



Personal

Technical

People

SKILLS



LOADING ...

Skillswork Using Resources

CO Houle



Skillswork Using Resources:

Resources in Education ,2000 *Key skill assessment unit: Working with others* The Open University, This 50 hour free course explored the wide range of skills needed to work with other people such planning and listening evaluation and negotiation Improving Teamwork in Organizations Eduardo Salas, Clint A. Bowers, Eleana Edens, 2001-03-01 This edited volume applies the excellent work done in Crew Resource Management CRM in the aviation industry to training teams in other organizations CRM is not only a design for training but it also has been evaluated over time and shown great success This lesson should be transferred to other nonaviation settings and this book was written with that goal in mind This book has two purposes First it provides those interested in designing and delivering resource management training with useful and practical information containing the latest thinking and guidance available Second it launches CRM training as a viable intervention that can be used to enhance teamwork and organizational effectiveness as well as minimize human error in a wide variety of industries and organizations Written from experts in the field of training this volume is organized into four sections that address the foundation of resource management training focus on the tools needed for design and delivery of resource management training apply resource management training to several industries and domains i e medical naval airlines and look at the global issues such as culture of organizations national issues and error in training **Key skill assessment: Improving your own learning and performance** The Open University, This 50 hour free course provided guidance on how to learn showing how existing skills can be assessed improved and adapted to serve new situations Key skill assessment: Communication The Open University, This 50 hour free course gave guidance on the self assessment of personal communication skills and how they can be developed to build self confidence **Public Human Resource Management** Richard C. Kearney, Jerrell D. Coggburn, 2015-07-30 Public Human Resource Management Problems and Prospects by Richard C Kearney and Jerrell D Coggburn brings together exemplary contributors who provide concise essays on major contemporary public human resources management issues Organized into four parts setting techniques issues and prospects and covering the major process function and policy issues in the field the text offers valuable wisdom to students and practitioners alike The new edition boasts sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars **Fundamentals of Human Resource Development** Dr. Subhash, 2019-02-18 This book on HRD is a product of many years of my teaching and learning experience at different UG and PG Govt colleges in the state of Haryana There is no such book of Human Resource Development available in the market where students of B A Economics Hons M A can find the whole syllabus for the preparation of final examinations Students have to consult a number of books papers articles journals etc to cover the entire course of study of Human Resource Development for B A Economics Hons Semester VI This necessitated the publication of this book entitled Fundamentals of Human Resource Development so that students can have entire course of study at one place Students from rural areas will

find it very comfortable as language used in this book is very simple and clear The contribution of some eminent scholars like Nadler Swanson Monika Lee T V Rao and M N Khan has immensely influenced my understanding and interest in the subject of HRD The book describes traditional as well as modern developments in HRD I am sure this book will be highly valuable to the teachers students and HRD practitioners **Key skill assessment unit: Information literacy** The Open University, This 50 hour free course showed how to develop and adapt skills in information literacy meaning how to locate information evaluate and present it

The Resilience Workbook Glenn R. Schiraldi, 2017-11-01 More and more studies show that resilience is the cornerstone of mental health and wellness In The Resilience Workbook Glenn Schiraldi author of The Self Esteem Workbook helps readers foster the skills necessary to bounce back from setbacks big and small and cultivate a growth mindset using positive psychology cognitive behavioral therapy CBT mindfulness and skills for regulating stress **Key skill assessment unit: Problem solving** The Open University, This 50 hour free course taught the skills of problem solving such as initial recognition and evaluation and the defining of an acceptable solution **ICT Resources and Applications - II**

Mr. Rohit Manglik, 2024-03-10 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

Key skill assessment unit: Information technology The Open University, This 50 hour free course looked at the evaluation of personal IT skills and how they can be improved and or adapted for use in different IT contexts **Human Resource Management** David G. Collings, Geoffrey Wood, Leslie T. Szamosi, 2018-08-15 Despite over three decades of debate around the nature of human resource management HRM its intellectual boundaries and its application in practice the field continues to be dogged by a number of theoretical and practical limitations Written by an international team of respected scholars this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity including its darker sides Human Resource Management A Critical Approach opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this second edition look at HRM and the issues of diversity migration global supply chains and economic crisis This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals looking to deepen their understanding of the complexities of their field

