MPC
Full Self – assessment sheet
(for a Program – Levels A & B)

Appendix (2/2)

Name of Candidate: **Date:**

Organization: **Job:**

Each Applicant shall submit a Full Self-Assessement Report Based on Bloom's Taxonomy
Score: Low (1) - High (6) - Click (√) on the box which is suitable to your competne level

Competence Elements	Program KCIs	Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
	1. Perspective	**1**	**2**	**3**	**4**	**5**	**6**
5.3.1 Strategy	1. Align with Org. Mission & Vision						
	2. Identify and exploit opportunities to influence organizational strategy						
	3. Develop and ensure the Ongoing validity of the business/ organizational justification						
	4. Determine, assess and review critical success factors						
	5. Determine, assess and review KPIs						
5.3.2 Governance, Structures & Processes	6. know the principals of program management and the way they are implemented and apply						
	7. know and apply the principals of project management and the way they are implemented						
	8. know the principals of portfolio management and the way they are implemented						
	9. Supporting functions						
	10. Align the project with the organizations decision-making and reporting structures and quality requirements						
	11. Align the program with human resources processes and functions						
	12. Align the program with finance and control processes and functions						
5.3.3 Compliance, standards and regulations	13. Identify and ensure that the program and each component within it complies with all relevant legislation						
	14. Identify and ensure that the program and each component complies with all relevant health, safety, security and environmental regulations (HSSE)						
	15. Identify and ensure that the program and each component complies with all relevant codes of conduct and professional regulations.						
	16. Identify and ensure that the program complies with relevant sustainability principals and objectives.						
	17. Assess, use and develop professional standards and tools for the program						
	18. Assess, benchmark and improve the organizational program management competence						
5.3.4 Power & Interest	19. Assess the personal ambitions and interests of others and potential impact of these on the program						
	20. Assess the informal influence of individuals and groups and its potential impact on the program						
	21. Assess the personalities and working styles of others and employ them to the benefit of the program						
5.3.5 Culture & Values	22. Assess the culture and values of society and their implications for the program						
	23. Align the program with the formal culture and corporate values of the coordinating organizations						
	24. Assess the implications of the informal culture and values of the coordinating organization						
Program Perspective Score (24 – 144)							

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Competence Elements	Program KCIs	Competence level & Score					
		Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
	2. People	**1**	**2**	**3**	**4**	**5**	**6**
5.4.1 Self-reflection & Self-Management	1. Identify and reflect on the ways in which own values and experience affect the work						
	2. Build self-confidence on the basis of personal strengths and weakness						
	3. Identify and reflect on Personal motivation to set personal goals and keep focus.						
	4. Organize personal work depending on situation and own resources						
	5. Take responsibility for personal learning and development						
5.4.2 Personal Integrity & Reliability	6. Acknowledge and apply ethical values to all decisions and actions						
	7. Promote sustainability of outputs and outcomes						
	8. Take responsibility for own decisions and actions						
	9. Act, take decisions and communicate in consistent way						
	10. Complete tasks thoroughly in order to build confidence with others						
5.4.3 Personal Communication	11. Provide clear and structured information to others and verify their understanding						
	12. Facilitate and promote open communication						
	13. Choose communication styles and channels to meet the needs of the audience, situation and management level						
	14. Communicate effectively with virtual teams						
	15. Employ humour and sense of perspective when appropriate						
5.4.4 Relationships & Engagement	16. Initiate and develop personal and professional relationships						
	17. Build, facilitate and contribute to social network						
	18. Demonstrate empathy through listening, understanding and support						
	19. Show confidence and respect by encouraging others to share their opinions or concerns						
	20. Share own vision and goals in order to gain the engagement and commitment of others						
5.4.5 Leadership	21. Initiate actions and proactively offer help and advice						
	22. Take ownership and show commitment						
	23. Provide direction, coaching and mentoring to guide and improve the work of individuals and teams						
	24. Exert appropriate power and influence over others to achieve the goals						
	25. Make, enforce and review decisions						
5.4.6 Teamwork	26. Select and built the team						
	27. Promote cooperation and networking between team members						
	28. Support, facilitate and review the development of the team and its members						
	29. Empower teams by delegating tasks and responsibilities						
	30. Recognize errors to facilitate learning from mistakes						

