
IPMA Education and Training Series¹

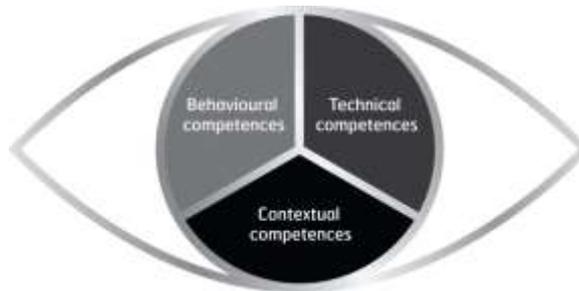
The Power of IPMA® Self-Assessment

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The IPMA® Competence Baseline (ICB3.0) describes the essential knowledge and experience requirements of a person responsible for project management and is an integral component of the universally recognised IPMA® 4 level certification system.

It is structured to assess the individual's level of competence in the Technical, Behavioural and Contextual domains as shown in the "Eye of Competence"



Assessment of candidates for IPMA® certification is based on a range of data about the applicant including CV, examination results, a written project report, an interview and a self-assessment by the candidate.

The Self-Assessment is just one component that assists the assessors in forming a holistic view of the candidate. However, it also brings benefits to the individual via high quality learning and personal development.

Having recently completed the self-assessment process, I can describe the learning acquired and benefits obtained from the undertaking as follows.

Participating in the IPMA® Competence Baseline (ICB 3.0) self- assessment allowed me to appraise in a formal and structured way, the knowledge and experience I have in the field of Project Management.

It highlighted and exposed areas in which my knowledge and experience are limited, and which are essential to my becoming a successful Project Manager.

¹ This series of articles is provided by the IPMA Education and Training (E&T) Board on the subject of project management education, training, careers and related topics. More information about the IPMA E&T can be found at <http://ipma.ch/education>.

High Quality Learning	Personal development
encourages transfer of learning	increases individual's responsibility
encourages reflection	increases individual's autonomy/ independence
can enhance the individual's learning experience	increases individual's confidence
allows to internalise and understand better the components of the competency elements	improves individual's motivation

After completing the self-assessment I can clearly see the elements which require greater practice and/or knowledge. It also helped me to identify my strengths and weaknesses, which is a great starting point for further development and improvement.

ICB3.0 documents all the key aspects required for project management in a very clear and detailed manner.

I would have applied many of these over the years of my professional career, without an extensive theoretical knowledge of same. The undertaking allowed me to target sectors where I should put greater emphasis and leaves me eager to read, learn and practice more in order to improve.

Due to the nature of my working environment, I realized that my own strengths lay in the elements of Technical Competence. I have firm knowledge and experience in so called, solid elements, thus feel quite confident in this zone. However, as a result of reviewing the twenty elements in this section, I see that there is still plenty of room for improvement.

My experience in applying and implementing the Behavioural Competence elements can definitely be improved.

Unfortunately, in the sector of the construction industry where I working, I am not exposed to large and complex projects, which give one the opportunity to execute many of these competence elements. Projects are limited both in size, and in the number of people defining/creating the structure of the particular projects.

Nowadays it is very common that one person 'plays' multiple roles, multitasking throughout the whole duration of the project. As such, it doesn't leave too much space to practice your leadership, engagement, motivation, creativity skills, etc. You can enforce some of these (if not the majority) on yourself personally. This will give you some basis, but unfortunately it is totally different from managing a larger group of people.



The first three competences in the Contextual Competence section (project, programme and portfolio orientation), also led me to the conclusion that I had limited knowledge and experience within this area. In essence, the Contextual section of competence is the one area which I feel the least confident in.

Personally I believe that you always have to strive for continuous improvement and aim for the best results. You have to cluster your work experience and knowledge, spending some time on defining pros' and cons', advantages and disadvantages, wins and failures on the completion of every project. This is the only way of improving; developing effectiveness and success as well as circumvent problems and constrains in future projects.

All forty six key competence elements have significant value and exert an influence on the end result of every project. ICB3.0 made me realize that all of them complement each other - you can't undermine any of them. That is why it is so important to understand each of them, the correlation between them and make use of them in professional practice.

Undertaking the assessment has allowed me to internalise and better understand the components of the competency elements, improved my self-confidence and provided me with a platform to chart my future career development in my chosen discipline.'

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Kyrstyna Linkowska, an IPMA[®] Level C certification applicant from Poland, is a graduate of the Faculty of Environmental Engineering, Wroclaw University of Technology, Wroclaw, Poland. She has experience as a contract manager, project engineer and design engineer primarily in the electrical contracting sector. She is currently undertaking a Strategic Project Management Diploma with the Institute of Project Management.