	Bill		Mary		Sue		Ed	
	Proficiency	Interest	Proficiency	Interest	Proficiency	Interest	Proficiency	Interest
Technical writing	(0,0)	0	(0,0)	0	(3,2)	1	(0,0)	1
Legal Research	(0,0)	1	(0,0)	1	(0,0)	0	(3,3)	0
Graphic design	(3,3)	1	(0,0)	0	(0,0)	1	(3,3)	1
Questionnaire design	(1,0)	0	(0,0)	0	(0,0)	0	(0,0)	1

Proficiency rating is expressed as (X,Y), where

X = Person's level of skill or knowledge
Y = Level of responsibility applying the skill or knowledge