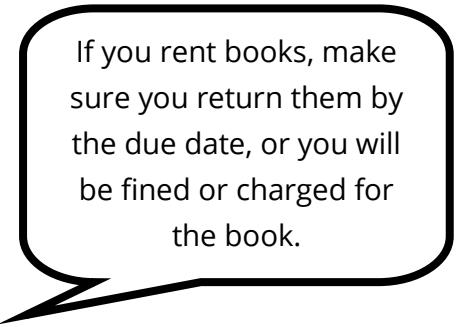
Make sure you are communicating with your professor. They need to know who you are, and they need to know why you're missing class. Life happens and sometimes you have to miss class, so ensure you are contacting your professor if something comes up, you are sick, or unable to come to class. This shows professionalism and respect to your professor. If you're missing class, make sure to email them prior to the class time if possible. TIP: Their contact information will also be in your syllabus.

BUYING BOOKS

At the beginning of every semester, you will be required to buy the books necessary for the classes you are taking. Don't buy new books unless you have to. There are lots of places where you can rent books cheaply or buy them used.

Here is a list of websites to look at to buy your books at a cheap rate, and save money:

- Chegg
- Campus Book Rentals
- Better World Books
- Bookrenter.com
- TextBooks.com
- Amazon
- Ebay
- Valore
- Ask your friends! Did they take the same class last semester? See if they're willing to let you borrow the book for the semester!



If you rent books, make sure you return them by the due date, or you will be fined or charged for the book.

PART 3: SUCCEEDING AS A STUDENT

"Be passionate. Be inspired. Be invested. It's your future, and grades matter." -DFS Donor

"Do not be afraid to ask for help. Asking for help is not a sign of weakness but a sign of resourcefulness and resilience." -DFS Donor

OFFICE HOURS



Office hours are the hours within the week that your professor stays in their office so that you, the student, can come by, meet with them, and talk to them about the material you are discussing in class, or ask any questions you may have.

Don't be afraid to utilize your professor's office hours if you have any questions at all—they have office hours for a reason! Your professor's office hours should be listed at the top of the syllabus. If not, send them an email or ask them after class. Your professors can also be incredibly helpful! They sometimes can direct you to great learning opportunities, internships and help connect you to resources on campus! They want to see you and learn more about their students.

If you don't know what to say to your professor when you arrive, try something like this:

"Hi Professor, my name is _____, and I am in your _____ class. I am not sure I understand _____, and am wondering if you could clarify?"

What happens if they clarify your question, but you still don't understand? (Don't worry, this happens a lot too! Christa from DFS struggled through her calculus class in college and had a hard time figuring out even the explanation of her professor during office hours) If you've asked your professor to clarify and it doesn't make sense still try these questions:

- Could you try explaining that in a different way?

- I'm still not sure that I understand, here's what I think you're saying _____ . Is that correct?
- Is there a different way to complete that problem?
- Is there somewhere in our textbook that explains this concept?

HOW TO ACT IN CLASS

When you're actually paying attention in class and you still have no idea what's going on



Sit at the front of the classroom. This keeps you accountable for paying attention in class, and will give you the chance to build a relationship with your professor. You will be able to hear the lecture, as well as other students' questions better.

Ask questions. You can't help what you don't know or don't understand, and the only way that is going to change is if you ask your questions, and get them answered. Don't be afraid of sounding incapable. You are there to learn, and you have every right to have your

questions answered. Plus you won't be the only one in the room with that question—we are sure that there are a bunch of other students in the room who are thinking the same thing as you

Participate and engage in your class discussion. Participation will count towards your grade as well for some classes. The more you participate and engage in the class, the more your professor and peers notice you. Share your thoughts and questions, and listen when others do the same. Class discussion is some of the most insightful and enriching knowledge you will obtain from your post-secondary experience.

With all this said, be respectful! Questions are great, engaging with your classmates and professors is great, but make sure to pick the right time to talk, stay engaged and don't text while in class!

BEING PUNCTUAL

"To thine own self be true" Know who you are and what makes you tick. If you know you aren't a morning person don't schedule early morning classes! Your alarm will not motivate you enough to get up and you won't receive a morning reminder from your parents. So, sleep in, but not too late, and catch that 10am course." -DFS Donor

Punctuality is vital in post-secondary. Your professors will count you absent if you come into class after it starts. If you can't get to an early class on time, you need to pick different times to take class. Remember, you are paying to be there. Set an alarm, know the time, and don't allow yourself to miss class.

