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## PMA6 Assessment Report

5-Mar-19

Name: Joe Smith

joe@provek.co.uk

Job Title: Project manager

PMA6 v4-5

### Overall summary

You described your overall project role as project manager in that you manage projects through other managers and project team members. This overall project role is used in comparisons of your scores to the industry benchmarks.

Your experience overall is much lower than (i.e. by more than 20%) the industry benchmark and your strongest experience includes the areas of leadership and vision, and change control. In terms of specific experience in these areas, you have communicated the project vision, built and led a high performing team of managers for significant projects; and, independently managed all aspects of the change control process throughout significant projects.

Your decision making ability score of 60% is lower than (i.e. by between 5% and 20%) the industry benchmark. The highest ability scores are in areas of project team building, and recovery.

Overall, your knowledge score is 58% which is lower than (i.e. by between 5% and 20%) the industry benchmark. You have relatively good knowledge compared to the industry benchmarks in the areas of business case and stakeholders, communication, p3 environment, procurement, and risks and issues.

In terms of personality indicators, you are directive and inclined to be comfortable taking charge; are likely to consult widely with others; and, are likely to focus on the detail of plans. You may be more questioning of own opinions; and, may not view significant events without a degree of concern.

The following four pages of detailed report gives the breakdown of scores and comparisons to industry benchmarks for project management experience, ability, knowledge and personality indicators.



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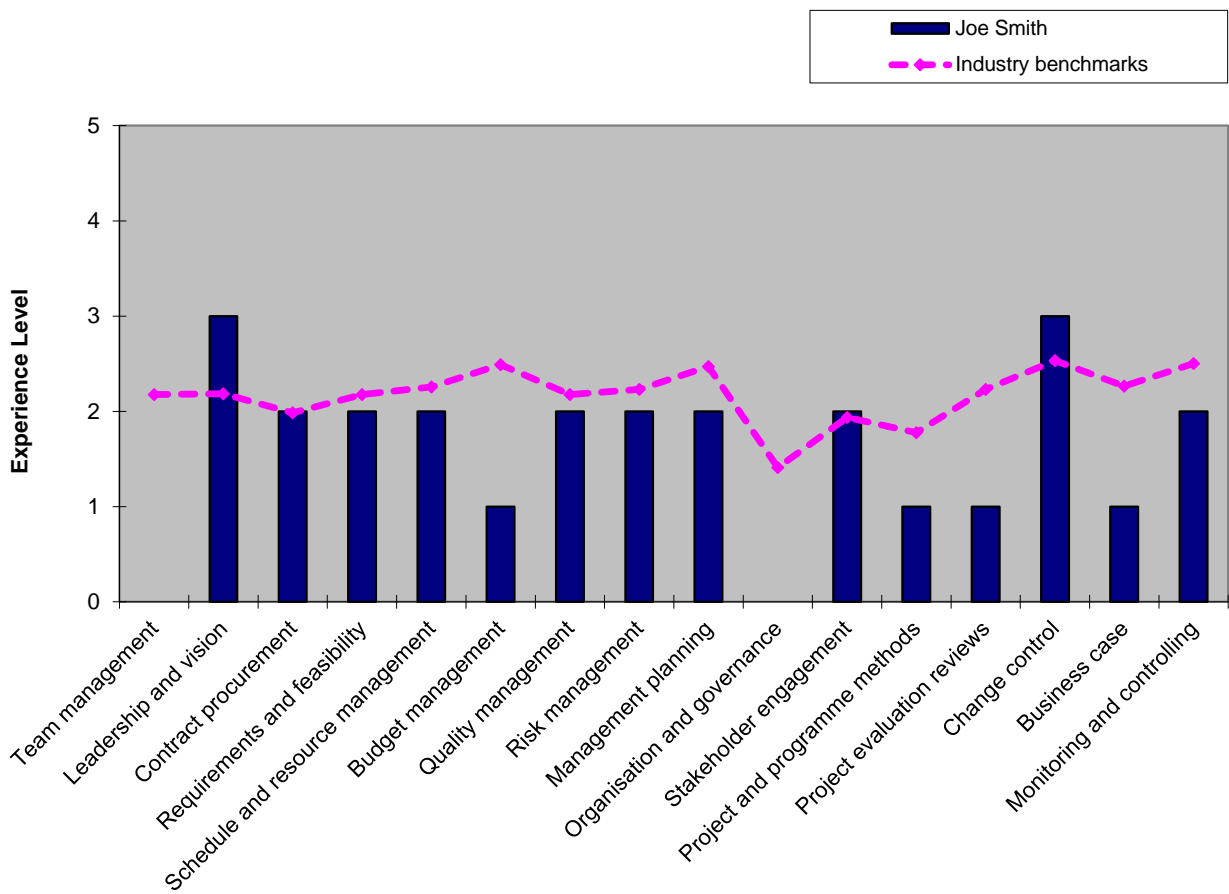
You described your overall project role as project manager in that you manage projects through other managers and project team members. This overall project role is used in comparisons of your experience, knowledge and decision making ability scores to the industry benchmarks.

