

Using Self Assessments as a PM Tool and Technique

Pittsburgh PMI

2017 Professional Development Day

Natalya H. Bah, PMP, MSPM

Natalya H. Bah Consulting

November 1, 2017

Agenda

- Self Assessments as a Tool and Technique
- The Stages of Team Formation
- Characteristics of Effective Project Teams
- Overview of Self Assessments
- Benefits of Using Self Assessments with Project Teams
- Discovery Without Self Assessments

PMI's Develop Project Team Process

- Process in the Human Resource knowledge area
- Occurs during the Executing Process Group
- Personal assessments are listed as a tool and technique

How do you develop your project teams?

Stages of Team Formation

- Forming
- Storming
- Norming
- Performing

How have you experienced the stages of team formation?

Characteristics of a High Performing Team

- Trust
- Respect
- Communication
- Collaboration
- Shared Goal
- Defined Roles
- Accountability
- Managed Conflict
- Talent Utilization
- Enthusiasm
- Decision Making
- Fun

An Overview of Self-Assessments

Myers Briggs

StrengthsFinder

DiSC
Personality
Testing

Hogan
Personality
Inventory (HPI)

Birkman
Method

Understanding Your Own and Others Strengths

- Understanding your own strengths
- Understanding others strengths
- Utilizing this information for team-building

*What do you think are strengths for
project managers and for team members?*

Your Strengths

Your strengths

The following personal statements are generated by your answers to The Birkman® Method questionnaire. Carefully read each statement and check the statements that are most significant to you. Discuss with a trusted advisor or friend how your selected statements impact you -- past or present

- You like influencing people directly, persuading them to your point of view or training them
- You enjoy and can be effective at helping other people and making their lives better or more productive
- You enjoy working with numbers, or being involved with tasks that involve the use or manipulation of numbers
- You are straightforward and find it fairly easy to speak your mind, even with superiors
- You're structured and organized in your thinking and approach, and you bring these tendencies to the work you do
- You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
- You're competitive, and are prepared to work hard in order to be the best
- You have a high energy level, and like to be busy doing things rather than thinking about them
- You're demanding, both of yourself and others, and you like to set and attain high standards
- You like to have plenty of variety in your work, and to have more than one task to do at a time
- You like to experiment sometimes and see how the more unorthodox approaches to problems can succeed where more routine solutions might not work

Understanding Your Own and Others Leadership Styles

- Understanding your own leadership style
- Understanding others leadership style
- Utilizing this information for managing projects

What are examples of different leadership styles?

Leadership Style

His leadership style

The following personal statements are generated by your answers to The Birkman® Method questionnaire. Carefully read each statement and check the statements that are most significant to you. Discuss with a trusted advisor or friend how your selected statements impact you -- past or present

- An unselfconscious leader, direct and to the point, who prefers you to be frank with him
 - Strongly directive and commanding, needing to see a similarly authoritative figure in you
 - Self-demanding as a leader and also demanding of others, including you
 - A reflective leader, at home in ambiguous or complex situations
-

File No. BX6396. Presented By Birkman International, Inc. • (713) 623-2760 • info@birkman.com

Understanding Your Own and Others Needs

- Understanding your own needs
- Understanding others needs
- Utilizing this information for working effectively with stakeholders

What do you need from others and your organization?

Biggest Mistakes

Biggest mistakes you can make with him

The following personal statements are generated by your answers to The Birkman® Method questionnaire. Carefully read each statement and check the statements that are most significant to you. Discuss with a trusted advisor or friend how your selected statements impact you -- past or present

- Beating about the bush with him
- Forcing him to participate unnecessarily in group activities
- Failing to make it clear exactly who is in charge
- Telling him that he has done well when that is not really true
- Interrupting when he is concentrating
- Making him conform unnecessarily

File No. BX6396. Presented By Birkman International, Inc. • (713) 623-2760 • info@birkman.com

Benefits of Using Self-Assessments with Project Teams

- Increased engagement
- Effective communication
- Easier leadership transitions
- Improved relationships with stakeholders
- Best utilization of team members

Discovery Without Self Assessments

What steps can we take to determine the following without a self assessment:

- Strengths
- Interests
- Needs

Questions?

Natalya@NatalyaBah.com

202-246-6226