Being on time is being late for class. If class starts at 9:00 AM, make sure to be in the room by 8:55 AM so you can be ready to learn.

WRITING A PROFESSIONAL EMAIL

Whether it's an email about a question you had, sending an assignment in, reaching out about a club or opportunity about your class, make sure to keep your emails professional. Check out the example below.



Email Subject Line: (Your Name: Class Name/Section)

Hello _____ (professor's name, regarding them as "Dr." if applicable)

My name is _____ and I am in your _____ (put the class name, and section that you are in). I am contacting you today because _____ (reason you are contacting them, or question that you have about an assignment, the syllabus, etc.).

Thank you in advance for your time, and I look forward to hearing back from you.

Best,

_____ (your full name)

STUDYING

In college, your classes may only meet twice/week for 2-3 hours total. This means you will need to spend a lot more time out of class studying, completing projects or papers, and working in groups.

1 credit hour=2-3 hours of study per week.

So if a course is 3 credit hours, you should be spending about 6-9 hours studying outside of class a week. If you follow our recommendation and take 15 credit hours/semester, which means you should spend 30-45 hours studying every week. That amount of time is equal to a full time job , so protect your time and talk to your advisor to figure out what is right for you.

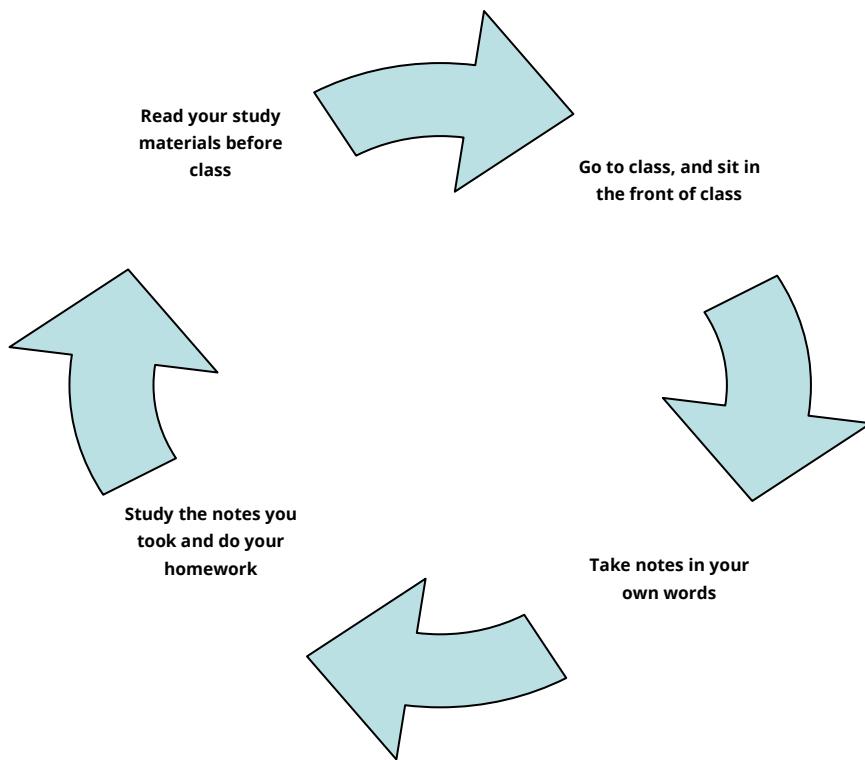
Me: k I'll start studying at 7

Me to me at 7:01- you missed your chance...start at 8



TIP: [Quizlet](#) or [Kahoot](#) are awesome FREE tools to help you study!

TAKING EFFECTIVE NOTES



IMMERSING YOURSELF INTO CAMPUS LIFE

Post-secondary education isn't all about those intense hours studying and preparing for test after test. You need to have some fun too, and the best way to do that is to get involved!

Go to organization fairs, join Greek life, find a religious group, a club or intramural sport, or a volunteer experience (Dollars for Scholars! ☺).

The opportunities are endless and there is something for everyone on every institutions campus. Thinking of a club your campus doesn't have but you wish they did? Get a group of students and start a club yourself! Take advantage of the unique and amazing experiences offered to you while being a student!

