

The background features a complex pattern of white technical drawings, including architectural floor plans and mechanical schematics, overlaid on a light blue gradient. Scattered throughout the background are strings of binary code (0s and 1s) in a lighter blue color, creating a digital and technical atmosphere.

**How YOU Can
Become
INDISPENSABLE
At Work**

CURRENT:
Knowing
Skinny
Jeans are
Popular



RELEVANT:

Knowing

They're

NOT for

YOU



The background is a complex technical drawing in white lines on a blue gradient. It features various mechanical parts, cross-sections, and circular diagrams. Overlaid on this are vertical columns of binary code (0s and 1s) in a lighter blue color, creating a digital or engineering aesthetic.

Being
INDISPENSABLE...
Takes Initiative



The background is a complex technical drawing in white lines on a blue gradient. It features various mechanical parts, cross-sections, and circular diagrams. Overlaid on this are streams of binary code (0s and 1s) in a lighter blue color, creating a digital or data-driven aesthetic.

Learning from My Roots



15-yr old
Ross Shafer

Blackfoot Nation

Chemeketa Reservation

(Salem, Oregon)

Puyallup Reservation

(Puyallup, Washington)

Charles Shafer
1927-2001



Follow the Tracks of the Herd





Age 22

Explaining things the easy way!

How to Start a Pet Shop (retail) Business

Advancing Beginners

The Beginners Guide Volume 1



Sam & Enrico

Sam & Enrico

Restaurants/Food Service



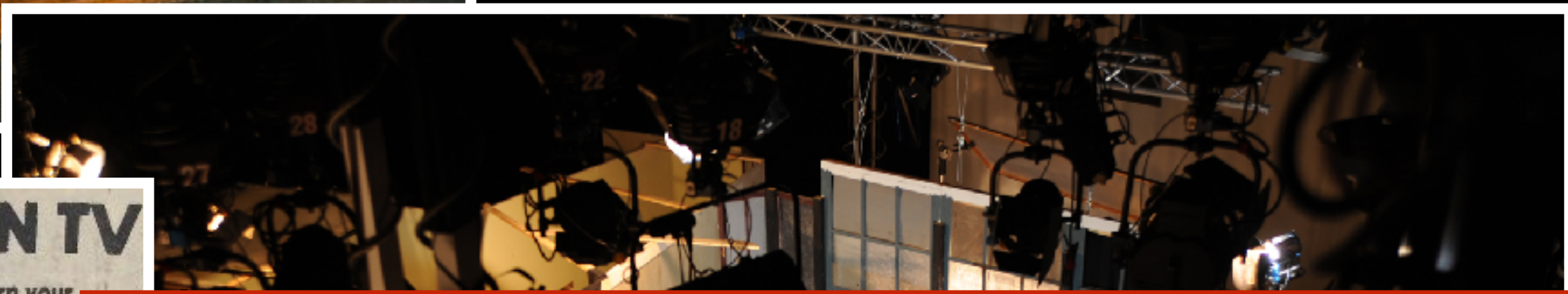
Retail Clothing



Photography & Product Marketing



Building Industry



Flipping Broken Companies

SHAFER® PROJECTION TV



Turn your Den or Rec Room Into a Video Theatre

- 4 Ft. and 5 Ft. Screens
- Ceiling Models Available

At last the Northwest's largest maker of Giant TV Screen systems is offering direct to you, for your home, the same Projection TV usually seen commercially. Come, see and compare during this sale!

AS LOW AS \$997

SOUNDS O.K.

