

PROJECT LEADER – *Self Assessment*

Here is a complete, ready-to-use Project Leader Self-Assessment, built around your five competency domains. It includes:

- A scoring model
- A result profile (leader type)
- Weaknesses to work on, tailored to each type
- Clear, structured questions you can use as a test

This self-assessment has been created as an opportunity for you to pause, reflect and focus on strengthening your impact as a project leader.

When you take a closer look at your competencies, habits and potential development areas, you can generate continuous improvements and more success in the teams and projects you lead.

The goal is not to be perfect – and this questionnaire is not – it has been created to increase your awareness.

Every project leader or manager has unique strengths and areas they can refine. This questionnaire helps you identify both, so you can build on what you do well and make intentional choices about where to improve.

Approach each question with honesty and curiosity – and I also encourage you to have fun. Your answers are for your own individual benefit and they are meant to provide you with more clarity, confidence and direction.

Explore how you work, what drives your success and where you can go further in your project practice.

INSTRUCTIONS

Rate each statement from 1–5: 1 = Strongly disagree 5 = Strongly agree
Add the scores in each competency domain.

1. People Orientation & Psychological Safety Must be professionally interested in human needs, behaviour, and team wellbeing

Rate each:

- I actively try to understand what motivates each team member.
- I create an atmosphere where people feel safe admitting mistakes.
- I encourage dissent and alternative viewpoints.
- I notice early signs of stress, conflict, or disengagement.
- I adapt my communication style to different personalities.

Domain Score (max 25): _____

2. Leadership & Emotional Regulation Adaptive, inspiring, fair, consistent, integrity-driven

Rate each:

- I stay emotionally regulated under pressure.
- I inspire people to follow a shared purpose.
- I act consistently, even when stressed.
- I give feedback that is honest, constructive, and respectful.
- I model the behaviour I expect from others.

Domain Score (max 25): _____

3. Stakeholder Management & Translation Ability

Navigating politics, protecting the team, translating strategy ↔ process

Rate each:

- I communicate clearly and proactively with stakeholders.
- I translate strategic goals into concrete actions for the team.
- I shield the team from unnecessary political noise.
- I escalate issues early and transparently.
- I maintain strong relationships across departments.

Domain Score (max 25): _____

4. Decision Making & Prioritisation

Realist – explains and documents decisions - solves problems and conflicts

Rate each:

- I make timely decisions even with incomplete information.
- I prioritise based on impact, not noise or pressure.
- I document decisions and progress clearly.
- I resolve conflicts quickly and fairly.
- I focus on outcomes rather than activity.

Domain Score (max 25): _____

5. Process Insight & Project Mechanics

Master of resources, budget, timelines, dependencies, risks

Rate each:

- I understand the full project ecosystem (budget, resources, dependencies).
- I anticipate risks before they materialise.
- I maintain a clear overview of timelines and constraints.
- I ensure processes are followed without becoming bureaucratic.
- I optimise workflows to reduce friction and waste.

Domain Score (max 25): _____

THE RESULTS – WHAT IS YOUR PROJECT LEADER TYPE?

Your Project Leader Type (Based on Scores)

Use your total score in each domain to identify which of the 5 types of project leader is your type.

Type A — The People-First Leader



High scores in 1 & 2

You excel at psychological safety, motivation, and emotional leadership.

Strengths:

- Builds trust quickly
- Creates loyal, engaged teams
- Handles conflict with empathy

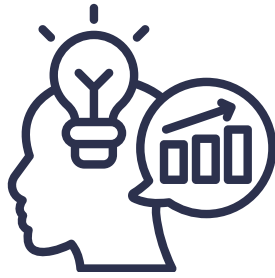
Weaknesses to work on:

- May avoid hard decisions
- Can struggle with political navigation
- Risk of overprotecting the team instead of escalating issues

Development focus:

- Decision-making frameworks
- Stakeholder negotiation
- Prioritisation under pressure

Type B — The Strategic Translator



High scores in 3 & 4

You shine in stakeholder management, political navigation, and decision-making.

Strengths:

- Strong communicator
- Excellent at aligning strategy and execution
- Makes clear, documented decisions

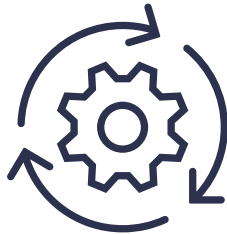
Weaknesses to work on:

- May appear distant or overly pragmatic
- Risk of underinvesting in team relationships
- Can overlook emotional dynamics

Development focus:

- Psychological safety
- Coaching and feedback skills
- Emotional regulation under stress

Type C — The Process Architect



High scores in 5 & 4

You master the mechanics of project delivery and structured decision-making.

Strengths:

- Deep process insight
- Strong risk management
- Highly reliable and organised

Weaknesses to work on:

- May struggle to inspire or motivate
- Can be perceived as rigid or overly procedural
- Might under-communicate with stakeholders

Development focus:

- Leadership presence
- Storytelling and inspiration
- Adaptive communication

Type D — The Visionary Motivator



**High scores in 1 & 2,
moderate in others**

You lead with purpose, inspiration, and human understanding.

Strengths:

- Motivates teams through meaning and vision
- Strong emotional intelligence
- Excellent at culture-building

Weaknesses to work on:

- May lack operational discipline
- Can struggle with complex stakeholder politics
- Risk of vague or overly optimistic planning

Development focus:

- Process mastery
- Political navigation
- Hard prioritisation

Type E — The Balanced Project Leader



**Scores are consistently
high across all domains**

You combine people skills, leadership, stakeholder management, decision-making, and process insight.

Strengths:

- Holistic leadership
- Strong delivery and strong culture
- Reliable under pressure

Weaknesses to work on:

- Avoid complacency
- Continue refining your weakest domain
- Delegate more to avoid overload

If you are interested in sparring about your results, then get in touch.

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A handwritten signature in black ink that reads "Lani Bannach".