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THE HUMAN SKILLS THAT MAKE OR BREAK A PROJECT MANAGER



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THE PODCAST

Human-Centred Project Leadership Health Check

This self-assessment helps project professionals evaluate whether their leadership approach is aligned with the realities of modern project delivery.

By completing the assessment, you will:

- Identify gaps between technical expertise and leadership capability
- Assess your ability to influence, communicate, and lead people effectively
- Evaluate how you respond under pressure and uncertainty
- Strengthen emotional intelligence, self-awareness, and leadership maturity
- Understand whether team culture is enabling or limiting performance
- Shift from experience-based assumptions toward capability-based leadership
- Identify practical opportunities for personal and team development

Scoring System

0 = Rarely or Never

1 = Sometimes

2 = Usually

3 = Consistently

4 = Exemplary / Embedded Practice

Maximum Score: 80 Points

1. Human-Centred Leadership (16 Points)

Question	Score (0-4)
I actively invest time in understanding my team's motivations, concerns, and challenges.	
I focus on influencing and enabling people, not just controlling tasks and schedules.	

I adapt my leadership approach based on team and stakeholder needs.	
I regularly connect project activities to a larger purpose and desired outcomes.	

Section Total: ____ / 16

2. Capability Over Experience (16 Points)

Question	Score (0-4)
I value adaptability and learning ability as much as technical experience.	
I encourage team members to take on new challenges outside their comfort zone.	
I recognise and reward capability, initiative and impact rather than tenure alone.	
I actively develop future leaders within the project team.	

Section Total: ____ / 16

3. Leadership Under Pressure (16 Points)

Question	Score (0-4)
I remain calm and focused during project challenges and escalation events.	
My communication becomes clearer rather than more reactive under pressure.	
I make decisions based on facts and priorities rather than emotions.	
My team feels supported and confident when project pressure increases.	

Section Total: ____ / 16

diverse viewpoints, and strengthens outcomes. Destructive conflict is personal, repetitive, and corrosive.

Characteristics of healthy conflict:

- Encourages diverse perspectives
- Focuses on ideas, not individuals
- Resolved through collaboration and compromise
- Enhances team learning and cohesion

Signs of destructive conflict:

- Personal attacks or blame
- Persistent disagreement without resolution
- Reduced collaboration and morale
- Avoidance or passive aggression

Strategies to cultivate healthy conflict:

- Set clear norms for discussions and decision-making
- Encourage structured debate and evidence-based reasoning
- Intervene early to mediate misunderstandings
- Celebrate resolution and collaborative problem-solving

Example:

During a marketing strategy debate, two leads disagree on messaging. By structuring the discussion around data, audience insights, and measurable outcomes, the team reaches a stronger solution than either individual proposed. Conflict becomes a catalyst for better decisions, not division.

20–34 Points – Leadership Improvement Required

0–19 Points – Technical Manager, Not Yet a Leader

Summary & Next Steps

After completing the checklist:

- Identify where leadership is still too technically focused
- Highlight gaps in capability-based thinking versus experience-based assumptions
- Assess how well pressure is managed across teams and individuals
- Review emotional intelligence and self-awareness as leadership enablers
- Strengthen team culture beyond compliance and box-ticking behaviours
- Shift toward more intentional, human-centred project leadership

Need Support?

If your results highlight areas for improvement, **EDSICO can help:**

 [Book a Free Consultation with EDSICO](#)

 <https://edsico.com.au/>

 Email: info@edsico.com.au

 Or [reach out via LinkedIn](#)

Watch the full podcast episode.

Hear from Nick Jago, Chief Culture Officer at Elemental Projects, a project management and leadership specialist with over 18 years of experience delivering major infrastructure projects across Australia and internationally, and a strong focus on the human skills, leadership capability, and cultural dynamics that drive successful project outcomes in complex delivery environments.

👉 [Watch the full episode on YouTube](#)

Use the eBook, tools, and checklist together to strengthen your bids, improve operational readiness, and build lasting trust with buyers.