Social Skills Training for Schizophrenia Kim T. Mueser, Alan S. Bellack, Susan Gingerich, Julie Agresta, Daniel Fulford, 2024-08-26 Social skills training SST continues to be a widely accepted and recommended intervention for improving the psychosocial functioning of persons with schizophrenia and other serious mental illnesses The book begins by providing useful background information including the nature and importance of social skills Chapter 1 updated evidence supporting the effectiveness of SST Chapter 2 and assessment and goal setting for SST Chapter 3 The next group of chapters addresses

the practicalities of providing SST groups and are also similar to the second edition including methods for teaching social skills Chapter 4 starting an SST group Chapter 5 choosing curricula for an SST group Chapter 6 tailoring SST to meet individual participant needs Chapter 7 and solutions to common challenges encountered when providing SST Chapter 8 The third edition of this book differs from the second edition in the variety of special topics related to SST that are addressed While the second edition had only one such chapter on providing SST to individuals with comorbid substance use problems in addition to retaining and updating this chapter Chapter 9 the third edition also has six additional chapters on special topics including younger individuals who are either at risk for psychosis or recovering from a first episode of psychosis Chapter 10 technology based communication skills Chapter 11 SST with older individuals Chapter 12 providing SST in residential or inpatient settings Chapter 13 cultural factors when providing SST Chapter 14 and gender and sexual identity issues and sexual harassment Chapter 15

Integrated Trauma Therapy Workbook May Ivette Ray, Traditional therapy often addresses trauma in pieces leaving you feeling fragmented and incomplete This revolutionary workbook combines Schema Therapy DBT and Internal Family Systems into one powerful healing system Inside You ll Find Assessment tools to map your unique trauma patterns Step by step integration exercises Real world healing examples Crisis resources and safety planning Daily practices for lasting change Perfect for trauma survivors therapy clients and mental health professionals seeking comprehensive healing approaches Stop treating symptoms in isolation Start healing your whole self

Developing Vocational Expertise John Stevenson, 2020-08-04 An ambitious book with a number of excellent chapters It will stand out in the broad field of vocational education and training for its strong basis in the research literature Professor Michael Young London Institute of Education Developing Vocational Expertise offers a systematic foundation for vocational education and training Drawing on current research it provides a theoretical basis for teachers and trainers to develop instructional strategies The contributors emphasise the importance of considering learning in context They examine the core areas of literacy numeracy information literacy problem solving and creativity as well as newer areas of instruction flexible learning and guided learning Each chapter takes a structured approach to developing core sets of knowledge and skills for work Within each area of expertise recent theoretical and research developments are outlined and the implications for curriculum development teaching and learning are explained Teachers and trainers are encouraged to select an appropriate combination of approaches to suit the particular needs of their students and circumstances Developing Vocational Expertise is an essential resource for students in vocational and occupational education and will also interest technical and further education teachers and industry trainers

Leadership Peter G. Northouse, 2024-11-27 Now with a new chapter on Social Identity Leadership Adopted in thousands of courses in 89 countries and translated into 15 different languages this market leading text successfully combines an academically robust account of the major theories and models of leadership with an accessible style and focus on how leadership theory can inform leadership practice Peter G Northouse uses a consistent

structure for each chapter allowing readers to easily compare and contrast different theories Case studies and questionnaires provide students with practical examples and opportunities to deepen their understanding of their own leadership style

Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2008-12-22 Public and nonprofit organizations face difficult challenges today that make the strategic management of human resources crucial This book shows how to integrate HR practices with the mission of their organization An accessible tool complete with an instructor's manual this book provides an integrated approach to current HR concerns and is unique in its focus on both public and nonprofit agencies Offering guidance and techniques for implementing effective human resource management strategies job analysis performance evaluation recruitment and selection training and development compensation and benefits and collective bargaining Pynes demonstrates how strategic human resources management is essential to proactively managing change

