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One if by land two if by sea

Snake: John M Lund Photography Inc/DigitalVision/Getty Images Have you found Nemo? How about Dory? If you have, we bet you are one of almost everything Disney. And if there's one thing Disney knows how to do is give human expression and emotion to animals. On top of that, they will often make these critters characters sometimes with their own stories to tell. When these animals are sidekicks like Flounder, Scuttle and Sebastian in The Little Mermaid, they will often add a little something to the film, mostly a dash of silliness when the story is missing. When animals are the protagonists of a Disney movie, it's pretty easy to fall in love with their cute little faces and root for them to come out on top. Sure, they may end up causing a few tears to shed (we're looking at you, Bambi), but when it comes to it, these stories often attract more viewers than those with people. So how are you? When you settle in and watch a Disney movie do you identify more with the animals in the movie than their human costars? Okay, we admit it, we do. It's probably because you have the heart of an animal inside. But the question is, where does your animal thrive? Go ahead and scroll down to find out.

PERSONALITY What Majestic Animal are you, based on your Myers-Briggs type indicator? 6 minute quiz 6 my personality What Spirit animals will your heart call? 5 minute quiz 5 my personality Which legendary animal guards your soul? 5 Minute Quiz 5 My Personality What Kind Of Snake Is Your Spirit Animal? 5 minute quiz 5 min personality Which Nordic animal are you? 5 minute quiz 5 min personality Which horse race is your guardian? 5 minute quiz 5 my personality What Celtic Animal is your soul Guardian? 5 Minute Quiz 5 My TRIVIA We challenge you to ID all these species if you think you are a Snake Expert! 7 minute quiz 7 my personality What African animals are your spirit animals? 5 minute quiz 5 My TRIVIA There are millions of animal species, so we will be impressed if you can identify 11! 6 Minute Quiz 6 Min How much do you know about dinosaurs? What is an octane rating? And how do you use a proper noun? Lucky for you, HowStuffWorks Play is here to help. Our award-winning website offers reliable, easy-to-understand explanations about how the world works. From fun quizzes that bring joy to your day, to compelling photography and fascinating listings, HowStuffWorks Play offers something for everyone. Sometimes we explain how things work, other times, we ask you, but we are always exploring in the name of fun! Because learning is fun, so stick with us! Playing quizzes is free! We send trivia questions and personality tests every week to your inbox. By clicking Register, you agree to our privacy policy and confirm that you are 13 years old or over. Copyright © 2021 InfoSpace Holdings, LLC, a System1 Company Picture: Photos Land and sea or surf and turf: This wonderful planet of ours has a variety of animals, all of which have to make their home somewhere. Whether it is on land or in the sea, or whether they can switch between the two, each creature is different and has its purpose in the great order of things. But as easily as you can identify a dolphin or a bison, do you really know your land and sea creatures as well as you think you do? Let us look into this further. you know evolution, you know that some of the animals that were once sea creatures now live on land and vice versa. The animals have adapted to the changes that have happened to this planet. Thus, what today may be a lizard living on solid earth can eventually become a sea dragon, or something much closer to a crocodile. But we're not here to talk about what happened in the past. We want to know the names of these creatures as they exist today. We're going to talk about where they live now, and not if they moved from sea to land. If you think you can correctly name these creatures, let's get started on this quiz. TRIVIA Only 12% of people can name all these common land and sea creatures. Can you do that? 7 Minute Quiz 7 My TRIVIA Can you name all these land and sea creatures? 6 Minute Quiz 6 My TRIVIA Can you identify these animals starting with the letter 'S'? 7 minute quiz 7 My TRIVIA 90% of people can not name these dangerous land and sea creatures. Can you do that? 7 Minute Quiz 7 My Personality Are You A Country, Sea or Sky Animal? 5 Minute Quiz 5 My TRIVIA See if you can identify all these dangerous sea creatures 7 minute Quiz 7 My TRIVIA Can you identify these sea mammals? 7 minute quiz 7 min TRIVIA Can you identify these land animals while swimming? 6 minute quiz 6 min TRIVIA Can you identify these common Trail animals? 6 Minute Quiz 6 My TRIVIA See if you can identify these four-legged creatures from an image! 