


**Ipsas 17 questions and answers**

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Score: 0% Rank: CORRECT ANSWER: Log in >> Score: 0% Rank: CORRECT ANSWER: Log in:> Q: What causes endometriosis? A: The most accepted cause of the disease is retrograde menstruation. That means tissue from the uterine lining, called endometrial tissue, flows backwards through a woman’s fallopian tubes while she is menstruating. The tissue gets trapped and cannot leave the body the way it does the rest of the endometrial lining during menstruation. However, no matter where you are in the body, endometrial tissue still responds to hormonal stimulation every month. Endometriosis implants may become inflamed, bleed and develop into scar tissue. When implants are attached to organs in the pelvic and abdominal cavities, severe pain, infertility and other problems may result. There are other theories about what causes endometriosis, including a poor immune system response, hormonal imbalances, or environmental causes. Experts have also found strong evidence to suggest a genetic link to the disease.Q: How does endometriosis feel? A: Pain in the pelvic region is the most common symptom of the disease. Although some women who have endometriosis do not experience any symptoms. The degree of pain ranges from very mild to severe pain that can make it impossible for a woman to go through her normal life. Some women describe pain as sharp and burning. It can last the whole month, but is usually worse during menstruation, with deep penetration during sex, or with bowel movements. Some women don’t report pain at all. Other symptoms may include: abnormal menstrual bleeding, Menstrual pain, Pain from Vaccination other than menstrual cramps With other medical problems? A: Just like if laparoscopy is not performed, sometimes your medical attention you will prescribe hormonal treatments assuming that there is endometriosis. If there is a response and a decreased pain, there is an assumption that endometriosis was indeed the cause of pain. However, endometriosis cannot be diagnosed definitively without laparoscopic and biopsy. The American College of Obstetricians and Gynecologists (ACOG) recommends a peritoneal biopsy (tissue) to confirm the presence of endometrial lesions. Q: Can I become pregnant if I have endometriosis? A: Yes, you can. Almost all women who have endometriosis are fertile, and there are many women who have the disease and still have children. Endometriosis, unless you block Fallopian tubes, is generally not believed to be an absolute barrier to contraception.Q: Is there any way to prevent endometriosis?A: Unfortunately, the answer probably isn’t. Researchers cannot say for sure what makes some women have the disease while other women do not. Only 10% to 15% of all women in their reproductive years suffer from endometriosis. What options are available to treat endometriosis? A: The most common medical therapies for endometriosis are hormonal contraceptives and other hormonal regimens, such as GnRH agonists (gonotropine releasing hormonal drugs), which control the hormonal stimulation of endometrial tissue. Danazol, a synthetic androgen, is also used, but may cause some undesirable side effects, including weight gain, hirsutism (haired growth) and decreased voice. Surgical treatments range from the elimination of only endometrial implants through laparoscopy to the removal of the uterus and ovaries.Q: How do I know the best treatment option for my endometriosis case? A: It is difficult to know which is the best treatment for you, especially because no studies have been conductedto determine which approach is best. There are pros and cons for all treatment options. Up to 90% of women with the disease will be helped by therapies. Oral contraceptives can be used indefinitely to control symptoms. The goal of surgery is to remove the endometriosis, restore the normal anatomic relationship of the tissue, and remove any scar tissue caused by the condition. Most women choose laparoscopy if they decide to have surgery. Many women try to avoid hysterectomy if they can, as it is a radical procedure that leaves them infertile, with no guarantee that their endometriosis will go away forever.Because of the risks associated with surgery, the usual course of treatment is to move from the least invasive or risky to the most invasive. That means that medical treatment is usually tried first. If there is no success after several trials of different types of drugs, then laparoscopy with hysterectomy may be recommended as a last resort for most women, depending on their age and desire to preserve fertility. In an in-depth interview, we asked Collins about the implications of his research and ideas for the economy, the stock market, and the very nature of executive leadership.The good to big companies you wrote about achieved remarkable results in the stock market over a period of 15 years. But today, the stock market is down. Does that mean we won’t see any good-to-great company today?First, I want to correct a big mistake. The stock market hasn’t gone down. What does the stock market look like in relation to 1985? The stock market hasn’t gone down. What does it look like in relation to 1990? The stock market hasn’t gone down. The market was irrationally out of control”.We didn’t have a stock exchange that had great results before the bubble broke out, bubble, In a period below now, but what? The bottom line in a company like Cisco is, we still don’t know the answer. It might be that these companies are alone in a very difficult period of 6 to 12 months. It allows me to use an analogy. Let’s say you have a big basketball dynasty like the Bruins UCLA under John Woint. This is a team that will win 10 NCAA championships in 12 years. They’re a team that went from good to great. But in 1970, they lose three games. Does that mean we’re gonna write them down and say they’re not a great team? We have to look over a longer period of time. The same is true for companies that were caught in the bubble. It