



## The Value-Added Employee

*Edward Cripe, Edward J. Cripe, Richard S. Mansfield, Richard S Mansfield*

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**The Value-Added Employee** Edward Cripe, Edward J. Cripe, Richard S. Mansfield, Richard S Mansfield  
A handy guide offering a practical plan for targeting skills any employee wants to develop and employers most desire.

It's hard to tell if today's competitive job market is more unsettling for employees seeking job security or companies trying to retain loyal workers. The Value-Added Employee provides fresh insights on what makes employees valuable to the organization and how companies can keep productive employees on the job. Employees will understand how to increase their personal marketability by developing specific skills, knowledge, and attitudes. Managers and coaches will find the tools and resources to make employees more valuable to the organization. Even policymakers and human resource professionals can drive change and business improvement through the application of competency modeling processes.

The Value-Added Employee is a step-by-step plan for targeting the competencies an employee wants to develop and employers most desire. It discusses 31 core competencies, including interpersonal competencies, business competencies, and self-management competencies.

Designed as a handbook, The Value-Added Employee is a toolkit of ideas and a workbook to be written in and referred to on a regular basis. Through its use, employees and their companies will discover a firm foundation for meeting future goals.

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