For Home Demonstration Information CALL COLLECT (206) 848-8300

119 Hi Ho Shopping Center Puyallup, Wash. 98371

STUDIO in Puyallup




TV & Film Production



COOK-LIKE- A-STUD

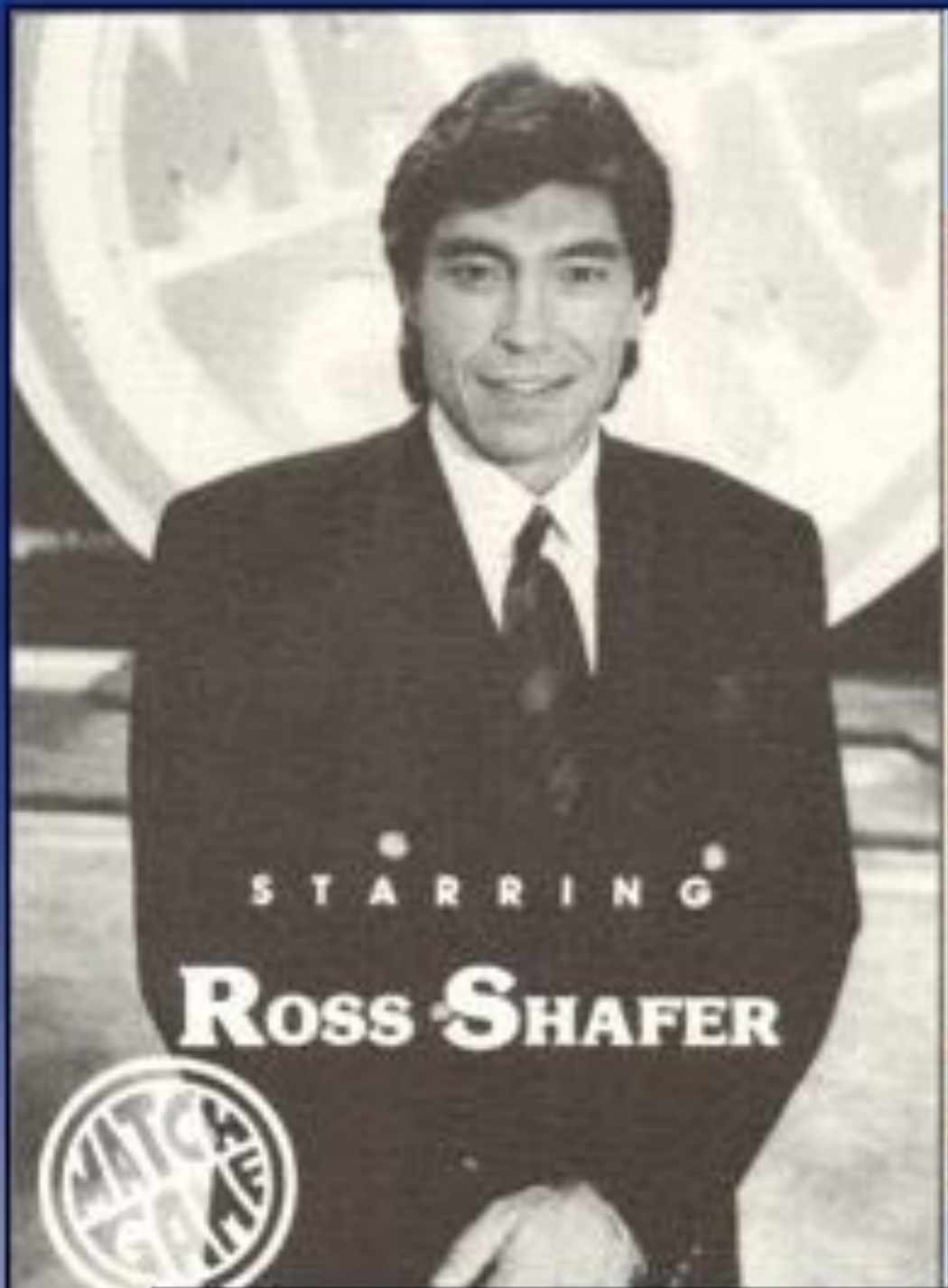
* 38 lip smackin' meals men can prepare
in the garage ... using their own tools!