MANAGING YOUR TIME

Sometimes we all wish that there were more than 24 hours in a day! With classes, homework, working, friends, family, etc. it can be hard to figure out how to balance all your commitments. Managing time depends on the person you are, the way you retain information, the different aspects and roles within your life, and your personal preference. Below are some suggestions on how to best manage your time while in post-secondary, as well as ways to stay organized and ready for success:

- Keep a planner, input your class times within your schedule, and track the work you have each day for your class. Depending on the person you are and your personal preference, your planner may be filled with notes, or have hardly anything in it. Just knowing you have a place where you can store all of your activities and know what is coming for your weeks brings some sanity to your brain.
- Make effective use of the time you have between classes! This is the perfect time to do homework, eat, take a nap (rest is important), or do anything else to ensure you are setting yourself up for success.
- You need to ensure you are keeping up with the balancing pieces of life. Make sure you are sleeping, eating, and enjoying personal time. It is very easy to get wrapped up with the stress that post-secondary brings, but you need to make time for yourself and the aspects that will keep you balanced and healthy.



KNOWING YOUR RESOURCES

There are countless resources on your campus that are there for you. You have every right to utilize every one of them—most of these resources are included in your

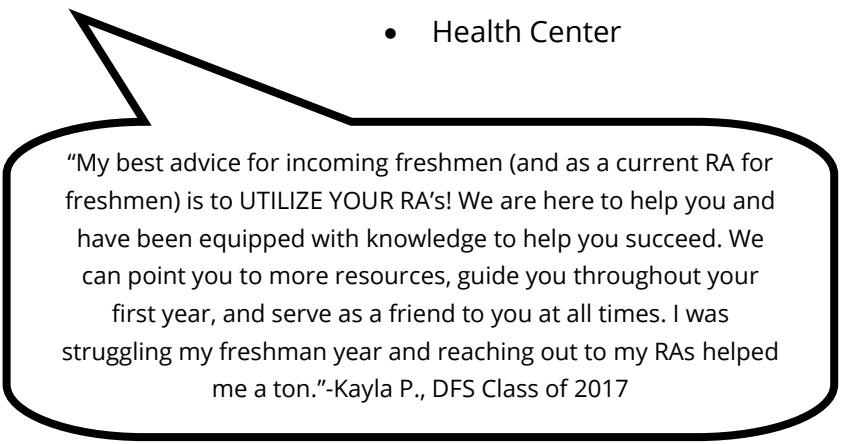
tuition costs. These are the people and spaces you need to utilize when you arrive on campus:

People:

- Your classmates
- Your Academic Adviser
- Your Career Adviser
- Your Faculty Adviser
- Your professors/teachers
- Other DFS alumni on campus
- Your Resident Assistant (or RA)

Spaces:

- Counseling Office
- Resource Centers such as: Office of Multicultural Affairs, Office of Student Life, Women's Center, LGBT Resource Center
- Career Center/ Student Employment
- Field House/ Rec Center
- Financial Aid Office
- Health Center



"My best advice for incoming freshmen (and as a current RA for freshmen) is to UTILIZE YOUR RA's! We are here to help you and have been equipped with knowledge to help you succeed. We can point you to more resources, guide you throughout your first year, and serve as a friend to you at all times. I was struggling my freshman year and reaching out to my RAs helped me a ton."-Kayla P., DFS Class of 2017

When you get to campus, visit the offices listed and start to build your support network. List someone that you can count on for each of the items listed below.

My Academic Advisor _____ is there to help me stay on track and select the right courses.

This person can help me understand my financial aid and tuition questions that I have:
_____ (someone in the Financial Aid Office)

The Success Center on campus is called _____ and _____ (person) is someone I can count on.

CHANGING YOUR MAJOR

It is okay to change your major. You will take tons of classes, be interested in so many different things and might lead you to change your major once or twice. Although changing your major is normal, you want to make sure that you stay on track to graduate as soon as you can. Take your general education courses during your first few semesters, explore your interests, and then talk to your academic advisor.

Talking to your academic advisor will help you to plan and make sure you get all the paperwork you need in order. They are there to help you!

PART 4: THRIVING

STAYING HEALTHY

As a student, you have full access to the fitness and recreation center on your school's campus. Take classes, go play basketball or volleyball during open court hours! There will be intramural sport teams you can join as well. Explore the recreation center and see what they can offer!

