

# COMPETENCY MATRIX — Team Skill Assessment

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Project		PM		Date
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Rating Scale: 4=Expert (leads/teaches) · 3=Proficient (works independently) · 2=Developing (needs guidance) · 1=Awareness (concept only) · 0=None | Red cell = score below required level  
 · Required = minimum level for this project

Category	Competency / Skill	Req. Level	Alex J. (PM)	Maria C. (BA)	Tom R. (Dev)	Sarah K. (QA)	ExtCo (Intgr.)	Lisa W. (Change)	Dr.Fischer (Arch.)	James O. (Cust.)	PMO Coord.	[Member 10]	Gaps (below req.)
<b>PROJECT MGT</b>	Project Planning & Scheduling	4	4	3	2	2	1	2	3	1	3		8
	Risk Management	3	4	3	2	2	2	2	3	1	2		6
	Stakeholder Management	4	4	2	2	1	2	3	2	3	2		8
	Budget & Cost Control	3	4	2	1	1	2	1	2	1	3		7
	Change Management	3	3	2	1	1	1	4	2	2	2		7
	PMBOK / PRINCE2	3	4	2	1	1	2	1	3	1	3		6
<b>TECHNICAL</b>	Requirements Analysis	4	3	4	2	3	2	1	3	2	2		8
	System Architecture	3	2	2	3	2	3	4	4	1	1		5
	Software Development	3	1	1	4	2	3	4	4		1		4
	Testing & QA	4	2	3	2	4	2	1	2	2	1		8
	System Integration	4	2	1	3	2	4	3	4	1	1		7
	Data Management	2	2	3	2	1	2	1	3	1	2		3
<b>PROCESS</b>	Agile / Scrum	3	4	3	3	3	2	2	2	1	2		5
	PRINCE2 / Waterfall	2	4	2	2	2	2	2	3	1	3		1
	Process Improvement	2	3	3	1	1	2	3	2	2	2		2
<b>SOFT SKILLS</b>	Communication	4	4	3	3	2	3	4	3	3	3		7
	Leadership	3	4	2	2	1	2	2	3	2	2		7

	Problem Solving	3	4	3	4	3	3	3	4	2	3		1
	Conflict Resolution	3	3	2	2	2	2	4	3	2	2		6
<b>DOMAIN</b>	Industrial Automation	2	3	1	2	1	4	1	2	3	1		4
	ERP / SAP	2	2	2	1	1	4	1	2	1	1		5
	Regulatory / Compliance	2	2	1	1	1	2	1	2	3	2		4

### TEAM AVERAGE SCORES

Average (all competencies)	3.1	2.3	2.1	1.8	2.4	2.3	2.8	1.7	2.0	0.0	20.35065
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### LEGEND

4 Expert

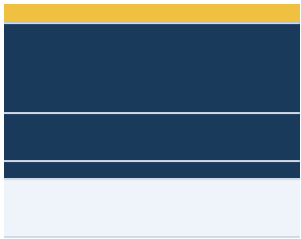
3 Proficient

2 Developing

1 Awareness

Gap (< required)

From "Project Management: From Initiation to Closure" by Radim Kaufmann · radimkaufmann.com · Free download · Use with T-13 Team Composition for com



more below required level (gap)

**Development Action**

Stakeholder workshop Q1

Certification budget for Dev+QA

QA training for PM+BA

Leadership coaching for BA



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