was too short for a period of time. It will take more time to say that companies that are in trouble now are simply going through a momentary period and will have the resistance to return. But many entrepreneurs, the current slowdown is a sign of the new one. The demand for the economy. This is one of the most wonderful moments in history. Two or three years ago, what was the main one we wanted to hear? “It’s so hard to get good people! WHINE, WHINE, WHINE! “Today, we have the greatest opportunity that we will have for decades to look a load of ships, not a bus load, but a load of ships, of great people. And big companies always start with who, no, what. We can finally get to the right side of the Packard Act. Packard’s law is like a physics law for big companies. He says that no company can become or stay great if it allows its growth rate in revenues to exceed its growth to get the right people in a sustainable way. It is one of those timeless truths that transcend technology and economy. Now, instead of trying to accumulate capital, we can accumulate people. If I was running a company today, I’d have a priority over everyone else:as many of the best people as I could. I left everything else if I could pay for it, buildings, new projects, R & D “to fill my/Because things are coming back. My steering wheel is going to start spinning. And the biggest limitation for the growth and success of my organization are the markets, the technology, the opportunity, the stock market. If you want to be a big company, the biggest limitation on your ability to grow is the ability to get and hold on to enough right people.This is also a good time to force yourself to look back. When you broke Packard’s law, you probably left a bunch of the wrong people on the bus. It’s a good time to get them out In fact, now it’s a little easier to do it. We can blame it on circumstances.What else would you do to capitalize on this period of re-evaluation?This is also a good time to ask yourself some really difficult questions. In an age of irrational prosperity, where the market would give you money, whether you delivered or not, many companies had not answered any of the questions of the three circles (How can we be the best in the world? What is the economic denominator that best drives our economic engine? And what is it that deeply excites our people?). They had no idea what they could do better than any other sustainable company in the world, they didn’t have a profit denominator, and the only thing they were passionate about was turning the company around.Now we can’t live in that fantasy land anymore. We need to take a look at all the things we’re doing and put them all to the test of the three circles. Anything that doesn’t pass the test we have to stop doing “today.” I see many companies that found themselves with a lot of capital. So they wandered into all kinds of acquisitions or new businesses or new directions, just because they could. But they didn’t necessarily fit within the three circles. Today, the task is to prune them. Those who clarify their three circles will come out of this very well. Those who don’t deserve to die.Today’s CEOs They encounter with time to prove his worth. What advice would you give a CEO in the hot seat? If I were a CEO in the hot seat taking a company that wanted to move from good to great, this is what I would do. I’d take that good stock letter at high speed, and put it in front of my directors. I would say, “We are on the left side of this curve. We want to be on the right side of the curve. Right? If that’s what we all want, we know what it’s gonna take to get it. You can’t keep lurching from CEO to CEO. If you do, you will find yourself in the Loop of Loss and we will end up as one of the comparison companies, not one of the big companies.” I don’t think all directors are stupid. Most of them are intelligent, but they are operating out of ignorance rather than lack of good intention. We have to hit them on the head with empirical results. Our job is to overcome the market in a sustainable way over time. We have to think about the price of the shares for a period of five years. And we have to start doing all the things you’ll need to get that flyer back. Finally, if I am the CEO, I want the board to give me the following security: However long or short my mandate as CEO may be, who chooses as my successor needs to pick that flyer in the middle and keep pushing in a consistent direction. I can only get the steering wheel to 16 RPMs. But my successor has to take him to 100 RPMs. His successor has to take him to 500 RPMs, and his successor to 1,000 RPMs. It’s not about me as CEO—it’s a commitment to a consistent program. We’re not doing a Loop of Perdition. The CEOs who took their companies from good to great were largely anonymous — a distant cry from the celebrity CEOs we read. Is it an accident? Or is it cause and effect? I think it’s more a matter of cause and effect than an accident. There is something directly related between the absence ofand the presence of good results to great. Why? First, when ‘I a celebrity, the company becomes “the only genius with 1,000 helpers.” It creates a sense that everything is really about the CEO. And that leads to all kinds of problems, whether the person disappears or if the person turns out he is not a genius after all. At a deeper level, we find that for leaders to do something great, their ambition has to be for the greatness of work and the company instead of for themselves. That doesn’t mean they don’t have an ego. It doesn’t mean they have no need. It means that at the decision point after the decision point—at the critical junctures when Choice A would favor his ego and Choice B would favor the company and his work—over and over again those leaders choose Choice B. Celebrity CEOs, in those same decision points, are more likely to favor the ego and ego over the company and work. Like the anonymous CEOs, most of the companies that made the transformation of good to the great are without inheriting. What