

Project Management Competency Self Evaluation

Fred Nerik (Sample User) of STUMP Corporation

Assessment Date: Monday, 9 June 2003

Introduction

The Individual Project Management Competency Self Evaluation provides direct feedback on your strengths and weaknesses across standard activities of project management practice. The evaluation divides the activities across the nine knowledge areas and five processes defined in "A Guide to the Project Management Body of Knowledge", published by the Project Management Institute. Your personal evaluation shows up as the results under 'Candidate'.

This evaluation may be taken standalone, or performed in conjunction with an organisational base lining process, where your organisation establishes a baseline of required/expected knowledge, against which your self-evaluation is compared and areas of specific strength and weakness relative to organisational requirements may be identified. Organisation expectations are presented in the 'Baseline' column, with the variances next to it.

Finally, peer-evaluation (which may be a peer or manager) can also be performed, where one or more individuals assess your observed performance and provide feedback. The results of these assessments (one or more) are identified in the 'Peer Result' column, with variances between your evaluation and theirs presented in the next column.

Key to Interpretation

The evaluation is carried out on a 7 point scale (0 to 6), with 0 being no capability in the activity, and 6 being Expert. The scale is the same for each of the individual, organisational baseline and peer review, though the option text varies to capture perspective of the evaluation.

The Variances are calculated as [Candidate Score]-[Other Score (E.g. Peer or Baseline)]. A positive value for baseline indicates the Candidate evaluated their ability higher than the comparative measure. A negative value indicates the candidate assessed their ability below the other measure.

The levels of the scale have the following meaning:

- * 0: The project manager is UNAWARE of this activity and has not performed it
- * 1: The project manager is AWARE of this activity and its purpose, but has little or no experience and requires close supervision to perform it
- * 2: The project manager is a BEGINNER in performing this activity and needs close guidance in performing it
- * 3: The project manager is FAMILIAR with this activity but requires support and guidance in performing it
- * 4: The project manager is CAPABLE in performing this activity and does not generally require any support or guidance
- * 5: The project manager is EXPERIENCED in performing this activity and is able to support and guide others comfortably
- * 6: The project manager is EXPERT in performing this activity and has taught others this activity in formal and informal settings

Report Contents

This report has the following section:

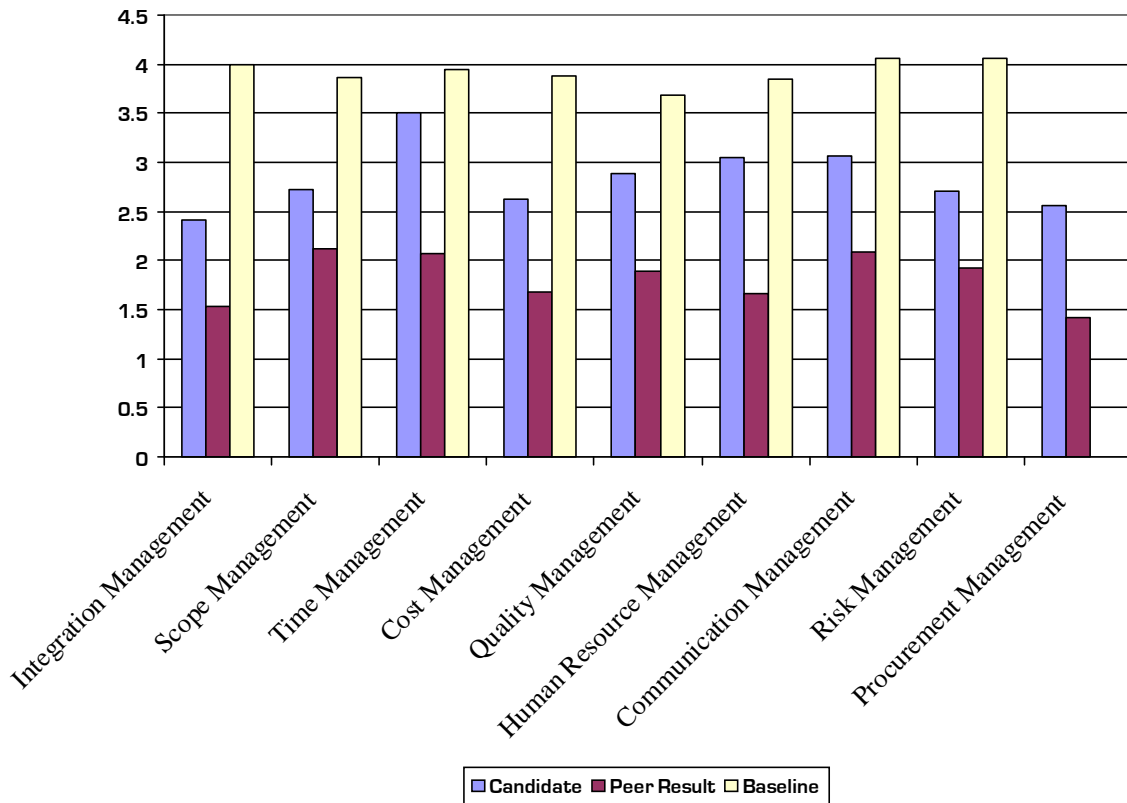
- * Cover page with introductory text
- * Results graph and table by project management knowledge area
- * Results graph and table by project management process
- * Results graph and table by project management sub process
- * Charts showing frequency distribution graphs for Candidate against Peer and Baseline evaluations (When these tests are used)

