Executing Process Group Artifacts

9.3 Develop Project Teams

9.3.3 Personnel Assessment Tools (Tools and Techniques)

PMGT 690, ERAU, Prof. Sherman

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9.3.3 Personnel Assessment Tools: These tools provide project managers and teams insight into areas of strengths and weakness. It enables project managers on how to assess individual's aspirations, how they process, make decisions along with how they interact with other people.

PMI (2013) states that there are different tools available, such as interviews, surveys, ability tests, and focus groups (pg. 278). These tools are used to help teams understand different perceptions along with establishing trust among project teammates. This artifact will provide some insight on some these tools that I have used in my work environment along with some of the self-assessment tools that were provided for me while in PMGT 611.

In my work organization, assessment tools are the key facet for providing the overall job on the individual professionally as well as personally. There have been some issues with the evaluation performance reporting over the last two decades and issues seem to not be getting any better. These reports tend to be 'inflated'. Considering that this report is one of the keys for promotion, it is not fair to mark someone down when they are amongst their peers. I have found that individual feedback sessions work well for me as a manager. This session provides feedback on work performance and shows how the individual can improve with in their jobs as well as professional development. However, I need to know who I am talking to as well. I cannot provide the same type of feedback for everyone. Some people do not take constructive criticism well, and I need to change my ways or be more tactful about it. This skill, as far as assessing teammates, is a skill that takes time to be developed. It is a key tool in Developing Project Team process.

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