



FYI for Your Improvement: A Guide for Development and Coaching for Learners, Managers, Mentors, and Feedback Givers

Michael M. Lombardo

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For learners, managers, mentors, and feedback givers.

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From Reader Review FYI for Your Improvement: A Guide for Development and Coaching for Learners, Managers, Mentors, and Feedback Givers for online ebook

Laleh says

An extensive self-evaluation manual on personal and interpersonal skills. I liked how the book is structured. The most interesting part is where correlations between various skills are projected into how one can improve a skill by compensating it by other skills.

Jane Andelman says

I love this book. It is a great resource for handling HR issues and for self-improvement.

Ruth Vanhoven says

Excellent resource for professional development: both for your self and those you work with.

Brian says

This is not a book that you would read cover-to-cover, but it is definitely a great reference book to keep on your shelf. Anyone who manages others, mentors, or provides feedback should glance through this book in the store to see what they think.

This book lists 160+ competencies of which it provides ideas on how you might improve. For example, if you feel that you might need help with delegation, then you would look up that competency and then you can read through points to determine if that competency for you is one that is unskilled, skilled, or overused. You can then read about some causes and some remedies for issues that you might be experiencing with that competency.

This is a book that I would most likely pull off the shelf a few times per year as I am trying to review my personal progress and trying to set goals for the upcoming months. It has plenty of great ideas.

Jac says

It's worth having your own copy of this book so you can mark it up, like a workbook. I borrowed a copy, and read through parts, but it would be much more effective used as a work book or along with a journal.

Erik Lomas says

This is a fantastic resource for anyone wanting to work on their career. This is a very comprehensive guide for assessing your professional strengths and weaknesses. And then it provides a fantastic list of improvement ideas and further reading to address any aspect of your professional life that you'd like to work on. Again, a fantastic resource for any professional.

Thom Britten says

This is a rather extensive tome of HR and development. Good place to start for odd issues. I feel people could live in this book and never get outside of it, that'd be the only downfall I see.

Wendy Homan says

I'm not sure you can actually ever be done reading this book. Very informative and helpful in personal growth and development.

Kelley-doreen Barnes says

Must read/own for all Leaders. Great tool when developing PDP

Anisa Aven says

I have the 5th edition. It's unbelievably thorough and delivers everytime I pick it up. Let's say you want to improve your comfort with executive conversations - the chapter answers all sides of the equation - what happens when you use this skill too much, what happens when you are deficient, what specifically you can do to compensate or stretch yourself in that area etc. Think of a professional competency that you want to develop and a well-thought-out plan of how to go about it, is in this book. It's an important resource for executive development and in my career, executive coaching it's a must-read, use, abuse, and read again.

Benoit Marinoff says

Great book to help you when you reach a point and you wonder what is next and how you can grow. Large list of valuable skills explaining each of them in depth and advising on how to becoming better with them. from there it is up to you to apply it or not!

Molly says

I have the 5th edition. Very insightful book gives tips on how to work on our weaknesses & play to our strengths while at the same time not become overbearing and monotone in our talents. A must read for anyone working in a team environment or those with careers in today's corporate America or middle-management.

PeterBlackCoach says

Recommended to me by a client - ties in nicely with job right job design, effective and ineffective performance in a role and the use of Hogan Assessments to ascertain the personality, potential derailers and values in a person. Will be an invaluable coaching resource.

PB

Sean Koehler says

A ton of useful information

Lindsay says

I have this book and love it! I was given an edition as a gift and I had to buy a more recent edition because the one I was given was constantly being lent out. I use it as a reference and resource for myself, my employees and anyone I'm mentoring. Great book, wonderful resource!