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Project Management Competency Evaluation - Knowledge Area Results



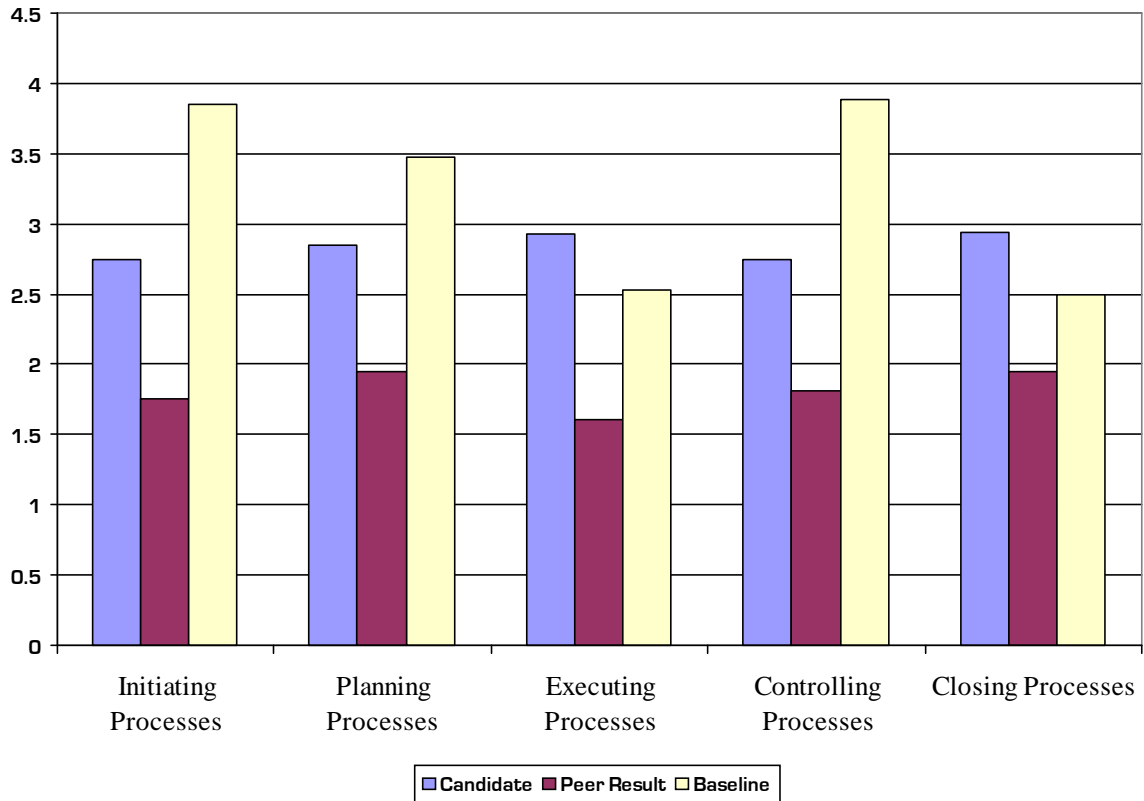
<i>Knowledge Area</i>	<i># Items</i>	<i>Candidate</i>	<i>Peer Result</i>	<i>Variance</i>	<i>Baseline</i>	<i>Variance</i>
Integration Management	32	2.41	1.53	0.88	4.00	(1.59)
Scope Management	57	2.72	2.12	0.60	3.86	(1.14)
Time Management	40	3.50	2.08	1.43	3.95	(0.45)
Cost Management	34	2.62	1.68	0.94	3.88	(1.26)
Quality Management	35	2.89	1.89	1.00	3.69	(0.80)
Human Resource Management	39	3.05	1.67	1.38	3.85	(0.79)
Communication Management	45	3.07	2.09	0.98	4.07	(1.00)
Risk Management	37	2.70	1.92	0.78	4.05	(1.35)
Procurement Management	53	2.57	1.42	1.15	0.00	2.57

