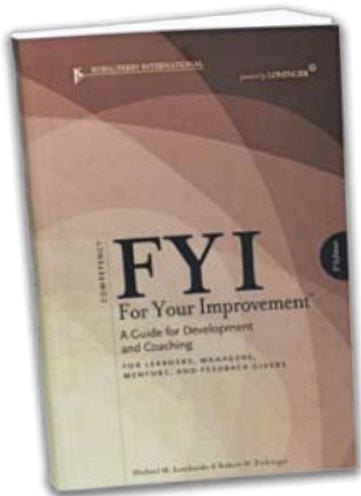


# FYI For Your Improvement™ 5<sup>th</sup> edition



To order *FYI For Your Improvement*™ 5th Edition visit our Web site at [www.lominger.com/fyi5.php](http://www.lominger.com/fyi5.php)

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## What's new

We designed *FYI For Your Improvement*™ 5th Edition to support the development of any motivated person with a need and to serve as a guide for managers, mentors and feedback givers.

*FYI* 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 *FYI* 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.

**Develop-in-Place Assignments...**added to each competency, staller and stopper, and global focus area chapter that allow individuals to develop without having to change jobs. (Note: Develop-in-Place Assignments in *FYI* are a partial list highlighting the most practical assignments included in *Career Architect*® *Development Planner*.)

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

**Competency Connections...**highlight how a development need or a career goal comprises a few key competencies.

**Developmental Difficulty Matrix...**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.

**Development Plan...** has a new format which allows learners to organize their plan on an easy-to-use two-page template. Three examples illustrate ways to maximize the plan's effectiveness when learners are addressing unskilled, overused skill and staller and stopper development needs.

**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.

**Performance Management Architect® Dimensions...** have been removed from *FYI*. *Performance Management Architect*® *Dimensions* are available in *FYI for Performance Management*™. Visit [http://www.lominger.com/fyi\\_pma.php](http://www.lominger.com/fyi_pma.php) for more information.



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# *FYI For Your Improvement*<sup>™</sup> 5<sup>th</sup> edition

## **WE'VE KEPT CORE CONTENT FROM *FYI* 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
- Inspirational Quotes—updated in *FYI* 5th Edition
- 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 *FYI* 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<sup>®</sup> Factors and Clusters—all competencies and career stallers and stoppers fall into one of 8 statistical Factors and 26 logical 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)
- Suggested Readings—like the quotes, these have been updated in *FYI* 5th Edition

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### **Pricing**

*FYI For Your Improvement*<sup>™</sup>  
5th Edition Book

#11063 – English Version

1-49 \$85.00 ea.

50-99 \$80.00 ea.

100+ \$75.00 ea.

## **67 COMPETENCIES. 19 STALLERS AND STOPPERS. 7 GLOBAL FOCUS AREAS.**

Based on over 55 years of research and experience, *FYI For Your Improvement*<sup>™</sup> 5th Edition is an easy-to-use development and coaching tool that features a chapter of easy-to-follow tips for each of the 67 Leadership Architect Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas.

### **FOR MORE INFORMATION**

*FYI* Usage Guide... Provides suggestions on how to use *FYI* for coaching and development planning. It answers basic questions about Competencies, Stallers and Stoppers, and Global Focus Areas and provides an overview of how the book is organized. To download a copy of *FYI For Your Improvement*<sup>™</sup> Usage Guide: Visit [www.lominger.com/fyi5.php](http://www.lominger.com/fyi5.php)

For additional information or to order *FYI For Your Improvement*<sup>™</sup> contact [business\\_office@kornferry.com](mailto:business_office@kornferry.com) or call 952-345-3610.