



Competency Assessments

About the Program

The Project Manager Competency Assessment Program provides a multi-dimensional view of an individual's current project management knowledge, skills, and potential to effectively fill a project manager role. Armed with this diagnostic information, organizational leaders can determine which individual project managers have the highest potential to grow and excel. Project managers can then be assigned to the types of projects they are best suited to lead effectively.

The assessment results also help organizations target training only where deficiencies are recognized, thus eliminating unnecessary training programs and ensuring more productive results from their training investment. Individuals benefit from the personal feedback they receive on their current skills and attributes to make informed career and professional development decisions.

Program Components

The Project Manager Competency Assessment Program has three main components: a multi-level knowledge test, a personality and cognitive assessment, and a multi-rater survey reviewing the current performance of project managers.

- **PM Knowledge Assessment Profile (PMKAP)** measures the knowledge of the project manager based upon the nine areas identified in A Guide to the Project Management Body of Knowledge (PMBOK® Guide), from the Project Management Institute (PMI®). PMI is the leading non-profit professional association in the area of project management. Project managers are able to see how they rank in terms of the passing score, average score, and the highest score.
- **Personality Attribute Assessment**, the second tool in the Competency Assessment Program, is a personality and cognitive assessment tool that measures the candidate's project management potential. The results of this web-based assessment are interpreted by certified psychologists, who have researched and validate management attributes against the role of the project manager.
- **Multi-Rater Tool** measures current job performance of the individual as rated by no more than three of the following: self, subordinates, peers, and supervisors. Individuals being assessed are rated on a performance scale (lowest to highest).

Actionable Results

Once the assessment results have been compiled, the organization will receive a half- hour of verbal feedback on the aggregate results and the overall competency levels of those that took the assessment including their strengths, knowledge gaps, and areas for improvement.

Recommendations for taking the next steps and building a professional development program tailored to addressing the identified improvement areas of the group will also be provided.

Each individual who goes through the assessment program will receive a private, one-half hour feedback session via phone with a development counselor to review the results of their assessment. Overall results will be provided electronically and will include the results from the PMKAP, Multi-rater, a Management Dynamics profile, and an overall competency rater report.

More Information

To learn more about implementing a Project Manager Competency Assessment Program in your organization, [contact PM College](#) today at 1-888-619-2819 (toll free).