does that tell us? The truth is that most people are not working on the most glamorous things in the world. They’re doing real work, which means most of the time they’re doing a lot of fanfare with just a few points of emotion. Some people are getting baked bread. Some are building retail stores. The real work of the economy is done by people who make cars, who sell real estate, who handle grocery stores and banks. So one of the great findings of this study is that you can be in a big company and be doing it in steel, in pharmacies, in grocery stores. It’s just not the case that if you’re not in Silicon Valley, you’re not okay. It doesn’t matter where you are. So no one has the right to complain about your company, your industry, or the kind of business you are in, never again. Was it the 11 companies that made the transformation benefited by their anonymity? One of them.great advantages that these companies had, no one cared! kroger started its transition; nucor nucortheir transition; no one expected much. They could underpromise and over-deliver. In fact, if I were taking a company and trying to make it go from great to great, I would tell my vice president of communications that his job was to make everyone think that we were constantly on the verge of condemnation. In the course of our study, we actually printed transcripts of CEO presentations to analysts by good to high quality companies and comparison companies. We read all those. And it’s amazing. People in good to great health always talk about the challenges they face, the programs they’re building, the things they’re worried about. You go to comparison companies, which are constantly insinuating themselves, are selling the future — but are never yielding results. If I’m not a CEO, how do the good lessons apply to me? Good to big concepts are applicable to any situation, as long as you can choose the people around you. That’s the crucial thing. But fundamentally, we really do -- we have a lot of discretion about the people in our lives, the people we decide to leave on our bus, whether it’s in our department at work or in our personal lives. But the basic message is this: Build your own steering wheel. You can do that. You can start building momentum on something you have a responsibility for. You can build a great apartment. You can build a great church community. You can take each of the good ideas to big and apply them to your own work or your own life. What did your study teach you about change in business in general? Is it essentially a message to go back to basics? Very rarely do significant changes occur that have led to sustainable results. This is one of the really important findings of the book. We started with 1,435 companies. And 11 companies did it. Let’s see that fact for a The fact is that it does not happen very often. Why not? Because we do not know what devils we are we are And because we don’t know what we’re doing, we jump into all sorts of things that don’t work. We ended up like a bunch of primitives dancing around the fire singing on the moon. What I feel strongly is that we need some science to understand what it really takes to change things. Shall we go back to basics? No, he’s eager to understand. Why is it going back to basics to say that CEOs should be ambitious for their companies and not for themselves? Why is it going back to basics to ask the question of who and people first and the question of what and where second? Since when does it go back to basics for a company to start with a question like, why have we been shit for 100 years, and what are the brutal facts we have to face? Why is it back to basics to say that to-do lists are more important than to-do lists? And since when has it come back to basics to say that technology is only an accelerator and not a creator of anything? I don’t think those concepts have gone back to basics. Because if they are, we should be able to go back in time and find that people used those ideas. People didn’t do it, which is why there are only 11 out of 1,435. So, no, it’s not going back to basics. He is eager to understand.What is your valuation of the new economy? We have seen many changes, and we have seen many reactions against change. How does this make sense?The tremendous changes that are happening around us make it the most exciting moment in history to be alive. It’s so much fun. All these changes “technological changes, globalization” are brutal facts that must be integrated into any decision we make. The people of Walgreens didn’t ignore the Internet because they were focused on the basics. They confronted the brutal fact of the Internet and then asked, “How does it fit into our three circles, and how can we use it to make our fastest steering wheel?You never ignore the changes, you hit them head-on like brutal deeds, or you come with a great sense of joy and emotion. This change, this new technology opens a way for prevailing, to be better as a company. All companies of good at great value took changes and used them for their advantage, often with great alusion. When new pianos arrived, Mozart did not hang his music. He did not say, there is these new pianos! Harpsichord is out of the way, so I’m washing as a composer! A € øl thought, this is great! I can get strong with piano forte! This is very clean! He maintained the discipline of writing great music and, at the same time, embraced with great joy and emotion the invention of pianos. With all the change that surrounds us, we need to be like Mozart. We maintain a great discipline over our music, but at the same time, we embrace things that can afford to do something more for them. Alan M. Webber (awebber@fastcompany.com) is a founding editor of Fast Company. Jim Collins (jimcollins@aol.com) wrote the Essay built to Flip at the March 2000 number of Fast Company. The new book of it, well to the great: why some companies make the jump ... and others do not, will be available in October. Main story: Well a big

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