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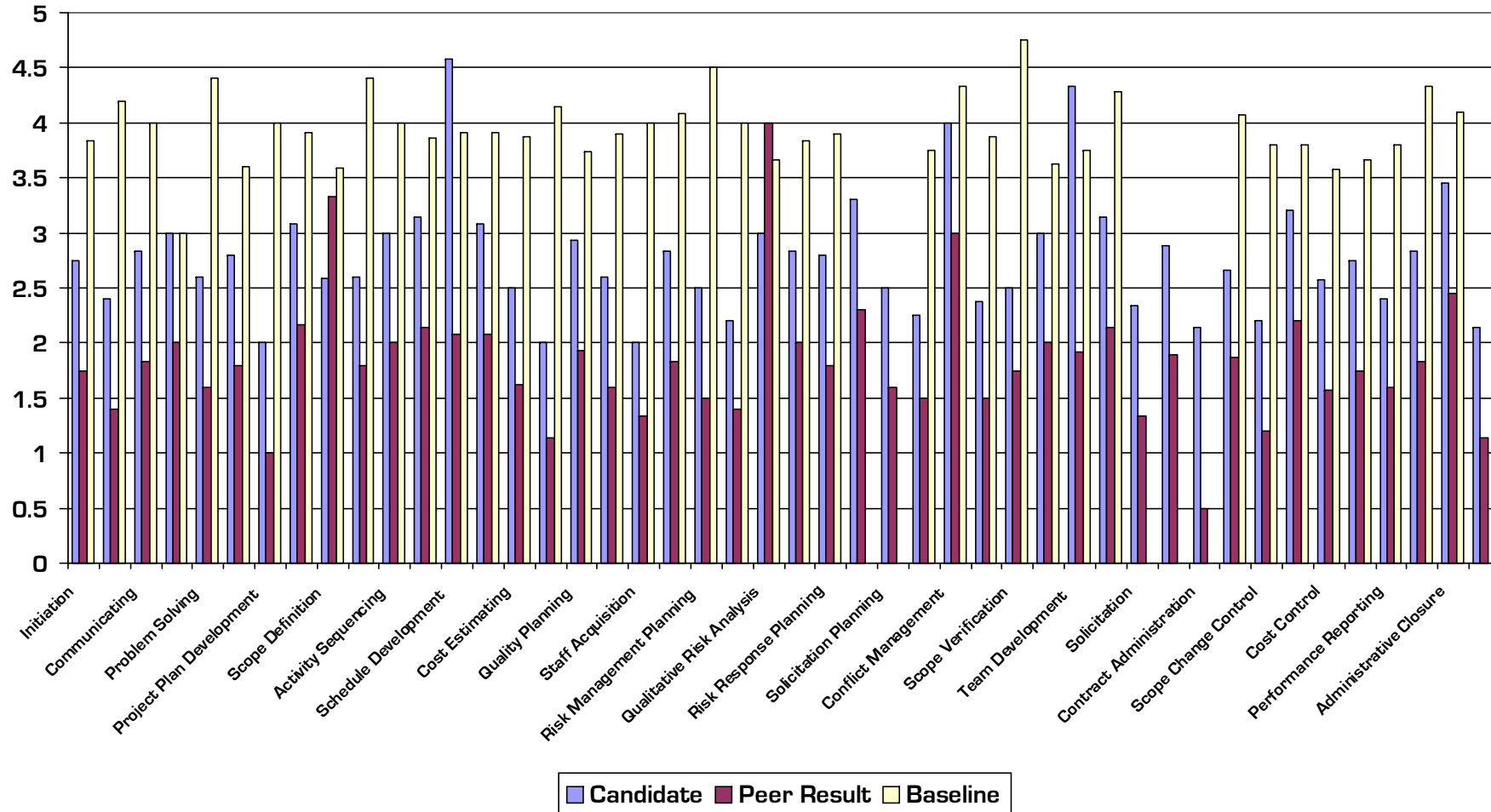
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Project Management Competency Evaluation - Process Results