Foreword by
JEFF "THE FRUGAL GOURMET" SMITH

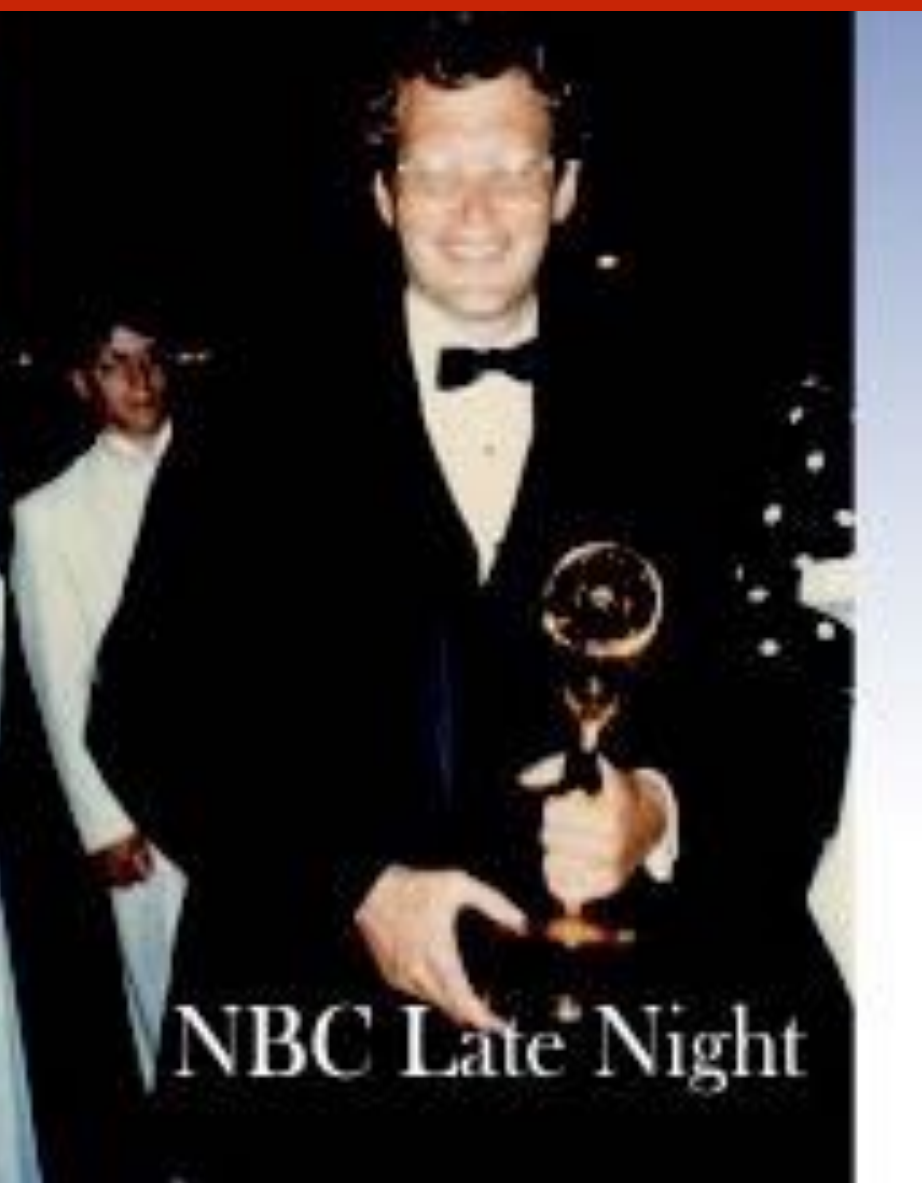
Ross Shafer







Talk & Game Host



The background is a vibrant blue gradient. It is filled with white technical drawings, including architectural floor plans, mechanical parts, and various geometric shapes. Overlaid on these drawings is a pattern of binary code (0s and 1s) in a lighter blue color, creating a digital and technical atmosphere.

INDISENSABLE:

**Become a
Resource of
Fresh Ideas**

Association of Human Nature Convention



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LARAMAR

55,000 UNITS



The background features a complex pattern of light blue architectural blueprints overlaid with a grid of binary code (0s and 1s). The blueprints show various technical drawings, including cross-sections and floor plans, with some text like 'A', 'B', and 'C' visible. The binary code is scattered across the entire image, creating a digital and technical atmosphere.

**‘The Grass is Greener’ Elsewhere’
(...is a MYTH)**

Google



Oct 22, 2019



"Google Software Engineer"

☆☆☆☆☆ Current Employee - Software Engineer

I have been working at Google full-time

Pros

Free Food, Work from home, massages

Cons

Google is evil, long ass hours



"Great place to work. I never regretted a second."

☆☆☆☆☆ Current Employee - Digital Marketing Manager in San Francisco, CA

■ Recommends ■ Positive Outlook ■ Approves of CEO

I have been working at Google full-time for more than a year

Pros

The pros vary. It is a dynamic workplace with a lot of room to grow. Google shows you how to succeed and they provide many options for growth when you do.

Cons

Long hours and hard work. They give you a lot but they expect a lot in return.

"Great place to work"

☆☆☆☆☆ Current Contractor - Video Editor in New York, NY

■ Recommends ■ Positive Outlook ■

I have been working at Google for less than a year

Pros

Take care of their contracted editors

Cons

Long hours and tight deadlines



"Great employer"

☆☆☆☆☆ Current Employee - Engineer in Mountain View, CA

Pros

Environment, projects, leadership, compensation, benefits.

Cons

Long term instability, long hours.



amazon.com



▲ Amazon's Stressed Out Culture Is Burning Out Employees (minyanville.com)

Amazon's Stressed Out Culture is Burning Out Employees

▲ hackcasual on Apr 27, 2014 [-]

