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Correct answer: Folic acid is vitamin B. If a woman gets enough folic acid before and during early pregnancy, it can help prevent neural tube defects (main brain or child spine defects). Women need 400 micrograms of folic acid every day. Women can get folic acid by taking a vitamin with 400 micrograms of folic acid in it or eating food that is fortified with folic acid (such as some cereal for breakfast and foods made with vitamin-enriched flour). Neural tube defects are severe birth defects of the brain and spine. They develop very early in pregnancy when the neural tube, which becomes the brain and the spine, does not close properly. Folic acid is necessary for the neural tube to close properly. Starting the intake of folic acid after the time in the development that the neural tube should have closed (after 6 weeks of pregnancy) will not prevent neural tube defects. The two most common neural tube defects are the spina bifida (slice the spine) and anencephaly (slices the brain). CDC exhorts all women who can get pregnant to take 400 micrograms of folic acid every day to help prevent neural tube defects (big brain birth defects or child spine). The terms 'folic acid' and 'folate' are often used interchangeably. However, folate is a general term used to describe vitamin B9 that comes in different forms. These include: folic acid, dihydrofolate (DHF), tetrahydrofolate (THF), 5' 10' methylythyleneothrofolate (5' 10' MTHF), and 5' methyltetrahydrofolate (5-MTHF) [1].Folic is the synthetic form (man-made) that is used in vitamin supplements and in fortified foods such as rice, pasta, bread and some breakfast cereals. Folic acid has been shown to be effective in preventing neural tube defects in many scientific studies and countries around the world [2-6]. Folate can be found in foods such as leafy green vegetables, citrus fruits and beans. Womeneat a balanced diet of food rich in natural folate. However, it is very difficult for most women to get the recommended daily amount of folate through food alone [7]. The effectiveness of supplements containing some form of folate other than folic acid (such as 5-MTHF, or labeled "Natural Folate") to prevent neural tube defects has not been studied. The madness in food is easily divided by heat and light. Folic acid is the most thermostatic form of vitamin B9 and is therefore more suitable for food fortification since many fortified products, such as bread, are cooked [8]. Folic acid has been proven to be effective in preventing neural tube defects in randomized control tests, community intervention programs and food fortification programs. [2-6] Folic acid is easily absorbed into the body and studies have shown that it can increase blood folate concentrations through populations (including those with the MTHFR TT variant-see below for more information) [9, 10]. The concentration of blood folate is the amount of folate measured in the blood. When a woman gets folic acid through foods or supplements, its blood folate concentration increases. When blood folate concentration is too low, there may be medical problems. Very low blood folate concentrations can cause a form of anemia called megaloblastic anemia. Having enough folate in the blood can help improve a woman's health and can reduce the risk of having a pregnancy influenced by a neural tube defect [11]. Once a woman begins to take 400 micrograms of folic acid every day can take several months to reach a concentration of blood folate which is high enough to help prevent neural tube defects. The amount of folic acid and/or food folate and the duration of the time that is consumed before pregnancy are the most important factors in achieving a concentration of blood folate that is sufficient to help prevent neural tube defects. Yeah. All women, including those who have the MTHFR TT or CT genotype, can benefit from getting 400 micrograms of folic acid every day, especially before and during early pregnancy. MTHFR (methyltetrahydrofolate reductase) is an enzyme that plays a role in how people process folate. A common variant of the MTHFR enzyme (also known as MTHFR TT or CT genotypes) determines how quickly some people can process folate. Although women with the MTHFR TT or CT folate genotype process slower, they can increase their blood folate concentrations enough to help prevent neural tube defects by taking the recommended daily amount (400 micrograms) of acid[11] Research studies have shown that in populations with high levels of the MTHFR TT or CT genotype, getting 400 micrograms of folic acid every day before and during early pregnancy can reduce the risk of neural tube defects up to 85% [5, 11]. Many studies have shown that folic acid consumption increases blood folate concentrations. For example, a research study showed that after three months of consumption of 400 micrograms of folic acid, folic,folate concentrations increase over 250% among women with MTHFR TT genotype [9.] Crider, K.S, L.B Bailey, and R.J Berry, folic acid fortification-his history, effect, concerns and future directions. Nutrition, 2011. 3(3): p. 370-84. De Wals, P, et al. Reduction of neural tube defects after folic acid fortification in Canada. N Engl J Med, 2007. 357(2): p. 135-42. De Wals, P, et al. Spina bifida before and after folic acid fortification in Canada. Birth defects Res A Clin Mol Teratol, 2008. 82(9): p. 622-6. Czeizel, A.E. and I. Dudas, Prevention of the first occurrence of neural-tube defects from supplementation of periconceivevite vitamin. N Engl J Med, 1992. 327(26): p. 1832-5. Berry, R.J. et al. Prevention of neural tube defects with folic acid in China. China-U.S collaborative project for the prevention of neural pipe defects. N Engl J Med, 1999. 341(20): p. 1485-90. 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Population red blood cells concentrations for the prevention of neural pipe defects; model bay. BMJ, 2014. 