It is very easy to slip into poor eating habits while you are in post-secondary. Between staying up late, and not having your parent or guardian ensuring you are eating three meals a day, and at least some vegetables, you can start falling into a routine of eating unhealthy food, and neglecting the nutrients your body truly needs. Drink water, try to eat healthy, and stay as active as possible. Make sure you are consuming fruits and veggies in between the pizza and ramen, and drinking water every single day.

me explaining
to my friends
why drinking
water
is important

my friends



If you need help with finding food, please reach out to DFS and let us know. We can help you!

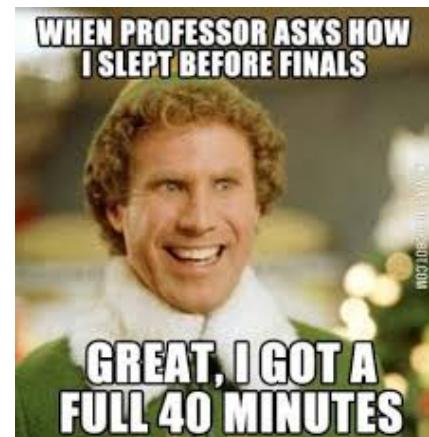
MAINTAINING YOUR MENTAL HEALTH

School can be hard and although it's supposed to be a challenge, you're not alone and there are so many resources to help! Life may become overwhelming while you are in post-secondary. Everyone manages stress differently, before things get out of control take advantage of the resources on campus to help you get out of the challenge. On-campus resources like the counseling center are typically free for students. Not only do they provide counseling, but they may also have other resources relevant to you, like Seasonal Affective Disorder lights, or therapy animals. Being a student is very difficult. Between stressing about your grades and exams, as well as trying to balance all of the duties life brings, asking for help is okay, and normal.

What are your resources on campus? List them below.

SURVIVNG EXAM WEEK

- Stay fueled by eating as healthy as possible.
- Utilize study sessions that teacher assistants or professors may hold prior to or during exam week. This is an easy way to find out what could be on an exam, and study with other classmates.
- Drink water and a reasonable amount of coffee when you need it. Although you're sleepy, too much caffeine can make you jittery rather than helping you focus.
- Rest. Your mind is not going to be able to function at its best if it is not well rested.
- Make a To-Do list! Include due dates, and then prioritize what you need to do based on when your assignments or exams are due!
- Find good music to focus to. Pandora has great, free study playlists! (Listening to classical music has been said to increase your ability to retain information.)
- Communicate with your classmates and professors with ANY questions on the exam material.



- Form study groups with your classmates or friends.
- TAKE BREAKS. Do something other than sit, read or be in front of a screen. Taking a quick walk or working out can be helpful to make you feel rejuvenated and ready to get back to studying.

SOCIALIZING SAFELY

Being social is a natural and ingrained part of post-secondary. No matter what, you need to remain safe and be aware of your surroundings at all time. Here are some tips on how to ensure you are maintaining your safety while at post-secondary:

- Use the buddy system. Try not to go to places alone. Whether it is a party or a campus event. Make sure to have someone with you.
- Let someone know where you are when you are going somewhere alone.
- Have a plan of transportation BEFORE you go out on your evening endeavors.
- Use the campus escort at night.
- Save your campus security's phone number in your phone.
- Sign up for emergency alerts through texting.
- Always be aware your surroundings, the environment you are in, and the people around you.
- Keep track of your keys, ID, and your cell phone.
- Always have your phone charged or have a phone charger with you.
- Allow a trusted family member, friend or partner to have access to your location via your phone.



MANAGING YOUR MONEY

Information below provided by Intuit Mint.

1. Skip the Credit

If you don't have the cash to buy something, then don't. Adding onto mounting credit card debt can be a dangerous thing, especially if you don't have much willpower in the spending department. Sure, having a credit card may seem like a life-saver at times, but if you don't

have the funds available to pay off your bills in full and on time every month, you can find yourself quickly being buried in interest charges.

2. Don't Let Food Eat Up Your Finances

As a student, eating out may seem like the easiest thing to do when it's feeding time. While there most likely isn't a shortage of restaurants and eateries in and around your school, you might be leaving your wallet empty at the end of the month while your stomach may be full.