<i>Process</i>	<i># Items</i>	<i>Candidate</i>	<i>Peer Result</i>	<i>Variance</i>	<i>Baseline</i>	<i>Variance</i>
Initiating Processes	20	2.75	1.75	1.00	3.85	(1.10)
Planning Processes	177	2.85	1.94	0.90	3.48	(0.63)
Executing Processes	72	2.93	1.61	1.32	2.53	0.40
Controlling Processes	54	2.74	1.81	0.93	3.89	(1.15)
Closing Processes	18	2.94	1.94	1.00	2.50	0.44

Project Management Skill Assessment - Subprocess Results



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<i>Subprocess</i>	<i># Items</i>	<i>Candidate</i>	<i>Peer Result</i>	<i>Variance</i>	<i>Baseline</i>	<i>Variance</i>
Initiating Processes						
Initiation	24	2.75	1.75	1.00	3.83	(1.08)
Planning Processes						
Project Stakeholders	5	2.40	1.40	1.00	4.20	(1.80)
Communicating	6	2.83	1.83	1.00	4.00	(1.17)
Negotiating	1	3.00	2.00	1.00	3.00	
Problem Solving	5	2.60	1.60	1.00	4.40	(1.80)
Influencing the Organisation	5	2.80	1.80	1.00	3.60	(0.80)
Project Plan Development	9	2.00	1.00	1.00	4.00	(2.00)
Scope Planning	12	3.08	2.17	0.92	3.92	(0.83)
Scope Definition	12	2.58	3.33	(0.75)	3.58	(1.00)
Activity Definition	5	2.60	1.80	0.80	4.40	(1.80)
Activity Sequencing	6	3.00	2.00	1.00	4.00	(1.00)
Activity Duration Estimating	7	3.14	2.14	1.00	3.86	(0.71)
Schedule Development	12	4.58	2.08	2.50	3.92	0.67
Resource Planning	12	3.08	2.08	1.00	3.92	(0.83)
Cost Estimating	8	2.50	1.63	0.88	3.88	(1.38)
Cost Budgeting	7	2.00	1.14	0.86	4.14	(2.14)
Quality Planning	15	2.93	1.93	1.00	3.73	(0.80)
Organisational Planning	10	2.60	1.60	1.00	3.90	(1.30)
Staff Acquisition	3	2.00	1.33	0.67	4.00	(2.00)
Communications Planning	12	2.83	1.83	1.00	4.08	(1.25)
Risk Management Planning	2	2.50	1.50	1.00	4.50	(2.00)
Risk Identification	5	2.20	1.40	0.80	4.00	(1.80)
Qualitative Risk Analysis	3	3.00	4.00	(1.00)	3.67	(0.67)
Quantitative Risk Analysis	6	2.83	2.00	0.83	3.83	(1.00)
Risk Response Planning	10	2.80	1.80	1.00	3.90	(1.10)
Procurement Planning	10	3.30	2.30	1.00	0.00	3.30
Solicitation Planning	10	2.50	1.60	0.90	0.00	2.50
Executing Processes						
Leading	4	2.25	1.50	0.75	3.75	(1.50)
Conflict Management	3	4.00	3.00	1.00	4.33	(0.33)
Project Plan Execution	8	2.38	1.50	0.88	3.88	(1.50)
Scope Verification	4	2.50	1.75	0.75	4.75	(2.25)
Quality Assurance	8	3.00	2.00	1.00	3.63	(0.63)
Team Development	12	4.33	1.92	2.42	3.75	0.58
Information Distribution	7	3.14	2.14	1.00	4.29	(1.14)
Solicitation	3	2.33	1.33	1.00	0.00	2.33