Barriers and Opportunities at the Base of the Pyramid United Nations Development Programme, 2014-09-15 As part of its mandate to guide and define the role of the private sector in poverty reduction and inclusive development the UNDP Istanbul International Center for Private Sector in Development IICPSD produced the Barriers and Opportunities at the Base of the Pyramid foundational report Developed by an interdisciplinary team of 18 leading poverty experts the report leverages an ecological approach to understanding barriers to poverty reduction The report presents poverty as a complex web of accumulating and interacting disadvantages facing people living in poverty which in turn sustain and perpetuate a life of socioeconomic exclusion The barriers are clustered into five broad categories Early Developmental Barriers Health Barriers Skill Barriers Social Barriers and Decision making Barriers Using this framework the IICPSD surveyed a diverse group of practitioners to understand what are some of the opportunities private sector actors can undertake to help tackle these barriers The report clusters private sector actions into four broad approaches each within its own commercial logic Corporate Social Responsibility Social Enterprise Inclusive Business and Mainstream Business Through a survey of policy makers and experts the report also discusses the role of critical enablers that can facilitate a great role for the private sector in poverty reduction and inclusive development The report look into how the public sector international organizations and development agencies academia NGOs Innovative inclusive financing and impact investing and technology can catalyze further private sector action in poverty reduction The report ends with a note that if poverty means a life of socioeconomic exclusion for people at the base of the pyramid the solution is to preclude poverty through social inclusion and the private sector can play a much more substantial and strategic role towards this end

Human Resource Management in Public Service Evan M. Berman, 2006 Effective human resource management is a critical function in today's public workplace and the authors have written a book that helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector The Second Edition has been completely revised and updated to reflect changes in practice policy law and scholarship and has been carefully crafted to be an effective learning tool with

learning objectives chapter reviews and three sets of end chapter study questions class discussion team activities and individual assignments The book concludes with a comprehensive glossary and interesting and illuminating examples are liberally scattered throughout the book

The book delves into Skillswork Using Resources. Skillswork Using Resources is a vital topic that must be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Skillswork Using Resources, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Skillswork Using Resources
 - Chapter 2: Essential Elements of Skillswork Using Resources
 - Chapter 3: Skillswork Using Resources in Everyday Life
 - Chapter 4: Skillswork Using Resources in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, the author will provide an overview of Skillswork Using Resources. The first chapter will explore what Skillswork Using Resources is, why Skillswork Using Resources is vital, and how to effectively learn about Skillswork Using Resources.
 3. In chapter 2, this book will delve into the foundational concepts of Skillswork Using Resources. The second chapter will elucidate the essential principles that must be understood to grasp Skillswork Using Resources in its entirety.
 4. In chapter 3, the author will examine the practical applications of Skillswork Using Resources in daily life. The third chapter will showcase real-world examples of how Skillswork Using Resources can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Skillswork Using Resources in specific contexts. This chapter will explore how Skillswork Using Resources is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, this book will draw a conclusion about Skillswork Using Resources. This chapter will summarize the key points that have been discussed throughout the book.
- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Skillswork Using Resources.

<https://archive.kdd.org/data/detail/Documents/the%20prerogative%20of%20the%20harlot%20press%20barons%20power.pdf>