6 Minute Quiz 6 Min How much do you know about dinosaurs? What is an octane rating? And how do you use a proper noun? Lucky for you, HowStuffWorks Play is here to help. Our award-winning website offers reliable, easy-to-understand explanations about how the world works. From fun quizzes that bring joy to your day, to compelling photography and fascinating listings, HowStuffWorks Play offers something for everyone. Sometimes we explain how things work, other times, we ask you, but we are always exploring in the name of fun! Because learning is fun, so stick with us! Playing quizzes is free! We send trivia questions and personality tests every week to your inbox. By clicking Register, you agree to our privacy policy and confirm that you are 13 years old or over. Copyright © 2021 InfoSpace Holdings, LLC, a System1 Company There are the laws of finance. There are the laws of physics. And there are laws in Free Agent Nation. Ignore laws, and in and trouble. Misunderstand them, or misapprehend them, and you could end up in a world of harm. But figure them out—especially those that matter, and why—and you can navigate the suddenly stormy oceans of 2001. Start with the laws of economics. Contrary to what some people seemed to believe in more goofier times, these laws were never repealed. You still need to understand supply and demand, profit and loss, and the art of value creation. That much seems clear. But when it comes to the laws of physics, business leaders have fallen under the spell of the wrong law: Newton's third, who believes that for every measure, there is an equal and opposite reaction. How else to explain a consensus that has crept from hyped-up overpromise to self-flagellating overscreen in two short years?1999: Twentysomething Internet entrepreneurs are paradigm-shifting geniuses! 2001: Twentysomething Internet entrepreneurs are pathetic idiots who have to move back in with their parents! 1999: Jeff Bezos is Time magazine's Person of the Year! 2001: Jeff Bezos is the idiot of the young century! 1999: Everyone should become a gazillionaire! 2001: Everyone should be laid off! We have swung from euphoria to hopelessness faster than a bipolar personality aboard a roller coaster. Part of the new despair is of course understandable. Things have changed. The days of money for nothing and clicks for free are over. But in embracing Newton's third law, we've ignored Newton's first law: An organ in motion stays in motion unless acted upon by an outside force. It's the law that governs these ghastly days — and that's the law that forward-looking business leaders should take up. Three years ago, I wrote a report in Fast Company on a state (and a state of mind) called Free Agent Nation. Over the past two years, for a book I've just written, I've traveled the country and spoken to hundreds of people who are on the new frontier of work. I have come away convinced that in these challenging economic times, the bodies in motion are bright, talented, tech-savvy free agents — and that for them, there is no equal and opposite reaction. They keep moving. They do not return to the life of The Organization Man. They are not relinquishing their citizenship in the Free Agent Nation. The new economy has always been about the capacity of a smart, passionate person — an inspired innovator, a dynamic leader, a wild-eyed entrepreneur — to do extraordinary things. Nothing has nullified this central principle. No outside force has thrown it off its course. In fact, now that Net companies have gone bankrupt, day traders have broken down, and IPOs have gone bankrupt, we can see through the wreckage something that we had previously overlooked: Free agency is the real new economy. Get beyond the manic-depressive business psychology of the moment and just watch Facts. You will see the future evolve. Fact: With roughly 16 million soldiers, 3 million temps, and 13 million micropreneurs, Free Agent Nation is larger than the entire public sector. Free agents outnumber all the people who work for federal, state, county and local governments — even when you include police officers and teachers. Fact: According to Census Bureau latest figures, 70% of companies in the United States have no paid employees. Fact: In California, only one in three workers has a traditional job — the leave-your-home-in-the-morning-to-work-for-someone-else employment contracts that are the foundation of this country's labor law, its health insurance and pension system, and its many public policies. According to the University of California at San Francisco, two out of three Californians do not have a traditional job. Hmmm. I wonder: Has California ever been on the verge of any trend in the United States? Millions of people are alive and well and living in Free Agent Nation. Some have jumped there because of bad bosses, dysfunctional workplaces, or the false promise of Internet riches. Others have been driven — by mergers, cuts, and a new wave of layoffs. It doesn't matter. What counts, for most companies, most managers, and most workers, is that free agency has changed the game. What counts are the seven new laws of Free Agent Nation. And if you want to compete on the new limit of work, you must respect the law. Law 1: Independence is the best hedge against a decline. In this post-paternalistic age, we are all on our own. That means when the economy plunges, free agents will suffer the