

About the Author

For over 23 years, Innerview has helped clients develop the insights, skills, and resources they need to thrive in today's workplace.

Dean DeGroot, Innerview's founder and principal, is a licensed psychologist and business consultant. His skills in counseling, coaching, psychological assessment, and training have helped hundreds of individuals and organizational clients make the most of their talent and resources.

An enthusiastic speaker, Dean offers seminars and presentations to businesses, professional associations, community groups, and educational institutions.

Dean holds a **master's degree in behavioral analysis and therapy** from Southern Illinois University at Carbondale and has also completed post-graduate studies in business and education psychology at the University of Minnesota.

Dean is a member of the American Society for Training and Development, National Career Development Association, and Minnesota Career Development Association (MCDA). He served as MCDA's president from 2000 to 2001 and in 2003 received the Marty Dockman Merit Award for achievement in career development.

As a solo business owner, Dean has found success over the years through partnering with various consultants, operating under the credo: partnership with others equals greater power and influence. Richard Bents collaborated with Dean in the development and offering the CCS[®]. Rich is a Partner with ShareOn Corporate Leader Resources and working with executives as they hone their leadership skills.

Thank you for participating in this survey process! We welcome your feedback and invite your comments and insights. As you share your perspectives we are better able to serve you and those that follow you.

For further resources, please go to ShareOn website, which features other resources and an extensive resource library: <http://www.goshareon.com>

For more information or to offer suggestions, please contact Dean R. DeGroot at dean@innerviewconsulting.com or checkout: www.innerviewconsulting.com.

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