PROJECT EMOTIONAL MATURITY TEST KIT

Lack of emotional maturity (EM) is one of the top five reasons projects will either overrun their resources or fail outright. Emotional maturity skills can be improved successfully. However, you first need to identify, recognize, and create a program to improve them that works within your organization's culture and environment. The Standish Group's Project Emotional Maturity Test Kit helps you identify trouble areas and provides advice on building a roadmap to improvement.

BENEFITS INCLUDE:

- Learn the 50 most important EM skills
- Identify your organization's Five Deadly Sins
- Identify your organization's EM strengths
- Identify your organization's EM weaknesses
- Measure your organization's EM against our standard
- Benchmark your organization's EM against 1,000 organizations
- Create a formal EM improvement program
- Improve your team-building and facilitation skills
- Improve team self-respect and success rates
- Earn education credits and achievements

THE STANDISH GROUP

The Project Emotional Maturity Test Kit includes all the things needed to create and execute three one-hour workshops with up to 10 people.

THE KIT INCLUDES:

1. **A detailed facilitator guide with suggested meeting format.**
   The meeting format includes three mock-up agendas, plus seating charts, tally sheets, and other forms. The manual also includes questions for all three workshops, general facilitation tips, clues, and warning signals. We also provide a poster with rules of engagement.
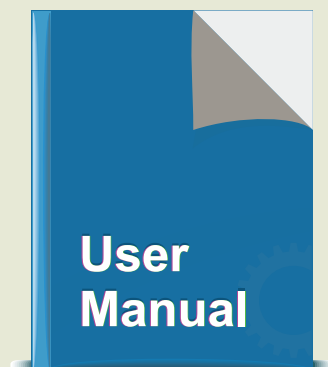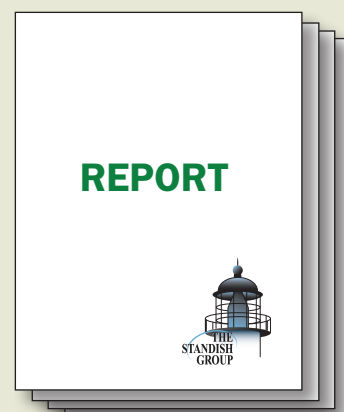
2. **A token for online assessment.**
   The first workshop has participants take an online assessment. The online assessment presents 50 questions pertaining to emotional maturity skills in random order, with a definition of each skill. Each member of the group will be called upon to discuss their answers and reasons. The facilitator will then enter a score from highly to poorly skilled.
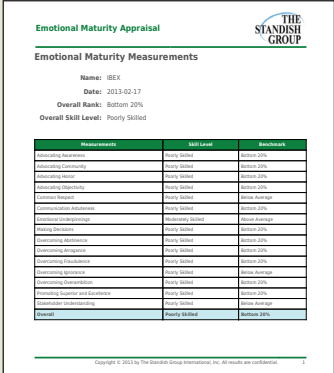
3. **A research report on the 50 skills of emotional maturity.** This report should be given out at the end of the online assessment. It provides the definition of each of the 50 attributes as presented in the assessment. A narrative on the attributes and how to improve upon them is included. Participants are instructed to read their report prior to the second meeting.

## THE KIT ALSO INCLUDES:

4. A written appraisal report.

This appraisal is issued and emailed to you within a few days of your online assessment. The report details 15 emotional maturity measurements and benchmarks these measurements against 1,000 organizations. Both the appraisal report and research report will be the topics of the second workshop.

5. The Public Execution of Miss Scarlet.

This book is given out at the end of the second workshop. In the second workshop the team will discuss the results of the appraisal report and the research report. The instruction manual has a set of questions and exercises to ask the team. It also has suggestions for getting the team to work on improvements. At the end of the second meeting everyone is asked to read Miss Scarlet in preparation for the third meeting.
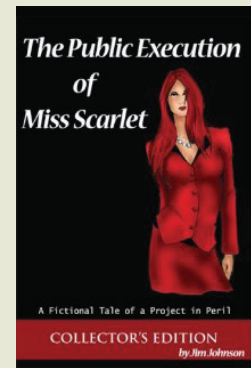
6. T-Shirt. This is given out at the end of the third workshop.

In addition, there are 10 Certificates of Achievement. In the Miss Scarlet book there are a number of characters that represent different deadly sins and personalities that correlate with a lack of emotional maturity. Included in the instruction manual are a number of exercises that use these characters in relation to your own organization. The purpose is to further refine how to improve your organization's emotional maturity.

The Project Emotional Maturity Test Kit allows you to develop and execute an engaging and stimulating set of workshops that will improve your organization's project delivery and environment. It will help you build your team and cement relationships. The organizer can claim up to 12 PMI PDUs for facilitating, managing, and participating in the workshops. Participants can claim up six PDUs, three hours for workshops and three hours for homework.

The purpose of the Project Emotional Maturity Test Kit is for organizations to self-examine their project emotional maturity. In addition, the kit includes tools to improve your organization's emotional maturity, and an instruction manual on how to conduct your own emotional maturity tests.

Emotional maturity is the ability and capacity to perceive, assess, manage, and direct the emotions and actions of the project executive sponsor, project stakeholders, and the project team. It is the skill to recognize and deal with the Five Deadly Sins of project management, which are overambition, arrogance, ignorance, abstinence, and fraudulence.

Emotional Maturity is the ability to promote and institutionalize the CHAOS Commandments, which are community, honor, awareness, objectivity, and superiority. It is the ability to deliver and deal with bad news, set expectations, and create and maintain fair rules of engagements. The Project Emotional Maturity Test Kit measures against our Standish standards. It also benchmarks your organization against thousands of other organizations.

The Standish Group has identified and researched 50 attributes that make up an organization's emotional maturity. The research included work groups, focus groups, interviews, and surveys. This extensive research has created the benchmark scores. New appraisals update the benchmark score dynamically. Each of the 50 attributes of emotional maturity is given an importance score, a difficulty-to-master score, and a score that denotes the level of help an organization can get from their information technology department.

For more information on the Project Emotional Maturity Test Kit, please contact Jennifer Lynch at Jennifer@standishgroup.com.