

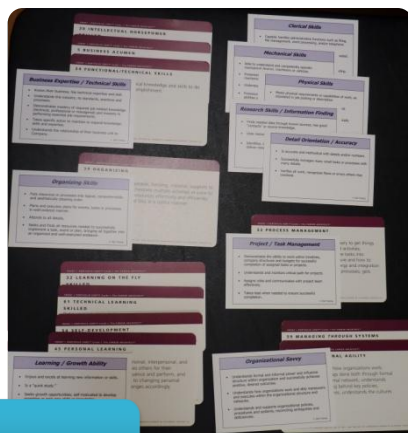
A Discussion of What Really Matters Competency Cards versus Career Architect Lominger Competency Cards

If you are familiar with the Career Architect / Lominger Competency Cards you may wonder how the What Really Matters... Competency Cards compare. First let's be clear that we at SSA Training think the Lominger cards are fabulous. When we designed the What Really Matters... Competency Cards we had spent years as training professionals in companies using the Career Architect / Lominger Competency Cards. We found them to be wonderful, but with the following drawbacks.

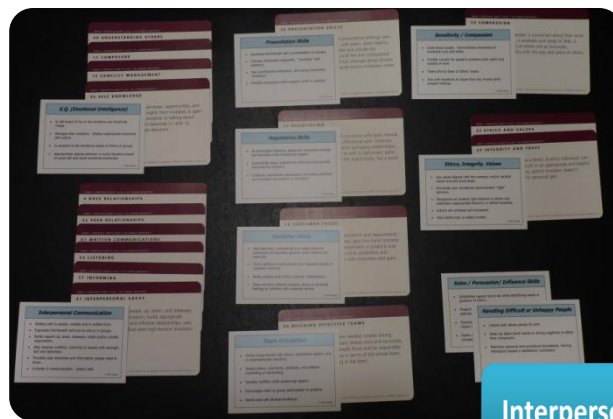
- 1) First there are lots of Lominger cards. 67 competency cards, plus career staller cards, et al. Some of the cards seem a bit redundant. A few important competencies seemed to be absent (for example project management and flexibility).
- 2) Next their cards have lots of writing. In group activities we found people getting bogged down reading the cards. We wanted cards that could be used quickly with groups to learn about and identify competencies for hiring, managing performance, or other development activities.
- 3) The Lominger cards are large, so not easily handled. Sorting the cards takes too much space in a typical training room set-up.
- 4) ***Importantly, the Lominger cards are expensive***, prohibitively so for most broad-based training of managers in competencies.
- 5) Finally the Lominger cards seemed to be focused toward management competencies and not as useful for hiring and understanding job competencies for your average employee.

We designed the What Really Matters... Competency Cards with forty competencies. Within 25 of our cards we address about 58 of the Lominger card competencies. We also have another 15 cards that Lominger does not have at all – those competencies that we felt were often desirable and could be the critical competencies for some roles. Our cards are smaller, and have explanations but not too much.

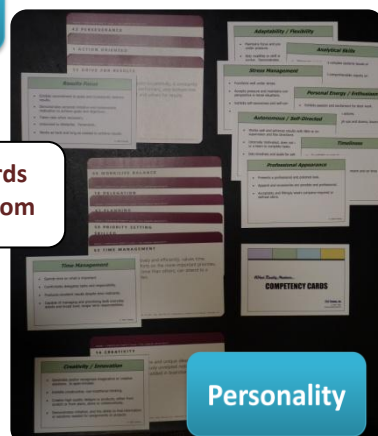
Here's a visual of how our cards "stack up" against Lominger cards:



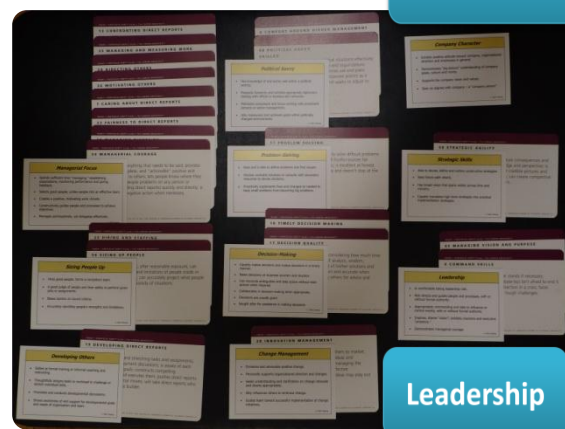
Work Skills



Interpersonal



Personality



Leadership

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