**Experience**

You assessed your experience across 16 topics of programme and project management on a scale ranging from level 0 to level 5. The graph below shows the levels you gave for each of the 16 topics together with the industry benchmarks for your role of project manager.

Your average score is 1.6 which is much lower than (i.e. by more than 20%) the industry benchmark for your project role.

**Competence Based Experience**



In broad terms, level 1 indicates a supportive role in the specific area (e.g business case), level 2 a contributing role, level 3 a management role on significant projects, level 4 a management role on a major complex project and level 5, a management role on a strategic programme.

**Qualifications and recent project management training**

You stated that your highest educational qualification is University Masters degree.

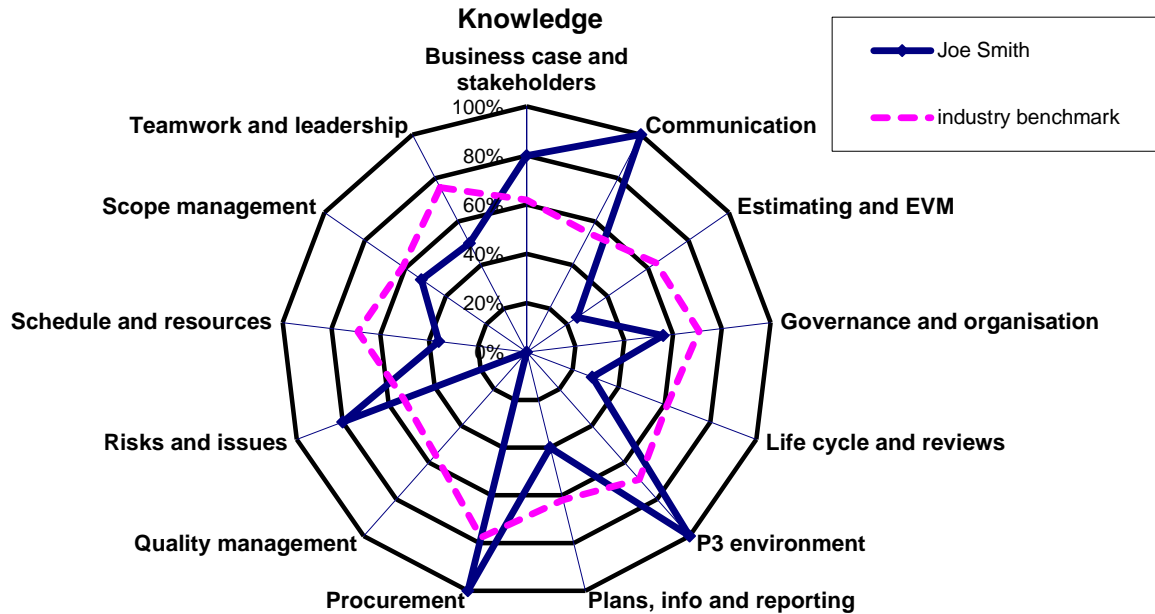
You also indicated that you have passed the following qualifications: None at present.

