

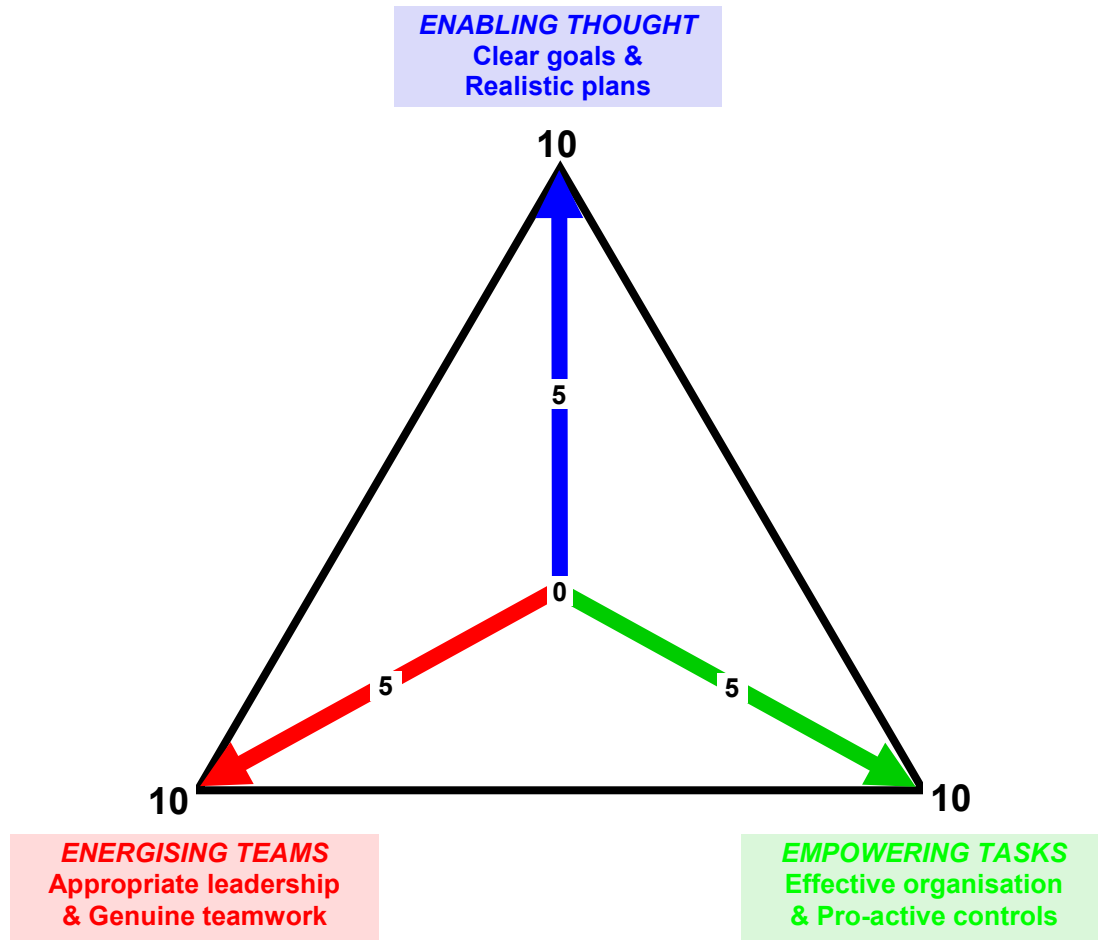
This version of the test is designed for projects that are in (or about to start) the 'Action' stage

- score each statement: 0 = not at all true, 1 = partly true, 2 = completely true
- sum the scores for each PM Component and then calculate the average for each colour pair

Critical PM Component	Statement	Score (0,1,2) ↘	Comp ^t Total
Clear goals	The principal benefits to be achieved by the project are agreed and quantified		
	The project scope and specific deliverables are clearly defined		
	The relative priority of project deliverables is agreed		
	All the key stakeholders have signed up to the project goals		
	The project goals and objectives are effectively documented and publicised		
Realistic plans	All key parties are effectively engaged and contribute to the planning process		
	The plans are appropriate to the project and up-to-date		
	Time and cost/resource estimates are realistic and uncertainties are quantified		
	Planning assumptions are well defined and have been agreed as reasonable		
	There is an appropriate, active risk management process in place		
GOALS & PLANS AVERAGE (SUM OF BLUE SCORES/2)			
Effective organisation	All the key players have well defined roles and work effectively together		
	Tasks are assigned to well qualified personnel who have adequate availability		
	Customer-supplier dialogue is regular, open, honest and constructive		
	Emergent problems are analysed objectively and dealt with efficiently		
	The project activities are all well organised and effectively co-ordinated		
Pro-active controls	The performance and progress of all key activities are routinely monitored		
	Potential problems are flagged up early and pre-emptive action is implemented		
	Performance data is honest, accurate, credible and reliable		
	Management/team roles and responsibilities are clearly defined		
	Key project performance data is readily available and routinely reviewed		
ORGANISATION & CONTROLS AVERAGE (SUM OF GREEN SCORES/2)			
Appropriate leadership	Good working relationships exist between all those in project leadership roles		
	The project leader(s) have the necessary skill, experience and availability		
	The project leader(s) use management styles appropriate to the situation		
	The priority of the project to the business is agreed by senior management		
	Team members use initiative and take appropriate risks in their own work area		
Genuine teamwork	There is a strong sense of teamwork amongst all project participants		
	Internal and external participants are all treated as team members		
	All project participants show commitment to the team and work well together		
	The project team has the full range of interpersonal skills needed for the job		
	Communication throughout the team is fast, effective and constructive		
LEADERSHIP & TEAMWORK AVERAGE (SUM OF RED SCORES/2)			

EVALUATING PM PERFORMANCE

- plot the average scores and calculate the 'PRISM PM Performance Index'
- discuss your performance assessment with other team members
- identify areas for improvement and agree appropriate actions



The PRISM PM Performance Index

$$= \left[\frac{1}{3}(R + B + G) \right]^2 (\%)$$

(R= Red score, B=Blue score and G=Green score)

PM performance indicated by score:

> 75	Excellent: maintain vigilance!
60 – 75	Strong: make incremental improvements
45 – 60	Moderate: identify and address weaker areas
30 - 45	Weak: formally implement improvement plan
< 30	Poor: significant intervention urgently required