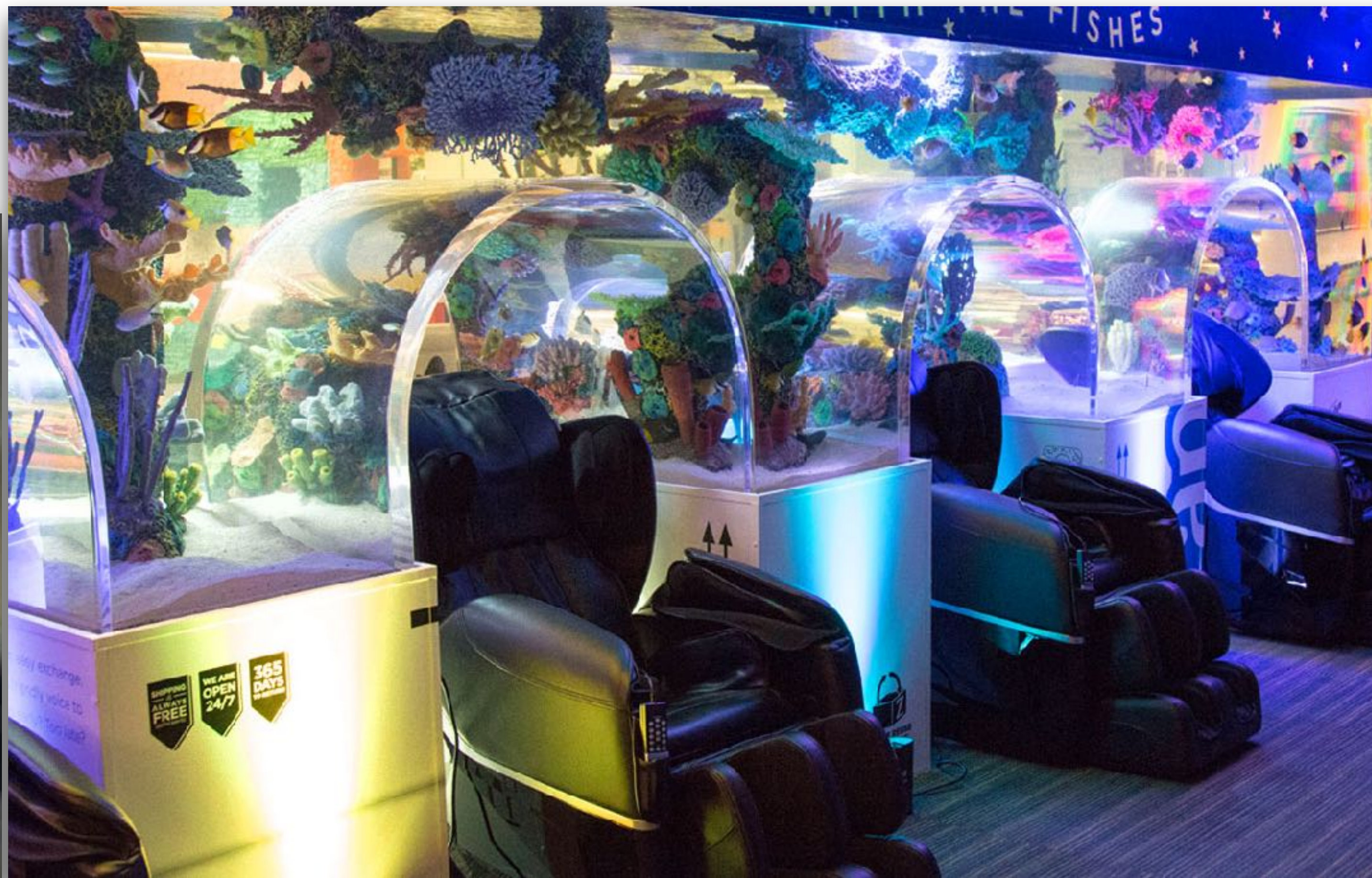
Ex-amazonian here, It really depends on the team. There's 2 types of crappy places to be at Amazon: the really important legacy system, or the we need to catch up with the competition product.

- ★ In the first case, there's no opportunity for really improving things, it's usually a small team which can really hamper your advancement, and it breaks constantly. You'll work a 40 hour week, but will get paged all the time and have lots of little emergencies.
- ★ The second is sexier, and a good opportunity to move up the ladder, but you'll be working 60-80 hour weeks, loads of crunch time, and suffer due to constantly shifting management as the team explodes in growth.

Zappos!

.com

POWERED *by* SERVICE®



Software Engineer



in Henderson, NV



"Good Times if you're in the java team, boo times if you're in the perl team"

What do you like about working at Zappos?

"The people you get to work with are intelligent, knowledgeable and above all understanding of the tasks and their pitfalls."

Do you have any tips for others interviewing with this company?

"Its going to look great on the surface and the people you're going to work with are all going to be really cool...the upper management on the other hand is going to be your typical corporate deal."

What don't you like about working at Zappos?

"The management will promise you they are what makes the company great, only to turn around and make people disappear for whatever reason they arbitrarily make adequate."

What suggestions do you have for management?

"Understanding and Compassion, you should look into it. Also, hypocrisy never looks good on anyone, especially you."

Person You Work For	3 / 5	People You Work With	5 / 5	Work Setting	3 / 5
Support You Get	3 / 5	Rewards You Receive	1 / 5	Growth Opportunities	1 / 5
Company Culture	3 / 5	Way You Work	1 / 5		

INDISPENSABLE

No Blame.

No Excuses.

Take Full

Responsibility.

**“I want to do what
I love.”**

“What can you love?”



Joy Mangano



JENNIFER LAWRENCE ROBERT DENIRO... BRADLEY COOPER

From the Director of
The Fighter, Silver Linings Playbook and American Hustle

JOY

CHRISTMAS

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Dale Chihuly



They didn't 'love' their choices...



The “love” came from



“Mastering Their Craft”