In the past three years, you have had no training hours of project management training.

**Knowledge**

The 50 multiple choice knowledge questions are based on the key topic areas from the Association for Project Management's Body of Knowledge. Each question is categorised into one of 13 topic areas (e.g. business case and stakeholders, communication etc.). Your average score for each area is calculated as well as an overall average. Your knowledge scores are compared with the industry benchmarks for your overall project role.

Your overall knowledge score is 58% which is lower than (i.e. by between 5% and 20%) the industry benchmark for your project role. Your knowledge across the 13 areas used in the assessment is shown on the graph below together with the industry benchmark.



The specific question topics which you did well on are given for each of the 13 areas in the column headed Topic Strengths in the table below. Question topics in which you need development are shown in the adjacent column. Some of these may refer to single questions and so it is important to look holistically for overall combinations of strengths or development topics and not focus too much on a single item.

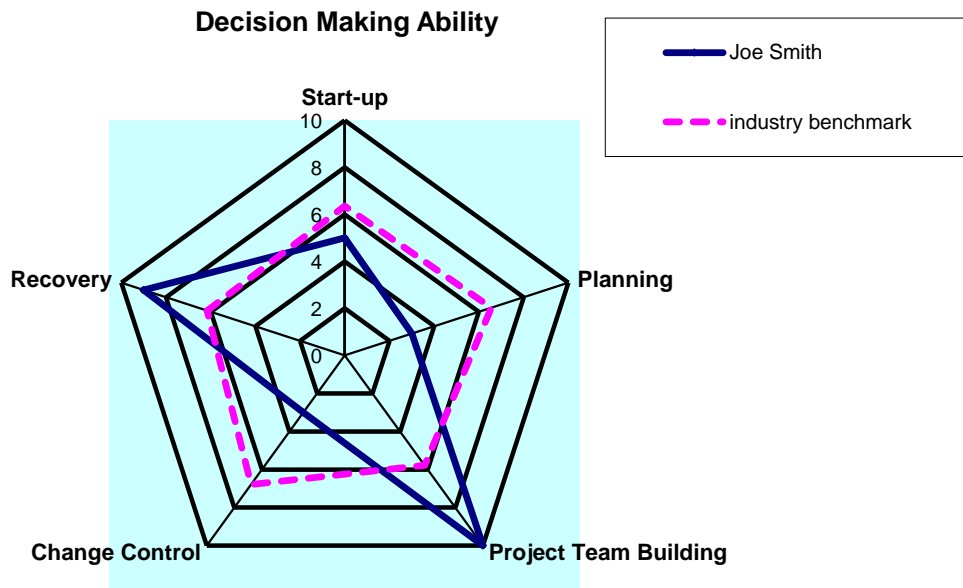
Area	Topic Strengths	Topics for Development
<b>Business case and stakeholders</b>	Appraisal Methods, Business Case, Success Criteria, Success Definition.	
<b>Communication</b>	Conflict Resolution, Feedback, Negotiation Strategies.	
<b>Estimating and EVM</b>	Three Point Estimating.	Cost Performance Index, Earned Value Attributes, Parametric Estimating.
<b>Governance and organisation</b>	Methods and Procedures, Project Roles.	Functional Organisation.
<b>Life cycle and reviews</b>	Closure Report, Project Lifecycle Definition.	Closure Responsibilities, Lifecycle Characteristics, Project Closure, Project Completion, Review Types, Review Types.
<b>P3 environment</b>	Responsibilities, Project Environment, Projects and BAU, Safety Management.	
<b>Plans, info and reporting</b>		Project Launch.
<b>Procurement</b>	Procurement Definition, Supplier Selection.	
<b>Quality management</b>		Cost of Quality, Quality Assurance.
<b>Risks and issues</b>	Issue Definition, Risk Impacts, Risk Quantification.	
<b>Schedule and resources</b>	Budget Definition.	Resource Loading, Schedule Levelling, Stage Plans.
<b>Scope management</b>	Requirements Mgt. Attributes, WBS Definition.	Change Authorisation, Configuration Management.
<b>Teamwork and leadership</b>	Leadership & Motivation.	Teamwork Definition.