It's fine to eat out every now and then, but the majority of your meals should be eaten in. Make sure you are careful about how much you're spending on dining out. Take advantage of grocery store specials and prepare most of your meals yourself to save a bundle at the end of the month.

Creating a budget - and sticking to it - can help you keep your finances in check. Speaking of a budget...

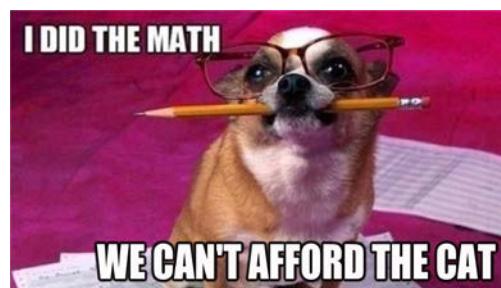
4. Sit Down and Create Your Budget

An effective budget needs to be put down on paper or via a spreadsheet from a student budget template. On this budget, make a list of all your forms of incomes (including your job, loans, parents/guardians, etc.), followed by all your expenses (such as rent, books, food, etc.).

Make sure to differentiate between your needs versus your wants. The final number that you calculate should not be a negative number. If it is, you need to make some adjustments to make sure your take-home pay covers all your expenses.

Free budgeting apps:

- [Mint](#)
- [EveryDollar Easy Budgeting](#)
- [Daily Budget Original](#)
- [Google Sheets Budget](#)
- [NerdWallet](#)



ENJOYING YOUR POST-SECONDARY EXPERIENCE

Post-secondary is a time in life where you will be able to learn, live and grow independently.

You are absolutely capable of graduating from post-secondary and achieving any aspiration you hold in your life.

Know just how incredible and capable you are, and never doubt that. It is one thing to start your post-secondary education, and an entirely different thing to finish. **Stay on track, stay focused, and always keep your end goal in mind.**



Reach out to the people who have helped you get to where you are. Those people do not just go away, they are eagerly awaiting your questions and search for advice. You are not alone, no matter how low times may get. When you're thinking of those people who helped you get to post-secondary, let them know!

Enjoy this very special and revolutionary part of your life. Allow yourself to ask questions, push yourself out of your limiting comfort zone, and jump at any opportunity presented to you. This is your time to learn, explore, grow and THRIVE.

TAKE IT FROM US...

Advice from DFS alumni and donors who used to stand in your shoes...

- My best advice for incoming freshmen (and as a current RA for freshmen) is to UTILIZE YOUR RAs! We are here to help you and have been equipped with knowledge to help you succeed. We are resources that can point you to more resources, guide you throughout your first year, and serve as a friend to you at all times. I was struggling my freshman year and reaching out to my RAs helped me a ton."-Kayla, Class of 2017

- I wish I would have known the importance of syllabus week. The syllabus is the fundamental guide to almost every course. It includes the calendar for the semester, policies, office hours, course material, overviews, grade evaluation, etc.”-Angeles C., Class of 2017
- I think the one piece of advice I wish I’d taken more seriously was that you need to really manage your time in college!! It’s all up to the student to get to class, do the homework, everything. Nobody is holding you accountable anymore except you! I would definitely tell new freshmen to make sure they know how to set aside the time needed to get everything done.”- Delaney, Class of 2017

Advice from Dollars for Scholars donors and supporters...

- “Get a good mentor! And don’t be afraid to ask questions.”
- You can do it. Have faith in yourself. Don’t give up, keep trying!
- Don’t ever stop learning. Explore many options in your education. Now is the time to do it. Focus on the now in your education. Don’t worry about where you will be in 10 years-excel in what you are studying now!
- “Always be persistent in whatever you do. Life is full of peaks and valleys. As Life goes on your valleys will get higher. Don’t give up.”
- “Keep your eyes open to opportunities and give yourself permission to give them a chance.”
- ‘As you pursue your goals, remember the words of Henry David Thoreau- “Go confidently in the direction of your dreams! Live the life you’ve imagined. As you simplify your life, the laws of the universe will be simpler.”
- “You are somebody! You are a valuable asset. Keep working regardless. You will succeed. If it was easy everyone could/ would do it.”
- “Honesty and integrity never get old.”
- “Learn to listen. The most successful people I know are curious, and good listeners, when they understand the needs, desires and motivation of others, they are inspired and have direction and knowledge that gives them the edge.”