What do YOU get when YOU Master Your Craft

- Self Confidence
- Respect of Your Peers
- Pride in Security

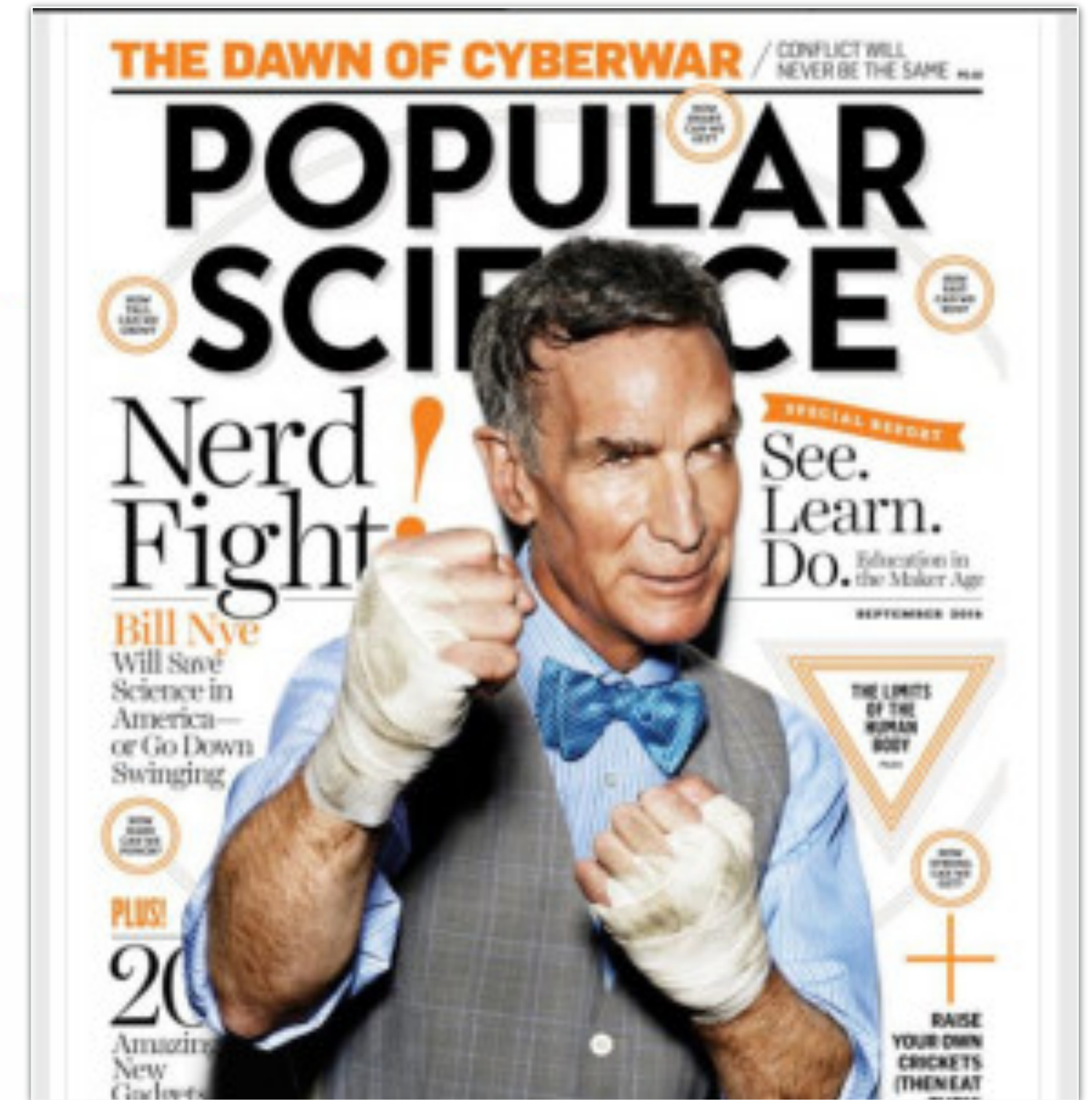
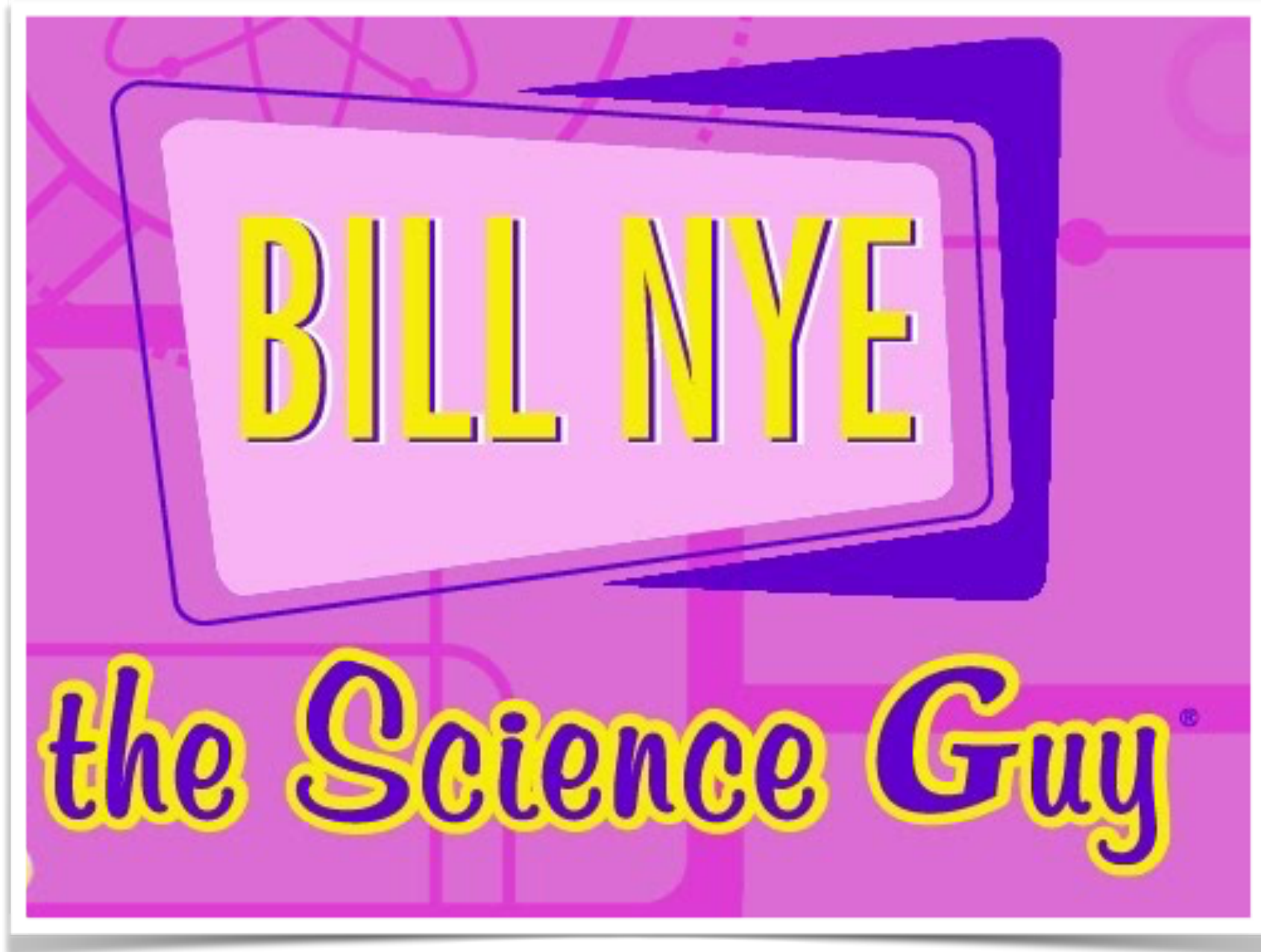
The background is a vibrant blue gradient. It features a complex technical drawing or blueprint in white lines, overlaid with a pattern of binary code (0s and 1s) in a lighter blue. The drawing includes various geometric shapes, lines, and some faint text like 'A', 'B', and 'K1'.