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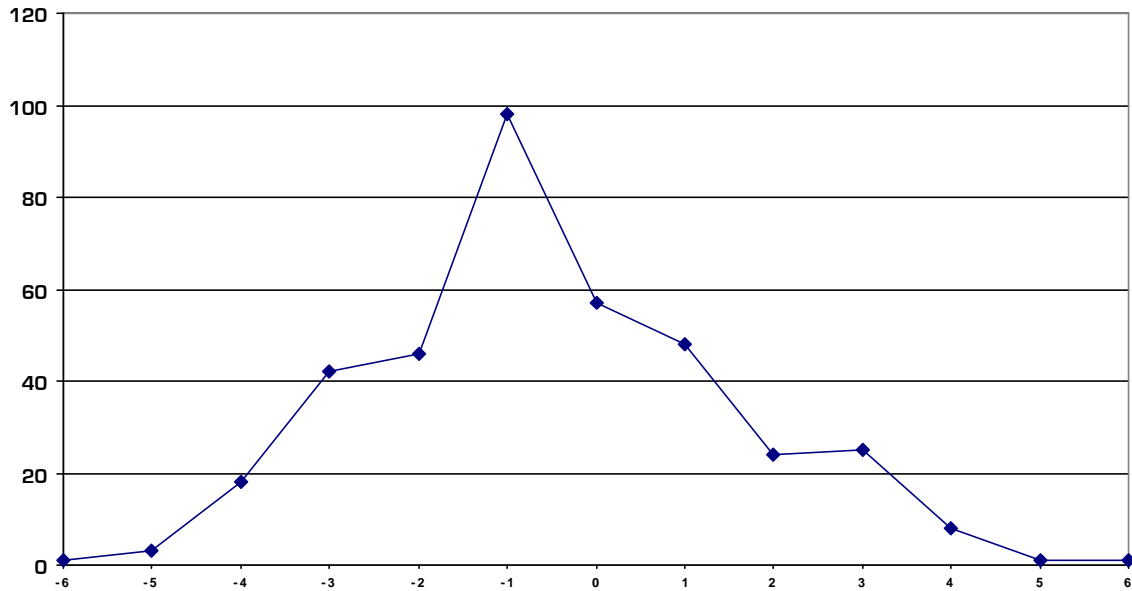
<i>Subprocess</i>	<i># Items</i>	<i>Candidate</i>	<i>Peer Result</i>	<i>Variance</i>	<i>Baseline</i>	<i>Variance</i>
Source Selection	9	2.89	1.89	1.00	0.00	2.89
Contract Administration	14	2.14	0.50	1.64	0.00	2.14
Controlling Processes						
Integrated Change Control	15	2.67	1.87	0.80	4.07	(1.40)
Scope Change Control	5	2.20	1.20	1.00	3.80	(1.60)
Schedule Control	10	3.20	2.20	1.00	3.80	(0.60)
Cost Control	7	2.57	1.57	1.00	3.57	(1.00)
Quality Control	12	2.75	1.75	1.00	3.67	(0.92)
Performance Reporting	5	2.40	1.60	0.80	3.80	(1.40)
Risk Monitoring and Control	6	2.83	1.83	1.00	4.33	(1.50)
Closing Processes						
Administrative Closure	11	3.45	2.45	1.00	4.09	(0.64)
Contract Close-Out	7	2.14	1.14	1.00	0.00	2.14

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PM Competency Evaluation - Baseline Variance Distribution



PM Competency Evaluation - Peer Variance Distribution