ID:1234567890

**Situation decision making ability**

Five situation questions were presented which each score up to 10 points. The questions covered five different aspects of a project. Each part of the question had up to eight possible answers. Scores allocated to each possible answer is weighted in proportion to the answers given over time by senior project managers. Again your total score is compared to the industry benchmark for your selected overall project role.

Your total decision making ability score based on the situational questions was 30 points out of a possible 50 points (i.e. 60%). This is lower than (i.e. by between 5% and 20%) the industry benchmarks for your project role. A breakdown of the scores by topic is shown on the graph below.



**APM Qualification - Recommendation**

Based on your chosen project role, your recent training and qualifications and Provek's experience of the required PMA6 scores ahead of taking each qualification, the table below provides you with an indication of the appropriate APM qualification for you. Five green shaded boxes in a column indicates that you are clearly suitable for that APM qualification.

Qualification	APM Project Fundamentals Qualifications (PFQ)	APM Project Management Qualification (PMQ)	APM Project Professional Qualification (PPQ)	APM Chartered Project Professional (ChPP)
<b>IPMA level</b>		Level D		
<b>Focus and method</b>	Knowledge (multiple choice)	Knowledge (written)	Capability (written)	Competence (portfolio and interview)
<b>Study time</b>	10-15 hours	40-60 hours	40-80 hours	40 hours
<b>Project role:</b>	Met	Met	Met	Not met
<b>Prior training and qualifications:</b>	Met	Not met	Not met	Not met
<b>PMA6 experience score:</b>	Met	Not met	Not met	Not met
<b>PMA6 knowledge score:</b>	Met	Almost met	Not met	Not met
<b>PMA6 decision ability score:</b>	Met	Met	Not met	Not met

Met	Almost met	Not met

**Personality indicators**

The graph below shows your scores on seven personality indicators chosen to reflect those aspects important in project managers. Your score has been normalised to the population which means that a score in the centre is average. Each unit represents 10% of the population.

The descriptions on the left and the right hand side of the graph explain the meaning of scores in those directions. These do not mean good or bad but indicate the extent to which a particular aspect of personality is displayed relative to the population.

Questions own thoughts, actions and decisions; is uncertain; less likely to pursue approaches single-mindedly; unlikely to communicate own views strongly to others

Looks to others in the team for direction; comfortable with implementing and supporting the plans of others; uncomfortable with taking the lead

