

# How different would your project outcomes be if you could predict Project Manager performance?



**35% of projects are delivered late and 38% are over budget <sup>1</sup>—what will yours be?**

**At Acuity,  
we know  
the lead  
indicators for  
Project Manager  
Performance!**

Research conducted by the PMO Executive Council in 2007 found little correlation between technical certification and project success. By contrast, it found that Project Manager behaviours are the key drivers of project success. <sup>(1),(2)</sup>

With input from some of the biggest names in business, Acuity has been researching the distinguishing behavioural characteristics of superior project managers for the past 5 years. We have captured the essence of this in our behavioural blueprint – an answer guide that describes the lead indicators of project manager performance.

Based on this blueprint, we have developed a suite of assessment tools designed to measure a project manager's behavioural capability. To-date these tools have been used to evaluate over 300 project managers across Australia and New Zealand to provide insight into:

-  **Identifying project manager behavioural capability**
-  **Managing the people risk associated with allocating project managers to projects**
-  **Ensuring the right hiring decisions are made**
-  **Establishing and tracking organisational behavioural benchmarks**

## BEHAVIOURAL ASSESSMENT TOOLS

### CRITICAL INCIDENTS

**A suite of project scenarios that require the demonstration of actual response:**

- *Having the highest predictive validity, critical incident scenarios reveal how a project manager will likely respond to various project challenges*

### INTERVIEW

**A series of highly structured behavioural interview questions:**

- *Uncovers behaviours displayed in previous work situations. Based on the premise that past behaviour is an indicator of future behaviour*

### PSYCHOMETRIC TEST

**A series of multiple choice questions targeting personality preferences:**

- *Measures natural preferences to identify how they support or hinder behavioural excellence required to deliver project success*

**Acuity**  
CONSULTING

To find out more:  
email: [info@acuityconsulting.com.au](mailto:info@acuityconsulting.com.au)  
call: 03 9602 2788 or visit us at  
[www.acuityconsulting.com.au](http://www.acuityconsulting.com.au)

**“Behaviours are the lead indicator of Project Manager performance  
....and we are experts at measuring them”**

Note (1): PMO Executive council – Attributes of a high performing Project Manager.  
Note (2): See also Acuity's research paper on differentiating superior project managers.