most, right? Not necessarily. In fact, free agents are safer in an economic storm than their work-holding counterparts. The reason: They are diversified. Whether you're in the stock market, the farmer's market, or the talent market, the principle is the same: Don't put all your eggs in one basket. The Dotcom debacle only deepened this lesson. Many people went to startups hoping to beat it big in the game of stock option roulette. They put all their work chips on job number 35 — but when the wheel stopped spinning, someone else's number came up. In a world of churn and increased risk, smart people realize that they are safer spreading their human capital across a portfolio of projects, clients, skills and clients — rather than investing the whole piece in a single employer. If one of my clients disappears, I'm going to survive because I have several more, said Seattle's Nancy White, 43, former COO of BullsEye Internet News Service, a failed technology startup, and now president of Full Circle Associates, a one-woman micro-company. Let go of the idea that free agency is only for wild and woolly risk seekers. When you think about it, it's the only sensible strategy to play it Mark. Law 2: When times get tougher, quality counts. It has long been a law to invest: now it is a law in the workplace. When a bulk market stumbles, investors make what's called a flight to quality, redirecting their money toward more stable, secure investments. The same approach now applies to working life, as skilled workers make their own flight to quality — quality of life, quality of performance, and quality of purpose. In the Pleistocene era (c. 1998 and 1999), we really believed in the promise of risk-free instawalth. With visions of Mark Cuban dancing in our heads, platoons of new economy warriors marched to startups. Some were looking for work that mattered, but as the Gold Rush escalated to Gold Fever, more and more were looking for their big points. Nothing wrong with that. Today, the fever has broken, and most of us are back to reality: We will not be insanely rich . . . but we will not be desperately poor either. And, going thinking, if we still have to work, we might as well do something that satisfied a little deeper longing. That's why we're going to see this new flight to quality — this broader quest for meaning — with more people going solo, more people working in the third sector, and more people starting and running micro-businesses that aim to make a difference rather than just making a killing. It's no longer all about the Benjamins, borrowing the title of hip-hop bad boy Sean Puffy Combs's 1997 hit, which could have been the anthem of The IPO-dazed America. Take Liz Tobison, a thirtysomething marketing consultant who lives outside Of San Francisco. The California-born and the youngest of seven children, she began her career by selling advertising, and then moved to do market research for Bay Area newspapers. In the mid-1990s, she got a job at a Wells Fargo bank, where she was a high achiever. But after five years, she decided to go solo. The light bulb really went on during bonus and salary increase time, she said. I got the biggest bonus by far that I ever received — triple it from the year before. I was completely disappointed. Disappointed it was less than you expected? I asked her. No, she said. I was disappointed that I didn't care. I realized it wasn't the money that would make me happy, because I didn't like the job. Two weeks later, her bank account flushed but her soul depleted, Tobison became a free agent. She worked on her own for a few years, and then last year began an assignment at Pagoo Inc., an Internet telephone startup. After a few months, the company offered her a permanent job. Although she was hesitant (partly because she was pregnant with her first child), she accepted. After all, the people were great, the technology was promising, and the company let her work from home. Tobison did his job, had baby — and in January, the company downed 51 her. Am I happy to be a free agent again? Yes, exciting, she says. Will I ever take another real job? Probably not. Law 3: Free to be you and me? We have to be you and me. As free agents around the country told their stories, they repeatedly used the language in disguise and concealment to describe their past jobs. They talked about putting on masks or game faces at work. They talked about donning armor and erecting smoke screens, because exposing themselves in a large organization can be dangerous. Only when they returned home after work could they return to being who they really were. This personality sharing requires a cost. Deborah Mersino, a 33-year-old PUBLIC RELATIONS free agent who I spoke to in Evanston, Illinois, recalled a conversation with her then fiancé and now-husband who persuaded her to go solo. After she had returned from another bruising day at her job with a pr agency, he told her, You're not you anymore. Shortly thereafter, she went out on her own. In the new flight to quality, more and more of us are engaged in work that will celebrate, rather than stifle, our