

# Career Architect® Development Planner 5th Edition Book and Placemat



To read a sample chapter of Career Architect® Development Planner 5th Edition or to order the book or placemat visit our Web site at <http://store.lominger.com>.

## What's new

Career Architect® Development Planner 5th Edition was created for deeper and more detailed development initiatives than *FYI For Your Improvement™*. The content provides in-depth research that lets users create the development experiences that meet their unique needs.

The 5th Edition introduces new content that makes it even easier to identify development needs and create targeted development plans.

### HIGHLIGHTS OF WHAT IS NEW IN CAREER ARCHITECT® DEVELOPMENT PLANNER 5TH EDITION:

**Remedy Questions and Action Statements...**rewritten as diagnostic questions and action statements so it is easy to identify a development need and transfer a remedy directly onto the development plan.

**Two Additional Full-Time Jobs...**added to competency chapters that are most likely to benefit from developmental experiences in Small Entrepreneurial and Crisis Manager full-time jobs (a total of 16 full-time jobs).

**Develop-in-Place Assignments...**highlighting different types of part time assignments that can be used to strategically develop certain competencies or predict what competencies a person had the opportunity to develop based on their experiences.

**Other Causes For Stallers and Stoppers...**link back to the competencies that need to be improved or toned down.

**Competency Connections (in Appendix A)...**highlight how a few key competencies comprise a development need or a career goal.

**Developmental Difficulty Matrix (in Appendix B)...**uses a 5-point scale to show how difficult it would be for a typical professional person to develop any of the 67 Competencies as well as the average skill rating of the general population for each competency.

**Learning Plan (in Appendix C)...**has a new format which allows learners to organize their plan on an easy-to-use, two-page template. Five sample plans illustrate ways to maximize the plan's effectiveness when you are addressing areas that are average, unskilled, or untested and need development, or areas that are creating problems such as overused strengths or stallers and stoppers.

**Coaching Resource Guide (in Appendix D)...**provides coaches and mentors with a step by-step method for engaging a learner in the improvement process. Coaches will find tips for dealing with defensive people, signs that development is occurring, and success profiles for three different approaches to coaching.

**An Index...**added to make this edition as user-friendly as possible and to help learners and coaches look up common development themes or needs and cross-reference competencies, stallers/stoppers, and global focus areas.

# Career Architect Development Planner™ 5th edition

## WE'VE KEPT CORE CONTENT FROM CAREER ARCHITECT® DEVELOPMENT PLANNER 4TH EDITION

Both 4th and 5th Editions include:

- A chapter dedicated to each of 67 Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas
- Competency Definitions—Unskilled, Skilled, and Overused Skill content—with substitute competencies for unskilled and compensators for overused skills (Competency titles and definitions remain unchanged in 5th Edition)
- Some Causes—numerous reasons why learners may have this need. (This differs from new content in *Career Architect® Development Planner* 5th Edition called Other Causes for Stallers and Stoppers that link back to the competencies that need to be improved or toned down)
- Leadership Architect® Factors and Clusters—all competencies and career stallers and stoppers statistically fall into one of 8 Factors and 26 Clusters
- The Map—this reviews the general importance of this dimension; and acts as a trigger to take it seriously
- Some Remedies—ten or more tips to work directly on this need. Although some are longer-term, most are things a learner can begin working on immediately. (With the exception of new titles, all Remedy content remains unchanged in 5th Edition)
- Four Learning Sections—Learning From Feedback, Develop-in-Place Assignments, Full-Time Jobs, and Learning From Your Plan
- Suggested Readings that have been updated in *Career Architect® Development Planner* 5th Edition

## WE'VE ALSO UPDATED THE CAREER ARCHITECT® PLANNER PLACEMAT



The Career Architect® Development Planner Placemat defines and lists each of the research-based Full-Time Jobs (16 in all) and Develop-in-Place Assignments (highlighting different types of part-time assignments) that are featured in the *Career Architect® Development Planner* 5th Edition Book. Organizations use the Placemat for competency development, succession planning, coaching, and development.

### Pricing

*Career Architect® Development Planner* 5th Edition #82042 – English Version  
\$119.00 ea.

Career Architect® Development Planner Placemat #82044 – English Version  
\$30.00 ea.

### For More Information

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