Table of Contents Skillswork Using Resources

1. Understanding the eBook Skillswork Using Resources
 - The Rise of Digital Reading Skillswork Using Resources
 - Advantages of eBooks Over Traditional Books
2. Identifying Skillswork Using Resources
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Skillswork Using Resources
 - User-Friendly Interface
4. Exploring eBook Recommendations from Skillswork Using Resources
 - Personalized Recommendations
 - Skillswork Using Resources User Reviews and Ratings
 - Skillswork Using Resources and Bestseller Lists
5. Accessing Skillswork Using Resources Free and Paid eBooks
 - Skillswork Using Resources Public Domain eBooks
 - Skillswork Using Resources eBook Subscription Services
 - Skillswork Using Resources Budget-Friendly Options
6. Navigating Skillswork Using Resources eBook Formats
 - ePub, PDF, MOBI, and More
 - Skillswork Using Resources Compatibility with Devices
 - Skillswork Using Resources Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Skillswork Using Resources
 - Highlighting and Note-Taking Skillswork Using Resources
 - Interactive Elements Skillswork Using Resources
8. Staying Engaged with Skillswork Using Resources

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Skillswork Using Resources
- 9. Balancing eBooks and Physical Books Skillswork Using Resources
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Skillswork Using Resources
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Skillswork Using Resources
 - Setting Reading Goals Skillswork Using Resources
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Skillswork Using Resources
 - Fact-Checking eBook Content of Skillswork Using Resources
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Skillswork Using Resources Introduction

Skillswork Using Resources Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Skillswork Using Resources Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Skillswork Using Resources : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Skillswork Using Resources : Has an extensive collection of digital content, including

books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Skillswork Using Resources Offers a diverse range of free eBooks across various genres. Skillswork Using Resources Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Skillswork Using Resources Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Skillswork Using Resources, especially related to Skillswork Using Resources, might be challenging as they're often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Skillswork Using Resources, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Skillswork Using Resources books or magazines might include. Look for these in online stores or libraries. Remember that while Skillswork Using Resources, sharing copyrighted material without permission is not legal. Always ensure you're either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Skillswork Using Resources eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Skillswork Using Resources full book, it can give you a taste of the author's writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Skillswork Using Resources eBooks, including some popular titles.

FAQs About Skillswork Using Resources Books

1. Where can I buy Skillswork Using Resources books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Skillswork Using Resources book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.

4. How do I take care of Skillswork Using Resources books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Skillswork Using Resources audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.
8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.
9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Skillswork Using Resources books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Skillswork Using Resources :

the prerogative of the harlot press barons & power

the princess who lost her hair

the power of the royal scots power series

the positive thinkers religion as pop psychology from mary baker eddy to oral roberts

the prime minister his the palliser novels

the practical elements of rhetoric with illustrative examples 1887 scholars facsimiles & reprints v. 493

the problem of china

the presidency & the media in the age of television

the politics of revelation and reason pb 1996

~~the prestage guitar learn how to get a grip on your first guitar~~

the predominance of the islamic tradition of leadership in egypt during

the pretty side of interesting

the potato cookbook

the potted tree ebays in venetian art

the portent

Skillswork Using Resources :