349: p. g4554. As an entrepreneur, no matter how experienced he is, when someone says something negative about your business, it stings. In fact, negative comments have the power to crush ideas before being born. Conventional wisdom says you should follow your heart and ignore naysayers. However, some of the best ideas arise from unwelcome criticism. Negative comments often contain truth kernel-are just delivered incorrectly. Your mission is to involve naysayers, determine what their comments are based on, and discover new information that can help you succeed. In an in-depth interview, we asked Collins about the implications of his research and his ideas for the economy, the stock market and the very nature of the executive leadership. Good quality companies you wrote aboutthe results of the stock market achieved in a period of 15 years. But today, the stock market has decreased. Does that mean we don't see any good business today? First, Iincorrect a great mistake. The stock market has not decreased. How does the stock market appear compared to 1985? The stock market has not decreased. How does it look compared to 1990? The stock market has not decreased. The market was unreasonably out of whack — we had no stock market; We had a speculative casino. The technological bubble was the new economy — there is a new economy that is going for years to a deeper level. But the brutal fact is that companies that were on top of the technology bubble have no results. You cannot make zero profits and claim to have results. In the case of companies that have had great results before the bubble burst, but then? The bottom line of a company like Cisco is, we do not yet know the answer. It could be that these companies are only in a very difficult period from 6 to 12 months. Let me use an analogy. Let's say you have a big basketball dynasty like the UCLA Bruins under John Wood. This is a team that will win 10 NCAA championships in 12 years. I'm a team that went from good to great. But in 1970, they lost three games. Does that mean we're gonna write them and say they're not a big team? We have to look for a longer time. The same applies to companies that were caught in the bubble. It was too short a period of time. It will take more time to tell which companies that are in trouble now are simply going through a momentary period and will have the resilience to return. But to many businessmen, the current slowdown is a sign of the disappearance of the new economy. This is one of the most beautiful moments in history. Two or three years ago, what was the main complaint we heard? "It's so hard to get good people! White, whine, whine!" Today, we have the greatest opportunity that we will have for decades for snag a boat load — not a bus load, but a boat load — of great people. And big companies always start with who, not what. We can finally get to the right side of the Packard Law. Packard's law is like a law of physics for big companies. It is said that no company can become or stay large if it allows its rate of growth of revenues to exceed its growth in getting 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 run a company today, I would have a priority over all the others: to acquire as many people as possible. I would put everything else if I could afford it — buildings, new projects, R&D — to fill my bus. Because things will come back. My fly will start shooting. And the single greatest bond on growth and success of my organization is not markets, it is not technology, it is not opportunity, it is not thestock. If you want to be a great company, the unique greatest limitation on yourgrowing is the ability to get and hang on enough of the right people. This is also a great time to force yourself to look back. When you were breaking the Packard Law, you probably left a lot of wrong people on the bus. It's a good time to take them off. Actually, it is a little easier to do it now. We can blame the circumstances. What else would you do to capitalize on this revaluation period? This is also a great time to ask yourself some really difficult questions. In a period of irrational prosperity, where the market would give you money if delivered or not, a lot of companies did not answer any of the questions in the three circles (What can we be the best in the world in? What is the economic denominator that best drives our economic engine? And what are our cores deeply passionate about?). They had no idea what they could do better than any other company in the sustainable world, they had no profit denominator, and the only thing they had passion for turning the company. Now we can't live in that fantasy land anymore. We have to take a hard look at all the things we are doing and put them all to the three-cytl test. All the things that fail the test we have to stop doing — today. I see a lot of companies that have found themselves with a lot of capital. So they wandered in all kinds of acquisitions or new enterprises or new directions, simply because they could. But they didn't necessarily fit the three circles. Today, the task is for them to put away. Those who clarify their three circles will come out of this right good. Those who don't deserve to die. Today administrators are in a short time to prove their value. What would you recommend to a CEO in the hot seat? If I were a CEO in the hot seat taking over a company that I wanted to move from good to good, that's what I would do. I'd prefer that good-to-large stock chart, and put it in front of my directors. I'd say: "We are on the left side of this curve. We want to be on the right side of the curve. Right? If this is what we all want, we know what will take to get it. You cannot continue lurching from CEO to CEO. If you do, you will find yourself in the Doom Loop - and then we will end up as one of the comparison companies, not one of the great companies." I don't think all the directors are stupid. Most of them are intelligent, but they are operating by ignorance rather than by lack of good intentions. We have to hit them in the head with the empirical results. Our job is to beat the market in a sustainable way over time. We have to think about the price of shares for a five-year period. And we have to start doing all the things that it's gonna take to turn that flyer. Finally, if I am the CEO, I want the board to give me the following guarantee-long or short my mandate as a ceo can be, whoever you choose as my successor needs to take that flywheel in half turn and continue to push in adirection. I could only turn the flyer at 16. But my successor must take him to 100 laps. His successor must take him to 500 RPM, and his successor to 1,000 RPM. It is not about me as CEO — it is a commitment to a coherent program. We're not doing a Doom Loop. The CEOs who took their companies from good to great were largely anonymous — a cry away from the celebrity CEOs we read. Is that an accident? Or is it cause and effect? I think it's more of a cause and an accident. There is something connected directly between the absence of celebrities and the presence of good results to great. Why? First, when you have a celebrity, society turns into "the only genius with 1,000 helpers." There is a sense that all this really concerns the CEO. And