INDISPENSABLE

Show Off Your

Skills &

Enthusiasm





INDISPENSABLE

**Your Guests Expect
YOU to be
'Fast & Easy'**

Comcast
xfinity

amazon

hulu

NETFLIX

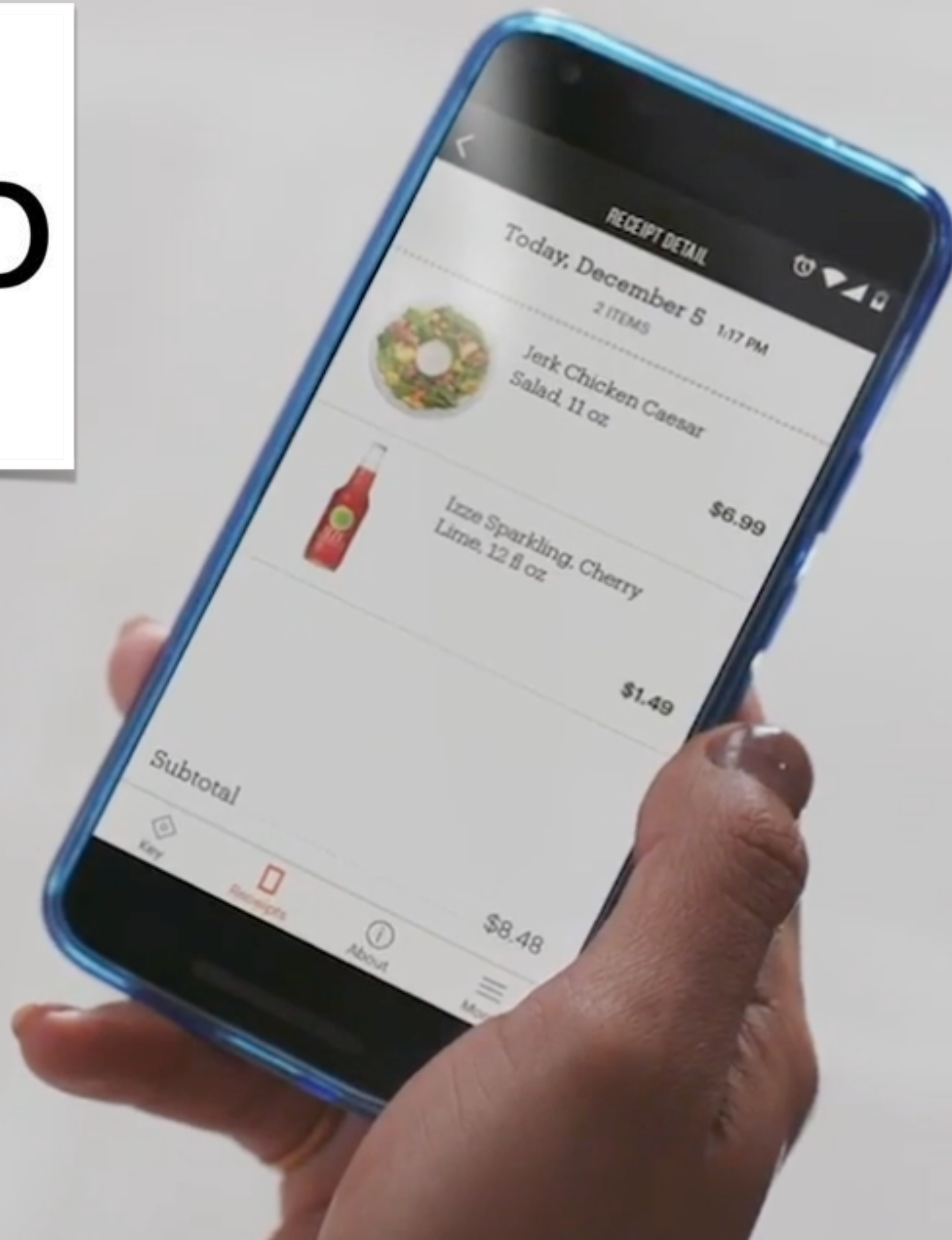
Google





amazon go

3,000 cashier-less stores





MDLIVE[®]

Virtual Care, Anywhere.

American Well[®]

Teladoc⁺