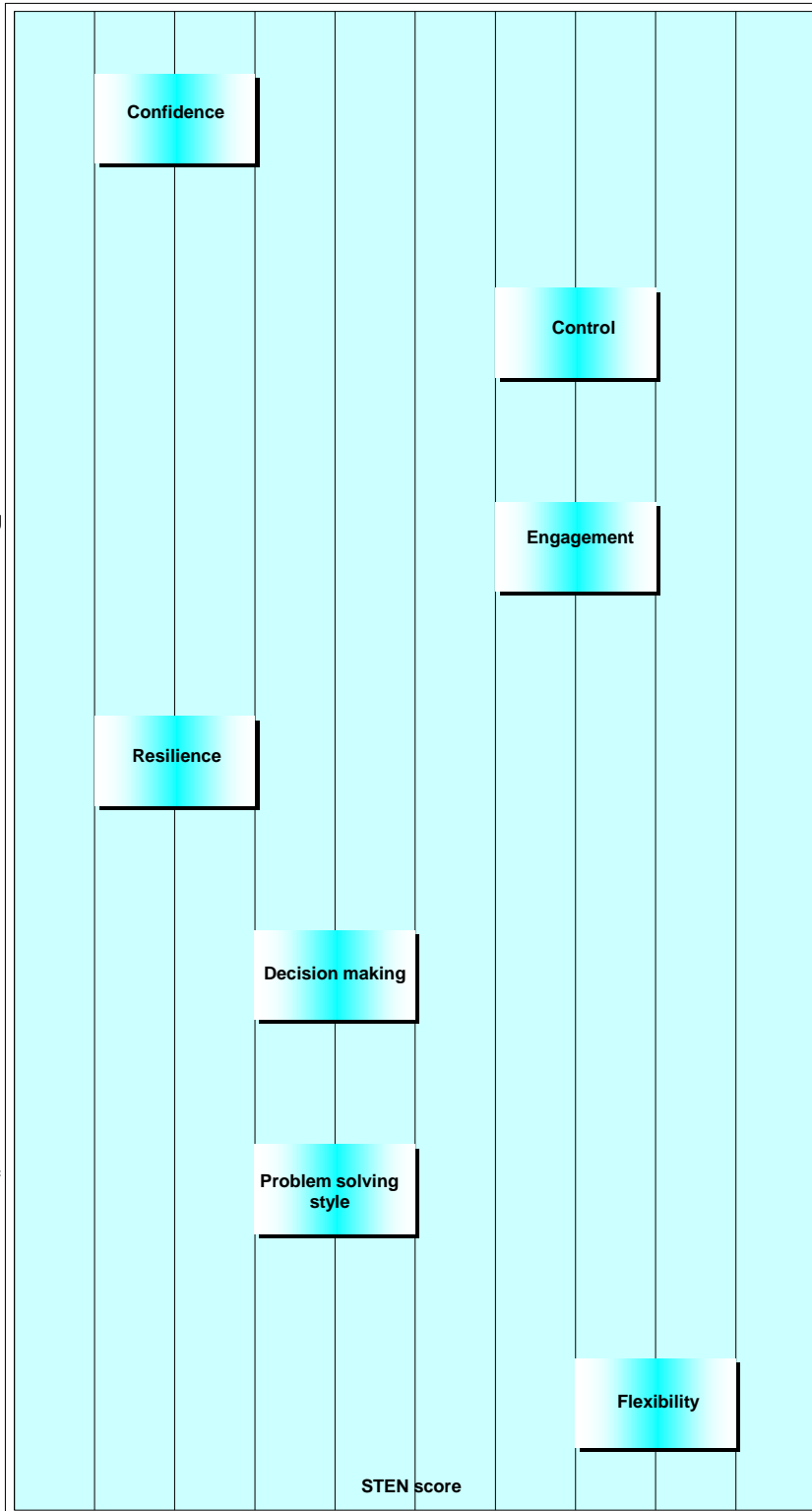
Rarely seeks views of others when formulating plans or taking actions; likely to work as an individual performer

Takes difficulties, problems, challenges and personal feedback seriously; likely to feel threatened by these; anxious or overwhelmed by significant events

Takes considerable time to analyse the situation before taking decisions; may be excessively cautious

Uses more soft data, including beliefs, values, intuitions, of self and others; may not take other factors into account sufficiently

Adopts a low-structure approach; likely to regard plans, details and deadlines as guidelines only; may be over-influenced by changing circumstances



Certain of own thoughts, actions and decisions; likely to pursue an approach single-mindedly and communicate that strongly to others; less likely to listen

Has the desire and intention to take charge of people and situations; is directive, and communicates this strongly to others

Actively seeks to engage with others in all situations; consults widely and takes others' views and circumstances into account; works to achieve consensus

Calm and unaffected by difficulties, problems and challenges, both personal and work-based; may have difficulty in raising their game for significant events

Analyses situations quickly; has a strong sense of urgency in making decisions in all circumstances; may take risks

Uses more hard data, facts and figures; enjoys and prefers working with analytical problem-solving tools; may not take other factors into account sufficiently

Highly structured and organised; works with considerable focus on compliance with plans, details and deadlines; may adapt slowly to changing circumstances