authenticity. Listen to Joni Joyner-Tyre's story. She spent 20 years working for such large companies as Sheraton and Miller Freeman, where she planned meetings and organized conferences. But in her forties—in an act that was the single scariest thing I've ever done in my life—she became a free agent. She now works for herself from her home in Brooklyn. When I was working in a corporate environment, I would put on my little company suit — a Stepford Worker — and I went in there and did what was expected, she said. As soon as I walked out of the building, I was Joni Joyner-Tyre again. But this way, as a free agent, I'm me all the time. But, of course, with profits down and layoffs up, Joyner-Tyre needs to be ready to give up the luxury of authenticity for the security of a normal job, right? Error. Even the idea of returning to traditional work, Joyner-Tyre said, scares me. It would be like silencing myself, gagging myself. Law 4: You're on the line. Where else would you like to be? Yes, authenticity is groovy. But if that's your only goal, it can be hard to get anything done. That's why an equally important rule in the free-agent limit is this: You need to put your livelihood and your reputation directly on the line. In fact, most people want to be held accountable for their work—provided they reap both the rewards of success and the penalties for failure. And most people instinctively seek variety, challenge and passion in their endeavors. However, many independent workers me that in traditional jobs, responsibilities were often spread through layers of management — or, in failing dotcoms, were completely lacking through no management at all. Free agency makes the lines of responsibility and contributions quite clear. In working on your own as a free agent, you have tremendous freedom. It's one of its great lures, marketing analyst Michele Foyer told me one afternoon near South Park in San Francisco. And you also have a huge responsibility. You decide everything. For many free agents, accountability means relief. They put their names on their businesses and their livelihoods at risk. You don't have administrators who don't understand what you're doing telling you when and how to do what they don't understand, explained Claudia Slate, a 49-year-old virtual assistant who lives on the Rosebud Sioux Indian Reservation in south-central South Dakota. You succeed or fail on your own merits. Sure, times are tougher now. Which means most traditional employees are left writhing in the winds of uncertainty: Is my job safe? How am I doing? Will I be the next to go? Free agents know how to keep score: Is my project a winner? Do I deliver what I promised? If you are a free agent exploring this new frontier of work, you know where you stand. Law 5: Up is not the only direction. In Organization Man economy, the higher you climbed, the more successful you were. Every place above you on the org chart was like your mechanical rabbit on the greyhound track for careers, taunting you to race faster to catch it. And when you caught it? For many people, it turned out not to be worth the

the flatlands. The higher up I got, the more I lost everything I liked to do, she said. I wanted to do what my staff was doing. It was one of those things in the corporate world that you shouldn't admit. She quit in 1995 to become a solo preneur. I call this the Peter-Out principle. The Peter principle, formulated in 1969 by chief professor Laurence J. Peter, found that workers would ascend to an organization's ranks until they arrived at a position where they were incompetent. Its successor, the Peter-Out principle, believes that people rise until they stop having fun. Law 6: Bigger is not better. Better is better. About money and are no longer the only measures of success, what is then? One answer may be growth. In the mythology of business, the goal of a small enterprise is to become a larger enterprise — the garage becomes an office tower; corner drugstore becomes a national chain. But even when it comes to this dimension, free agents are questioning what really represents success in the new economy. Dennis Benson, 54, runs a micro-company in Columbus, Ohio called Appropriate Solutions Inc., which conducts general policy research and management consulting. When he started the company in 1978, he and his four partners worked from their homes. Then the company grew and found real space. When we signed our office lease, it was a bit of a symbol that we had done it, Benson told me. In the mid-1990s, the company had 30 employees. But a growing business got to be a growing hassle, so Benson started paring back his business. He could have made more money, but he decided it wasn't worth the aggravation. He deplerated his own firm, cancelled his office contract and moved the company to his suburban home. By 1998, Appropriate Solutions was down to a two-person micro-company — Benson and his wife, Sandy.But wait! Isn't growing a sign of success and shrinking a sign of failure? Not to Benson. He spent less and less time on what he liked to do and what he did best. And it turned out to