

Top 4 Power Skills

Every Project Professional Needs

There is wide consensus among those surveyed on the top four power skills that help project professionals drive project success. These four power skills are consistently the highest-ranked across industries, regions and other factors.



COMMUNICATION

Effective in explanation, writing and public speaking

71%



PROBLEM-SOLVING

Ability to figure out what is wrong and resolve it

68%



COLLABORATIVE LEADERSHIP

Ability to work with others across boundaries to make decisions

65%



STRATEGIC THINKING

Ability to see patterns and alternative paths rather than complexity

64%

However, there are other important power skills project professionals should hone.



ADAPTABILITY

54%



RELATIONSHIP BUILDING

52%



INNOVATIVE MINDSET

52%



ACCOUNTABILITY

47%



EMPATHY

42%



DISCIPLINE

41%



FOR-PURPOSE ORIENTATION

35%



FUTURE-FOCUSED ORIENTATION

35%

So, what can organizations do to nurture these power skills?

1. Provide training and development on power skills that fulfill organizational objectives.
2. Bake them into your organizational DNA by hiring project professionals who possess these critical skills.
3. Have project management leadership model these power skills and consistently communicate their importance.

And how can organizations measure power skills?

- Reference customer feedback.
- Provide recommendations during supervisor or manager assessments.
- Evaluate power skills in formal performance assessments.
- Incorporate them as part of 360-degree survey feedback.
- Implement standardized testing.

Source: Annual PMI Global Survey on Project Management

Power skills
are a difference maker.

Organizations prioritizing these critical skills are redefining success and equipping project professionals to thrive in our fast-pivoting world.

To learn more, check out the **Pulse of the Profession® 2023** report: www.pmi.org/pulse2023



Source: <https://www.pmi.org/learning/thought-leadership/power-skills/power-skills-infographic>

PMI Power Skills Assessment

Power Up Your Power Skills

Directions: This assessment consists of a series of statements to indicate how frequently you demonstrate/use four of the most important power skills—**Communication**, **Problem Solving**, **Collaborative Leadership**, and **Strategic Thinking**—according to PMI’s *Pulse of the Profession 2023* report. Please read each statement and assess yourself (or your team) accordingly, then complete the reflection on the next page.

KEY: 4 = Always 3 = Often 2 = Sometimes 1 = Seldom 0 = Never

Communication	4	3	2	1	0	Problem Solving	4	3	2	1	0
1. I tailor my communication style to each audience’s needs						1. I am willing to make tough decisions when needed					
2. I ask questions to check for understanding						2. I prioritize risk identification and mitigation					
3. I keep communications as concise as possible						3. I understand the implications of risks					
4. I observe body language and adjust accordingly						4. I work with my team to proactively prevent problems					
5. I spend as much time listening as talking						5. I follow up to ensure problem resolution has occurred					
6. I am mindful about the words I use when I speak to others						6. When decisions are taken, I ensure action steps are taken					
7. If I am not sure about something, then I make that clear						7. As a team we advise each other of issues immediately					
8. My team is committed to open and honest communication						8. As a team we seek to develop creative solutions					
9. My team’s communications are courteous and professional						9. As a team we understand the pros and cons of all alternatives					
Collaborative Leadership	4	3	2	1	0	Strategic Thinking	4	3	2	1	0
1. I prioritize developing strong team relationships						1. I consider the impact my decisions may have					
2. I engage team members in decision making						2. I understand why my projects are being done					
3. I work and seek input across all areas of the organization						3. I understand the success criteria of my projects					
4. I trust my team						4. I prioritize the ability to deliver benefits to my customers					
5. I provide insight into the thinking behind key decisions						5. I collaborate with sponsors, customers, and others					
6. My team is empowered to operate independently						6. I adapt the triple constraint if it helps deliver project outcomes					
7. My team is encouraged to take reasonable risks						7. My team understands the project’s purpose					
8. My team operates transparently						8. My team develops solutions that optimize benefits					
9. My team deals with conflict constructively						9. My team is comfortable with complexity					

Adapted from PMI’s *Power Skills Self-Assessment* <https://www.pmi.org/learning/thought-leadership/power-skills/power-skills-assessment>

Reflection

1. What did you notice about your self-assessment? What was an 'a-ha'?

2. What are your strengths?

3. Which power skill (or aspect of a power skill) would you like to work on?

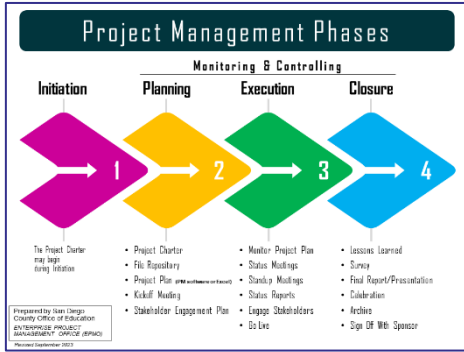
Takeaways

- Effective project management is said to be about ~70-80% soft skills.
- According to PMI, organizations prioritizing power skills (soft skills) are redefining success and equipping project professionals to thrive in our fast-pivoting world.
- For project professionals, power skills are critical. These abilities and behaviors facilitate working with others. They enable you to thrive in a fast-paced workplace. And they are a hallmark of high-performing teams. Power skills can distinguish project managers who merely manage tasks from those who empower, inspire, and instill trust in their teams and others. Indeed, a project leader's power skills are often the difference between project success and failure.
- This assessment is designed to help you improve and grow – be it as a project leader, a teammate, or changemaker. Completing this assessment is only the beginning. Consider where there are strengths and where there are opportunities to improve your power skills and those of your team.
- Visit the *PMI Power Skills Resource Hub* to explore other related content.
<https://www.pmi.org/learning/thought-leadership/power-skills>

Action Plan

Project Management

Pick *one* project management (PM) activity that you would like to work on. Refer to page 5.