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MES PM CERT
PROJECT MANAGEMENT CERTIFICATION

Competence Elements	Program KCIs	Competence level & Score					
		Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
	2. People	**1**	**2**	**3**	**4**	**5**	**6**
5.4.7 Conflict & Crisis	31. Anticipate and possibly prevent conflicts and crises						
	32. Analyze the causes and consequences of conflicts and crises and select appropriate responses						
	33. Mediate and resolve conflicts and crises and/or their impacts						
	34. Identify and share learning from conflicts and crises in order to improve future practice.						
5.4.8 Resource fullness	35. Stimulate and support an open and creative environment						
	36. Apply conceptual thinking to define situations and strategies						
	37. Apply analytic techniques to analyzing situations, financial and organizational data and trends						
	38. Promote and apply creative techniques to find alternatives and solutions						
	39. Promote a holistic view of the program and its context to improve decision-making						
5.4.9 Negotiation	40. Identify and analyze the interests of all parties involved in the negotiation						
	41. Develop and evaluate options and alternatives with the potential to meet the needs of all parties						
	42. Define a negotiation strategy in line with own objectives that is acceptable to all parties involved						
	43. Reach negotiated agreements with other parties that are in line with own objectives						
	44. Detect and exploit additional selling and acquisition possibilities						
5.4.10 Result Orientation	45. Evaluate all decisions and actions against their impact on program success and the objectives of the organization						
	46. Balance needs and means to optimize outcomes and success						
	47. Create and maintain a healthy, safe and productive working environment						
	48. Promote and "sell" the program, its processes and outcomes						
	49. Deliver results and get acceptance						
Program Perspective Score (49 – 294)							

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Competence Elements	Program KCIs	Competence level & Score					
		Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
	3. Practice	**1**	**2**	**3**	**4**	**5**	**6**
5.5.1 Program Design	1. Acknowledge, prioritize and review success criteria						
	2. Review, apply and exchange lessons learned from and with other programs and components						
	3. Determine complexity and its consequences for the approach						
	4. Create a program vision						
	5. Create and adapt a change strategy						
	6. Select and tailor the overall program management approach						
	7. Design the program execution architecture						
	8. Design the program delivery strategy						
5.5.2 Benefits and Objectives	9. Define and develop the goal and benefits hierarchy						
	10. Identify and if possible quantify the program benefits						
	11. Develop the benefits realization strategy						
	12. Define components, their outcomes and their interfaces						
	13. Monitor benefits achievements						
5.5.3 Scope	14. Define the program scope						
	15. Define the scope Structure the program						
	16. Manage the scope of the components						
	17. Establish and maintain scope configuration						
5.5.4 Time	18. Sequence the program components and create a tranched roadmap						
	19. Manage the consistency of the tranches						
	20. Manage the transitions of tranches						
5.5.5 Organization & Information	21. Design and implement program governance framework and rules						
	22. Define the structure, roles and responsibilities within the program						
	23. Establish infrastructure, processes and systems for information flow						
	24. Implement, monitor and maintain the organization of the program						
5.5.6 Quality	25. Ensure quality throughout the program						
	26. Organize quality assurance of the program						
5.5.7 Finance	27. Determine the program funding and financing strategy						
	28. Determine and Establish program budget						
	29. Develop, establish and govern a funding and financial management framework						
	30. Distribute program funds based on the needs of components and funding conditions						
	31. Provide reports to funding and financing bodies						

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Competence Elements	Program KCIs (Cont.)	Competence level & Score					
		Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
	3. Practice	**1**	**2**	**3**	**4**	**5**	**6**
5.5.8 Resources	32. Develop strategic resource plan to deliver the program						
	33. Define the quality and quantity of resources required						
	34. Identify the potential sources of the resources and negotiate their availability						
	35. Allocate and distribute resources according to defined need						
	36. Evaluate resources usage						
5.5.9 Procurement and partnership	37. Maintain and govern the procurement system for the program						
	38. Develop partnerships						
	39. End partnerships						
5.5.10 Plan & Control	40. Establish the program						
	41. Manage the interfaces and synergies between components						
	42. Measure, evaluate the status of components, and influence their progress						
	43. Provide direction to the component managers						
	44. Finalize the program						
5.5.11 Risk & opportunities	45. Develop and implement a risk management framework						
	46. Identify risks and opportunities						
	47. Assess the probability and impact of risks and opportunities						
	48. Select strategies and implement response plan to address risks and opportunities						
	49. Evaluate and monitor risks, opportunities and implemented responses						
5.5.12 Stakeholders	50. Identify stakeholders and analyze their interests and influence						
	51. Engage with executive, sponsors and higher management to gain commitment and to manage interests and expectations						
	52. Develop and maintain a stakeholder strategy and communication plan						
	53. Engage with users, partners, suppliers and other stakeholders to gain their cooperation and commitment						
	54. Organize and maintain networks and alliances						
5.5.13 Change & transformation	55. Assess the adaptability to change of the organization						
	56. Identify change requirements and transformation opportunities						
	57. Develop change or transformation strategy						
	58. Implement change or transformation management strategy						
5.5.14 Select and Balance	59. Analyze the characteristics of components						
	60. Prioritize components based on the program's priorities						
	61. Analyze and predict the future performance of the program						
	62. Prepare and facilitate program decisions						
Program Practice Score (62 – 372)							