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 our website for more information.

For more information or to order FYI For Your Improvement™ 5th Edition visit our Web site at http://store.lominger.com
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® 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

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

Based on over 55 years of research and experience, FYI For Your Improvement™ 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™ Usage Guide: Visit http://store.lominger.com

For additional information or to order FYI For Your Improvement™ contact business_office@kornferry.com or call 952-345-3610.