be incompatible with the Appropriate Solutions philosophy: It must be good. It must be fun. It must be profitable. When it stops being funny, do something else. Here's the bottom line: The one-size-fits-all approach to success – measured in campaigns and denominated in dollars – is over. Welcome to my-size-fits-me approach to success, measured by personal standards and denominated in everything from time to freedom to authenticity to prestige to challenge. Perhaps Bob Dylan — and, thankfully, not Puff Daddy — is Francis Scott Key of Free Agent Nation. A man is a success, Dylan sang once, if he gets up in the morning and ... do what he wants to do. This may be the most grating misconception about Free Agent Nation: Critics have said that the rise of free agency means the triumph of survival of the strongest, I'm just in the for me ethics of American life. Not at all. In fact, it is the other way around. In a free agent economy, we need each other more, not less. Here's how Notty Bumbo, a Northern California health care consultant, summed it up: If you and I are on the playground and like to go on teeter-totter, and I'm an idiot who likes to jump off and leave you to fall on the ground, how many times will you get on teeter-totter with me? Mutual altruism is the underlying process that allows the free-agent economy to function. And it ruthlessly eliminates those who violate its terms. Treat someone badly, and it goes part of free-agent business network. You can dismiss this as enlightened self-interest, or ridicule its naked pragmatism. But consider: The same principle—Do to others as you would make others do to you—is the cornerstone of any major world religion. In Christianity, it comes from the Book of Matthew. In Judaism, the Talmud teaches: What is hateful to you, not to your fellow man. It is the whole Law; all the rest are comments. Islam holds: None of you are believers until he desires for his brother what he desires himself. So we're left with what seems to be the ultimate paradox: The underlying operating system of freewheeling, individualistic, hyper-capitalist free-agent economics is . . . the golden rule. The DOS, Windows, and Mac OS of the real new economy is one of the oldest principles of human civilization. In other words, the way to get better is to get better. It is the whole law of the new economy; all the rest are comments. Daniel H. Pink (dpink@fastcompany.com) is a Fast Company contributing editor. This article is adapted from his new book, Free Agent Nation: How America's New Independent Workers Transform the Way We Live (Warner Books), published this month. Three developments have catapulted talented individuals to the center of history – and will keep them there in the coming chapters. Firstly, the economic adolescence is over. The organization Man worked in a climate warmed by the sun of corporate paternalism. Giant companies such as AT&T (Ma Bell), Kodak (The Big Yellow Father) and Metropolitan Life (Mother Met) promised to take care of their workers. But in the late 1980s and early 1990s, when globalisation and technology pressured these companies, as well as the rest of their matriarchal and patriarchal ilk, they started out their employees as wayward teenagers. Oddly enough, the dotcom companies revived the family metaphor—only this time, Mother and Father were like the cool parents down the block, the ones you always wished were yours. MomAndDad.com gave the children a huge compensation. They let them have a dog. They turned the office into a room. And when times have hardened? They started the kids out. The lesson: This economy is rated strictly for adults. Secondly, workers now own the means of production. In the industrial economy, the tools required to create wealth were too expensive for a person to buy, too cumbersome for a person to function, and too big for a person to accommodate. Not anymore. Today, the tools necessary to create wealth - for example, the iBook that I write this sentence - are easy for a single individual to buy, operate and house. So why would the lone individual want to share the profit that he or she creates? The lesson: Even with layoffs on the rise, organizations need individuals more than individuals need companies' life expectancy is shrinking. Remember a little outfit called Netscape? Netscape was founded in 1994, became public in 1995 and was absent in 1999, subsumed into AOL's operations. This giant of the new economy reached only its fourth birthday. Q: Was Netscape a company — or was it really an extremely cool project? More important question: Does the difference matter? Here's what matters: That short-lived device put multiple products on the market, prompted powerful companies (especially Microsoft) to move strategies, and equipped a few thousand people with experience, wealth and connections that they could bring to their next project. The lesson: People, not businesses, are built to last. Most of us will outlive any organization that we work. Read the Web Exclusively: Free Agent Nation (Still) Want To! You!

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