



360 Review Sample Questions

Table of Contents

Objectives	3
Prerequisites	3
Project Management Performance	4
Trust-based Relationships.....	5
Leadership	6
Courage.....	7



Objective

MyProjectAdvisor™ is a project manager competency model designed to quickly and effectively measure an individual's level of project management competency and to provide feedback for continuous professional growth and improvement.



MyProjectAdvisor™ defines project management competency based on four main components and draws from PMI's Project Manager Competency Development Framework. The modules are:

- 1) Project Management Performance:
 - Knowledge--how much one knows about project management;
 - Experience--how much experience one has in managing project generally and in what types of projects;
 - Performance--how well one performs project management activities based on the nine PMBOK® knowledge areas.
- 2) Ability of the project manager to develop trust-based relationships:
 - Trust is measured by four main categories as defined by David Maister in his book The Trusted Advisor.
- 3) Ability of the project manager to provide leadership and advice to stakeholders:
 - This is defined as *consultative leadership*.
- 4) The project manager's personal risk tolerance:
 - How well does the project manager deal with the risks associated with behaviors and skills mentioned above?

Prerequisite

Prior to using the MyProjectAdvisor™ 360 evaluation, it is recommended that users complete the Break-Through Project Management course. A user can sign up at www.myprojectadvisor.com

Interested in more assessments, workshops or coaching?
Contact us at info@myprojectadvisor.com

-  Find out your Net Promoter Rating for Free
-  Take a behavior assessment; find out how others view you!

Visit www.myprojectadvisor.com



Project Management Performance

Project Management Performance
Project Initiation
1. Conducts thorough needs analysis, business case, and project charter development.
2. Thoroughly and accurately identifies and defines all stakeholders, objectives, and milestones.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Project Planning
3. Ensures the development of a well-defined project scope, including WBS and requirements documentation.
4. Effectively defines resource needs, resource roles and responsibilities, project team organizational charts, and clear reporting structure among the project team.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Project Execution
5. Creates a productive working environment for all project team members.
6. Effectively develops detailed vendor statements of work and actively manages vendor contracts.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Project Control
7. Initiates corrective action to improve project performance (e.g. cost, schedule, quality, scope).
8. Enforces project quality measures and implements continuous improvement processes.
Project Closure
9. Closes out project, updates project records, documents lesson learned, and archives project documentation.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)



Trust-based Relationships

Trust-based Relationship Behaviors
Credibility
1. Articulates the fundamentals of project management concepts and technical knowledge in a meaningful way.
2. Runs productive project meetings.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Reliability
3. Sets priorities, proactively initiates work, regularly follows up, and links promises to actions.
4. Behaves consistently in managing personnel, making decisions, and dealing with stress and adversity.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Intimacy with stakeholders
5. Is always open and honest with stakeholders.
6. Uses good judgment when dealing with sensitive issues.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Low-Self Orientation
7. Shows an absence of prejudice and stereotypical thinking.
8. Allows others to share the spotlight for successes.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)



Leadership

Consultative Leadership Behaviors
Communication
1. Conveys a positive "can do" attitude in discussions.
2. Focuses on key project issues appropriate for stakeholder.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Advisory
3. Solicits ideas, suggestion, and opinions from other stakeholders. Has discussions with a diverse group of people. Is adaptable to others work styles.
4. Researches and presents project facts accurately, timely, and well-summarized.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Visioning
5. Creates a unified vision for the creation of the product or services of the project.
6. Inspires innovation and creativity, focuses on long-term solutions versus short-term problem solving.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Result Orientation
7. Takes initiative, creates quick project wins to build confidence of project stakeholders.
8. Know when to stop planning the project and to start implementing the plan. Creates and sustains momentum.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Service and Development of Others
9. Is patient, encourages development, delegates effectively, and provides objective feedback.
10. Looks for ways to help others. Puts other stakeholders priorities ahead of self-interests.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)



Courage

Personal Development and Growth
Confidence
1. Attitudes, behaviors, and demeanor reflect one who has self confidence.
2. Maintains a high energy level, takes care of health, body, and mind.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)
Risk Tolerance
3. Willing to makes recommendations to stakeholders and influences project outcomes.
4. Accepts responsibility, admits mistakes, learns from them, and moves on.
Please provide narrative comments which will help the project manager. (i.e. Please list something the project should start doing, stop doing, or continue doing.)