I need to get a fuse panel layout and a wiring diagram for Mar 5, 2014 — I need to get a fuse panel layout and a wiring diagram for a 2000 Freightliner FL80. Having problems with the batteries going dead when it sets ... [DIAGRAM] 2000 F180 Fuse Box Diagram - YouTube Fuse Box Diagram for Freightliner FL80? Oct 22, 2022 — This diagram will be found through an image search. You might also be able find it in the users manual. 24-01117-000 | Freightliner FL80 Dash Panel for Sale SECONDARY COVER FOR FUSE BOX W/ DIAGRAM, SMALL CRACKS AROUND MOUNTING HOLES, LIGHTS, WIPER X2, PANEL LIGHTS, MIRROR HEAT. Type: CUP HOLDER, FUSE COVER, IGNITION ... Freightliner Wiring Diagrams | PDF Freightliner wiring diagrams are divided by system function. This allows for many different options or accessory systems to be installed on the same model ... Wiring diagram for Freightliner rear compartment fuse box Sep 18, 2023 — I'm looking for a diagram that will show me a source for switched power in the rear fuse compartment by the chassis batteries in my 2018 ... 1994 Freightliner FL80 Fuse Diagram Just register your vehicle at this site for FREE. Once you are in, you can get Fusebox diagrams and complete chassis wiring layouts. If you do not have a ... need help with diagnosing tail light issues on a freightliner ... May 12, 2014 — ive went through all the fuses on the passenger side fuse panel either there is another fuse panel somewhere else, or a wire has be cut and ... Need wiring diagram for a 96 - 97 Freightliner Classic!!! Jul 5, 2012 — In your fuse box, you should have a 15 amp fuse marked panel or cluster. ... The service manual gives relay/circuit breaker layouts as well as, ... ALTER EGO A1 Solutions | PDF ALTER EGO A1 Solutions - Free download as PDF File (.pdf), Text File (.txt) or read online for free. Alter Ego Solutions. Alter Ego + 3 : Cahier d'activits + CD audio (French Edition) Alter Ego + 3 : Cahier d'activits + CD audio (French Edition) [Sylvie Pons] on Amazon.com. *FREE* shipping on qualifying offers. Alter Ego + 3 : Cahier ... Corrigé Cahier d'Activités + transcriptions - alter ego + a1 Answer key to the Alter Ego A1 Workbook by Berthet et. al. Alter Ego plus - Hachette FLE distributed by MEP Education Alter Ego Plus combines all the qualities of Alter Ego - efficient teaching methods, a variety of teaching aids, clarity and simplicity through the course - ... Alter Ego + 3. Cahier d'activités (Audio) Listen to Alter Ego + 3. Cahier d'activités (Audio), a playlist curated by Alex Nikonov on desktop

and mobile. How to get answers for Alter Ego(1,2,3,4) - YouTube Alter ego + 3 : méthode de français B1 : cahier d'activités Alter ego + 3 : méthode de français B1 : cahier d'activités ; Series: Alter Ego + ; Genre: CD-Audio ; Target Audience: Intermediate. ; Physical Description: 112 p. Alter ego +3 b1 cahier d'activités | PDF Jan 22, 2018 — Alter ego +3 b1 cahier d'activités - Téléchargez le document au format PDF ou consultez-le gratuitement en ligne. Alter Ego + 3: Livre de l'Élève + CD-ROM (French Edition) Alter Ego + 3: Livre de l'Élève +... by Dollez, Catherine. SAMHSA's National Helpline Jun 9, 2023 — SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) ... Staying Sober: A Guide for Relapse Prevention Mr. Gorski is the author of numerous books, audio, and video tapes, including Passages Through Recovery -- An Action Plan for Preventing Relapse, Staying Sober ... Hazelden Store: Staying Sober In Staying Sober the authors discuss addictive disease and its physical, psychological, and social effects. They also identify sobriety-based symptoms, ... Staying Sober: A Guide for Relapse Prevention Staying Sober explains addictive disease, Post Acute Withdrawal (PAW), recovery and partial recovery, mistaken beliefs about recovery and relapse, the relapse ... Staying Sober Terence Gorski Sober On A Drunk Planet: 3 Sober Steps. An Uncommon Guide To Stop Drinking and Master Your Sobriety (Quit Lit Sobriety Series). by Sean Alexander. Staying Sober: A Guide for Relapse Prevention Read 18 reviews from the world's largest community for readers. Very good. Scuffed edges and some on cover. Small crease across back upper corner. Few dog-... Staying Sober: A Guide for Relapse Prevention CEU course for Addiction Counselors and Social Workers Staying Sober A Guide for Relapse Prevention; This book is a great resource for understanding and ... Staying sober : a guide for relapse prevention. Staying sober : a guide for relapse prevention. Gorski, Terence T. (Author). Miller, Merlene. (Added ... List of books by author Terence T. Gorski Staying Sober: A Guide for Relapse Prevention 083090459X Book Cover · Passages Through Recovery: An Action Plan for Preventing Relapse 1568381395 Book Cover. Staying sober : a guide for relapse prevention Staying sober : a guide for relapse prevention Available at Andrew L. Bouwhuis Library Book Shelves (RC565 .G68 1986) ...