2,500,000+
patients love
“Virtual” Doctor
Visits

We've been taught...



CSAT (Customer SATisfaction)



“Determine what customers want and deliver that. You don’t necessarily have to exceed expectations.

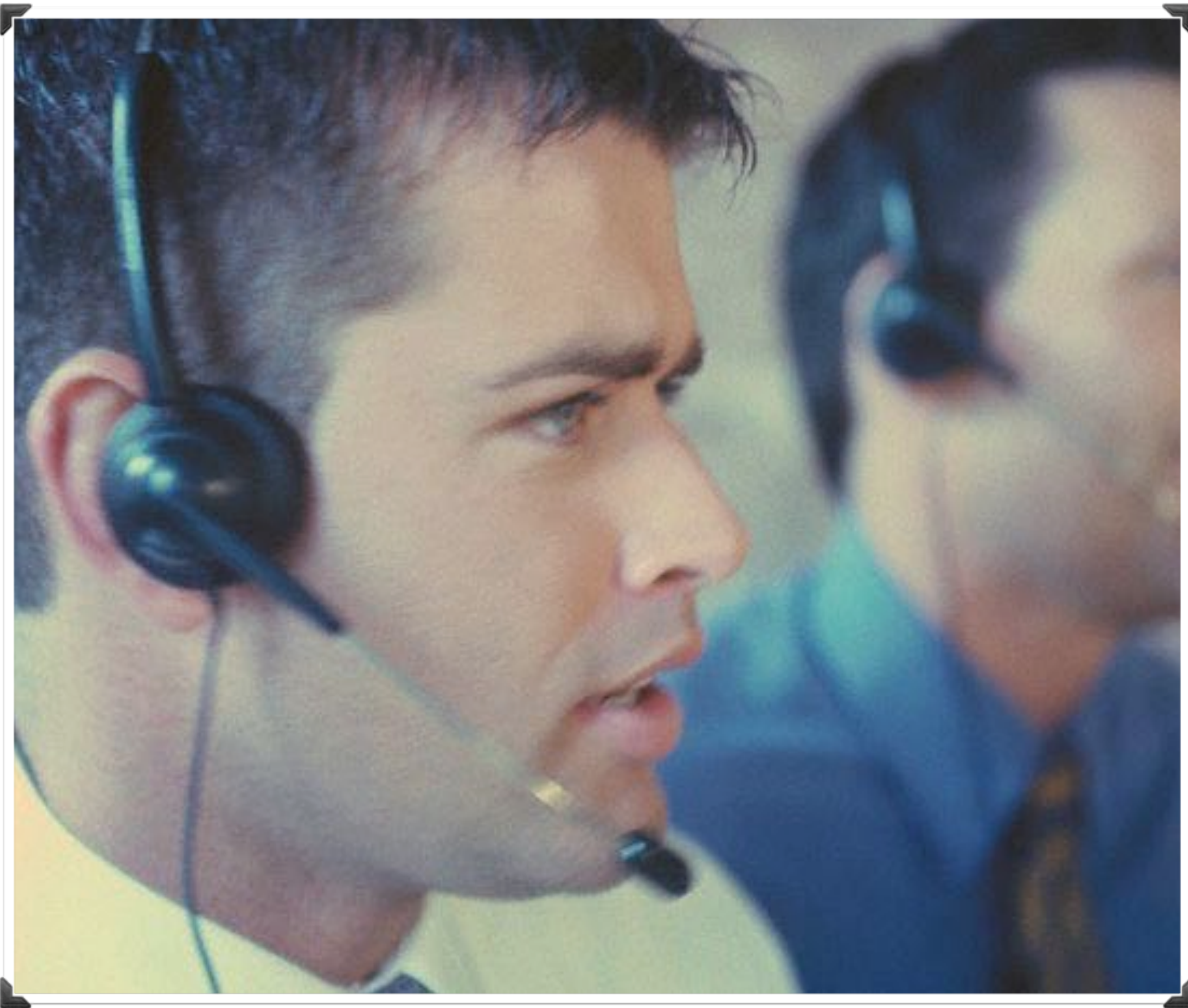
The bigger risk to loyalty is when you fail or disappoint them.”

