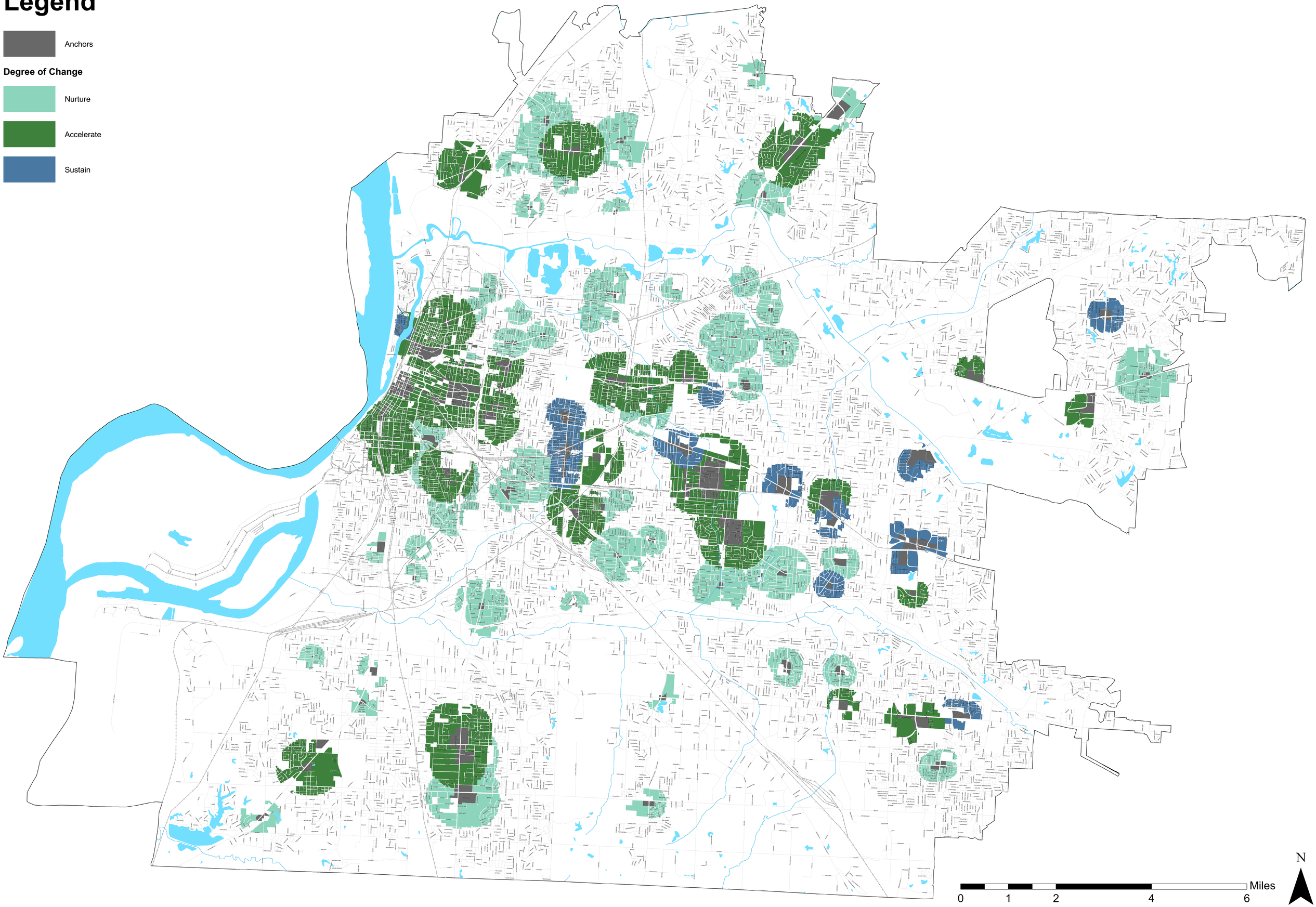
Legend

Anchors

Degree of Change

Nurture

Accelerate

Sustain