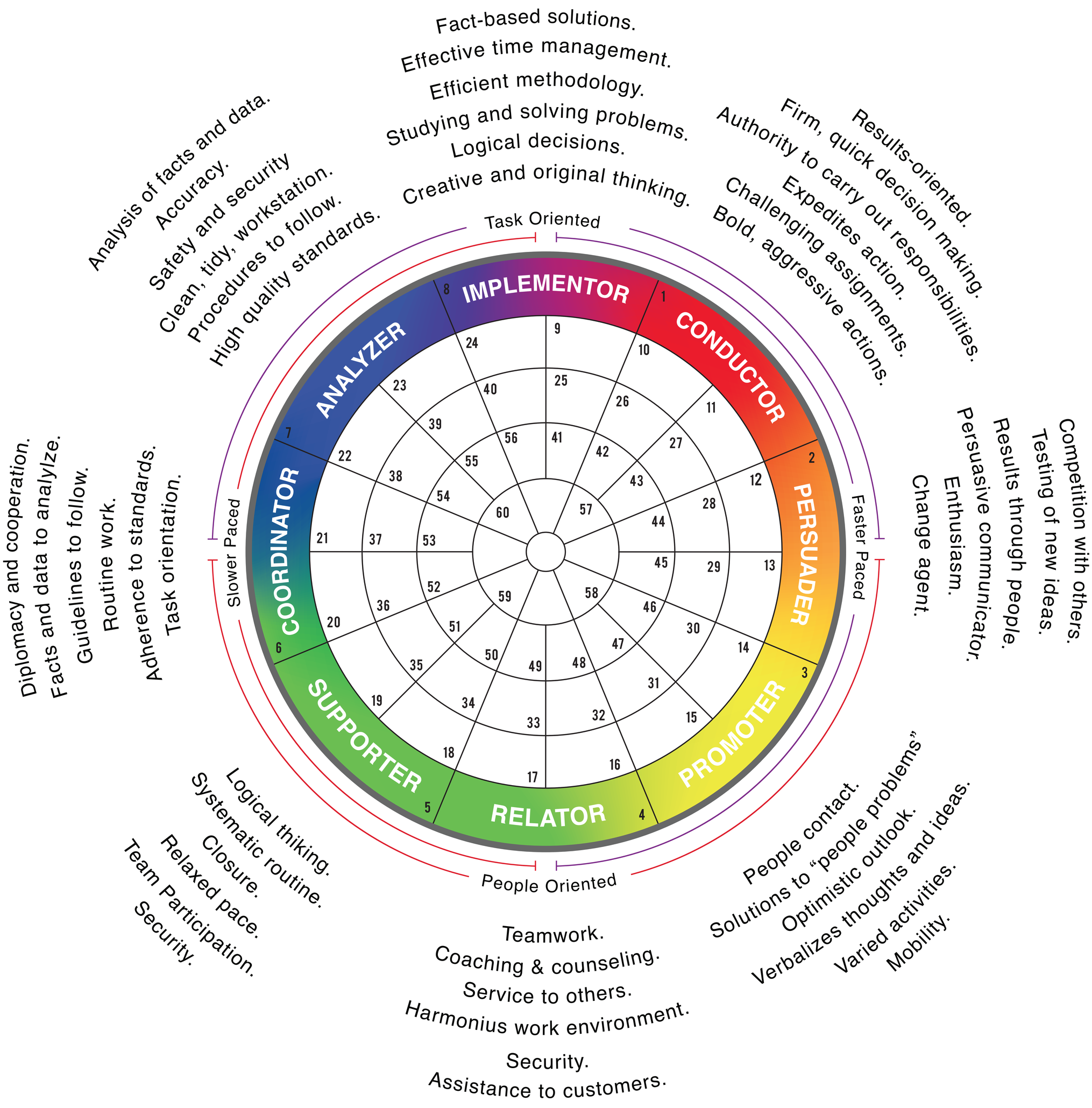THE STRENGTHS WHEEL