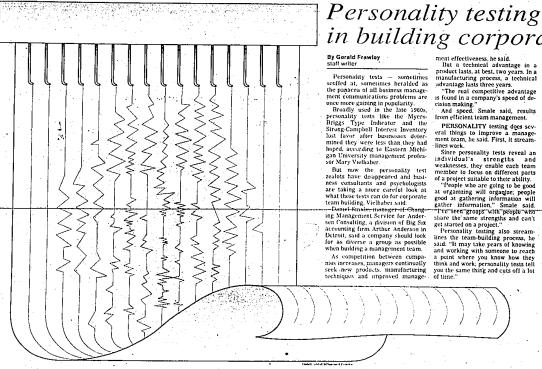
Thursday, February 21, 1991 O&E

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Personality testing new tool in building corporate teams

said.
"Personality testing can provide the first step in team building."
Vielhaber said everyone has a strong set of values and preferences that, when challenged, can make communication in the workplace difficult.

A DIFFERENT perspective should be valued, not scorned, she added. Personalities dictate how people interact with others, so to be successful earn work must take personality and the second of the sec

Please turn to Page 2

Cash flow merits attention

special wilders

Local financial planning experts reviewed the data of the family profiled here and made general recommendations based on the 'participants' resources and goals. The information is for educational purposes only, references are not intended as discrimination or endorsements by Observer & Eccentric Newspapers or the advisers. To receive a free financial planning brochure or the obtain a questionnaire to have four finances reviewed in this column, contact the Center for Financial Planning, popt. 150, 26211 Central Park Bled., State 504, Southfield 48076, or call 948, 7900

Planning for the future is an admirable goal. But sometimes events cause plans and dreams to go astray Adversity sometimes forces us to redefine our goals and reduce their scope. This month's couple, David and Janet Fry of Canton Township, were comfortably progressing toward their financial goals when

Financial Position

ASSETS	
Invested Assets:	1.0
Checking and Savings	\$5,000
Savings Bonds	2,200
- IBA - Bank CD:	17,600
. IRA - Stocks	12,200
. Blue Chip Stocks	21,700
Penny Stocks	4,000
Stock Mutual Funds	22,900
Total Investments	\$86,600
Non-Invested Assets:	

\$110,000 Total Use Assets \$127,000

Total Assets \$213,600 LIABILITIES

Home Mortgage \$20,000 5,500 Auto Loan Total Liabilities \$26,700 NET WORTH \$186,900

The Frvs have had to re-evaluate their goals because of David's disability.

David became disabled one year

David became disabled one year ago.
David, 47, receives Social Security income of \$14,000 per year. Janet, 44, works as a department store saleswoman and earns \$14,000 per year. She also has income of \$8,000 per year from a separate co-metics-sales business.

The Frys have had to re-evaluate their goals because of David's disability, David has little disability insurance coverage, and this has affected their ability to move toward their goals Fortunately, they have a number of linancial strengths that will help case the burden.

First, their fixed expenses, including their mortgage payment, are

First, their tixed expenses, incriu-ing their mortgage payment, are quite modest. The house is valued at \$110,000 and has a \$20,000 mort-gage. To date, their total debt is low, which has contributed to reduced outlays of cash. As yet, they have not

The Bottom Line

Financial Strengths:

Own their buttle with modest mengage.
 Excellent treath coverage if rough darks employer.
 Willia were recently drafted.
 Included in four, redcoing required on their.

outlays

Cash reserves are adequate.

Financial Weaknesses.

✓ No current cayings from income.

FAMILY FINANCES

been forced to make significant withdrawals of principal from their accumulated investment assets. In fact, some of the investment income has been reinvested.

A second fundancial strength is that they have good ineducal coverage for David's ongoing medical costs. In addition, cash reserves (which we define as two month's expenses in immediately accessible savings on immediately accessible savings on immediately accessible savings on immediately accessible savings and immediately accessible savings on immediately accessible savings on immediately accessible savings and immediately accessible savings and immediately accessible savings and immediately accessible savings and immediately accessible savings on immediately accessible savings on immediately accessible savings on immediately accessible savings on the savings in addition, Janet has no pension, so they will be relying on Social Security and personal savings for their long-term financial security.

Their most immediate seutri-are college expenses for their two daughters. Their oldest daughter has two years to go at Lawrence Techno-logical University and the other is in the ninth grade. They would also like to buy a car in three years and pre-pare for Jan's retirement in 20 years. Unfortunately, current in-come is used for current expenses, and no savings have been generated.

PROBABLY THE MOST import

PROBABLY THE MOST important thing that the Frys can do now is focus on their rash flow meets. They have not spent immediately applied to their current expenses, and young four current expenses, and young four current expenses, and an advantage in their current to make sure that each dular is working lard for them toward their most important priorities. We are sure it will be difficult to build up savings, but Jan does have the possibility of expanding her direct sales cosmetics business. She should take a portion of any increased income and invest for long-term savings. Since they are in a low law bracket, they are probably just as well off saving outside of a formal retirement plan even though Jan would qualify for an Individual Retirement Account or Simplified Employee Plan. One method of regular savings is to arrange a modest, perhaps 150 or 100 per month, automatte transfer from checking to a savings account. This savings could grow for later financial needs.

David, and Janet are contemplating buying a new car in two or three years. While they have always.

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