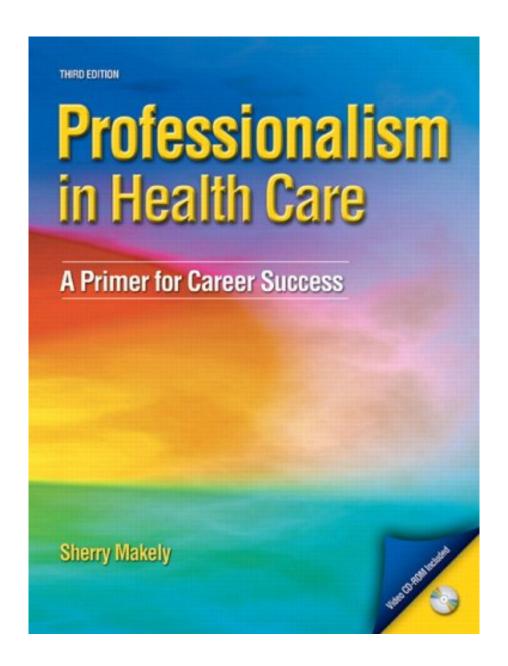


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#### About the Author

Dr. Makely manages administrative projects and the Employee Education and Development department for Clarian Health Partners in Indianapolis, one of the nation's preeminent health care organizations employing 12,000 people. She's a Radiologic Technologist with a Master's degree in Education and a Ph.D. in Human Resources. Dr. Makely has developed and directed allied health education programs, career advancement initiatives, and workforce education and development projects for more than thirty five years.

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Another (and probably worse) is the tendency to lecture as though her audience is a bunch of PINS (persons in need of supervision), especially the places where she lobs rhetorical question after rhetorical question, implying the reader is no doubt the laziest, sloppiest person imaginable. These harangues are insulting and disrespectful.

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