this leads to all kinds of problems — if the person goes away or if the person turns out to be not a genius after all. At the deeper level, we discovered that for leaders to do something great, their ambition must be for the greatness of work and the company rather than for themselves. That doesn't mean they don't have an ego. It doesn't mean they don't need themselves. It means that at decision point after decision — to critical joints when Choosing A would favor their ego and Choosing B would favor the company and its work — time and still those leaders choose Choosing B. celebrity CEO, at those same points of decision, are more likely to favor the car and ego on society and work. Like anonymous CEOs, most companies that have made transformation from good to big are unequal. What do you say? The truth is that most people do not work in the most glamorous things in the world. They are doing real work — which means that most of the time are doing a lot of shrub with few excitement points. Some people are putting out baked bread. Some are building retail stores. The real work of the economy is done by people who make cars, who sell properties, who manage grocery stores and banks. So one of the great results of this study is that you can be in a large company and do it in steel, in pharmacies, in grocery stores. Simply it's not the case that if you're not in Silicon Valley, you're not cool. It doesn't matter where you are. So no one has the right to complain about their company, their industry, or the kind of business they are - always again. Was it the 11 companies that made the transformation benefited from their anonymity? One of the great advantages these companies had been, no one has cured! Kroger began his transition; Nucor began its transition; Nobody expected much. They could subpoena and overload. In fact, if you're hiring a company and trying to get it through a good would say to my vice president of communications that his work was to make the whole world think that we were constantly at the limit of condemnation, in thecourse of our study, we have actually printed the transcripts of the CEO presentations to analysts by good a-great companies and comparison companies. We've all read. And it's amazing. Great people always talk about the challenges they are facing, the programs they are building, the things they are worried about. Go to comparison companies, they are constantly hypnotizing themselves, they are selling the future - but they are never offering results. If I am not a CEO, how do I apply good quality lessons to me? Good a-great concepts are applicable to any situation — as long as you can choose people around you. This is the crucial thing. But, basically, we do it really — we have a lot of discretion for people in our lives, people we decide to leave on our bus, whether it is in our department at work or in our personal life. But the basic message is this: Build your flywheel. You can do this. You can start building momentum in something you have responsibility for. You can build a great department. You can take all the good ideas and apply them to your work or your life. What did your study of change in business in general teach you? Is it essentially a message to return to the bases? Very rarely significant changes lead to results in a sustainable way. This is one of the very important results of the book. We started with 1,435 companies. And 11 companies did it. Let's just look at this for a moment. The thing is, it doesn't happen very often. Why not? Because we don't know what the hell we're doing! And because we don't know what we're doing, we're launching in all sorts of things that don't produce results. We find ourselves as a group of primitives dancing around the fire singing on the moon. What I feel strongly is that we need a science to understand what it really takes to change things. Is he back to bases? No, it's ahead of you. Why did he come back to the ground to say that the CEOs must be ambitious for their companies and not for themselves? Why did he come back to the base to do who and people question first and what and where second question? Since he returned to the bases for a society to begin with a question like, Why did we suck for 100 years, and what are the brutal facts we face? Why did he come back to the bases to say that stop-doing lists are more important than making lists? And since he came back to the ground to say that technology is only a accelerator and not a creator of anything? I don't think those concepts are back to the ground. Because if they are, we should be able to go back in time and find that people used those ideas. People have not done — and it is forthat there are only 11 out of 1.435. So, no, he didn't come back to bases. It's on the move. What is your assessment of the new economy? we have seen a lot of changes, changes, we saw a lot of backlash against change. How do you know everything? The tremendous changes that are taking place around us make the most exciting time in history to be alive. It's really fun. All these changes — technological changes, globalization — are brutal facts which must be integrated into any decision we make. Walgreens people didn't ignore the Internet because they were focused only on the basics. They faced the brutal Internet fact and then asked, How does it fit into our three circles, and how can we use it to turn our fly faster? Never ignore changes — hit them head to head as brutal facts, or come to them with a great sense of glee and excitement. This change, this new technology opens a way for you to prevail, to be even better as a company. All good quality companies have taken the changes and used them to their advantage, often with great glee. When new pianos arrived, Mozart did not hang his music. He didn't say: "There are these new pianos! Arpsicord is off the road, so I am washed as a composer!" He thought, it's great. I can do it loudly with a loud plan! It's really beautiful! He maintained the discipline of writing great music and, at the same time, he embraced with great joy and excitement the invention of pianos. With all the change that surrounds us, we must be just like Mozart. We maintain a great discipline on our music, but at the same time we embrace things that allow us to make music even bigger. Alan M. Webber (awebber@fastcompany.com) is a founder editor of Fast Company. Jim Collins (jimcollins@aol.com) wrote the essay Built to Flip in March 2000 of Fast Company. His new book, Good to Great: Why some companies Jump... And others will not be available in October. Main story: Good to Grande