PM Activity: _____

For: Myself My Team Other _____

My Goal: By _____ (date) I would like to _____
because _____

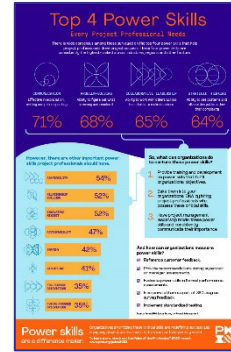
Barrier: A barrier might be _____,
but I can get around it by _____

These are the steps I can take to work on this goal:

I can get help/support from:

Power Skill

Pick *one* PMI “power skill” that you would like to develop. Refer to pages 1-2.



Power Skill: _____

For: Myself My Team Other _____

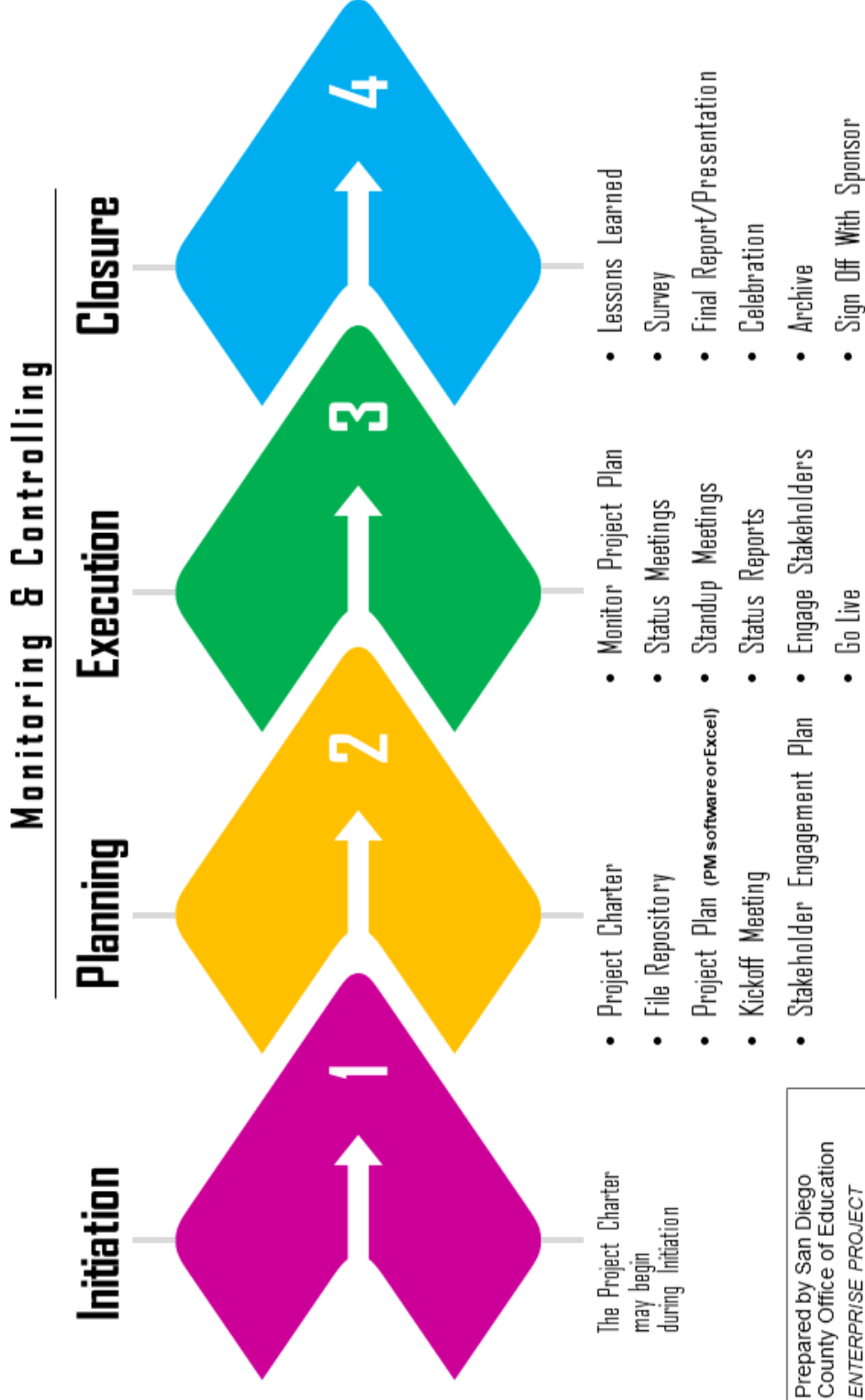
My Goal: By _____ (date) I would like to _____
because _____

Barrier: A barrier might be _____,
but I can get around it by _____

These are the steps I can take to work on this goal:

I can get help/support from:

Project Management Phases



Source: <https://www.sdcoe.net/fs/resource-manager/view/76bd0699-7eef-4a71-8bbf-1fa193de4652>