INSTEAD...

Eliminate the



Moments



**“Thanks for calling.
My name is Jason.
How can I
provide you with
outstanding
customer care?”**



TOYOTA

OF PUYALLUP



customer first.



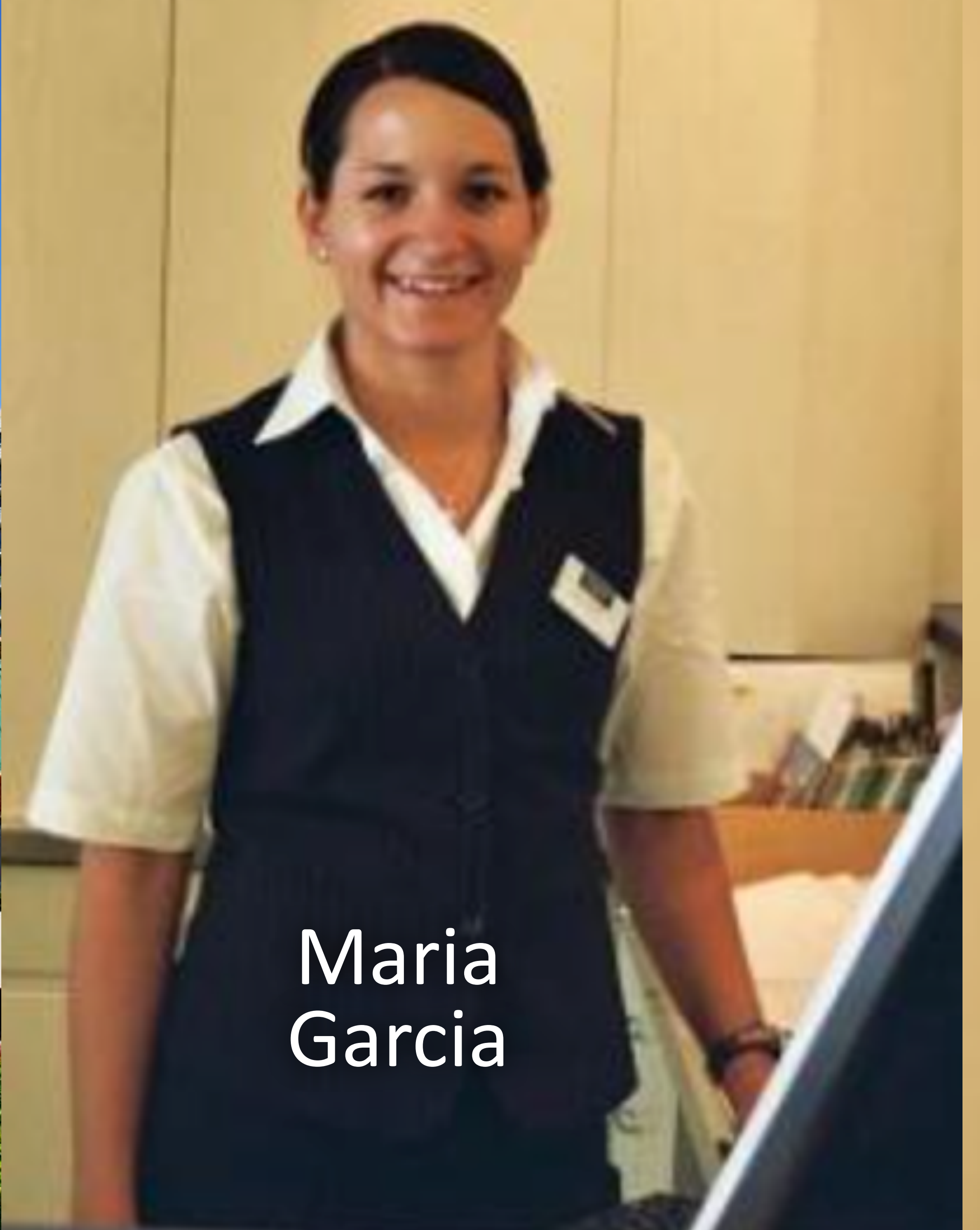
Freshly baked Otis-Spunkmeyer cookies.

INDISPENSABLE

OTHER-FOCUSED

People Are Always

Valuable



Maria
Garcia



Be Personally & Professionally CURIOUS





“73% of managers are discouraged by the communication skills of college-age students.”





The background is a complex technical drawing or blueprint in shades of blue and white. It features various geometric shapes, lines, and circles, resembling a mechanical or architectural plan. Overlaid on this are vertical columns of binary code (0s and 1s) in a lighter blue color, suggesting a digital or data-related theme.

INDISPENSABLE

**Encourage Each
Other Every Day**