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## For Your Improvement™

A Guide for Development  
and Coaching

FOR LEARNERS, MANAGERS,  
MENTORS, AND FEEDBACK GIVERS

Michael M. Lombardo & Robert W. Eichinger

3<sup>rd</sup> Edition

# Fyi Improvement Development Coaching

**N Colangelo**



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web dec 1 2014 data provided evidence to support the hypothesised three factor model after removing one item from the cynicism scale  $\chi^2$  86 432 29 cfi 94 gfi 95 nfi 93 and rmsea 05 results of multigroup analysis confirmed the invariance of the 15 items model across professional role gender age and organisational tenure

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