

ARE YOU TOO SOFT?

**#1 Reason Why Project Managers Fail:
*BEING TOO SOFT!***

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Three takeaways

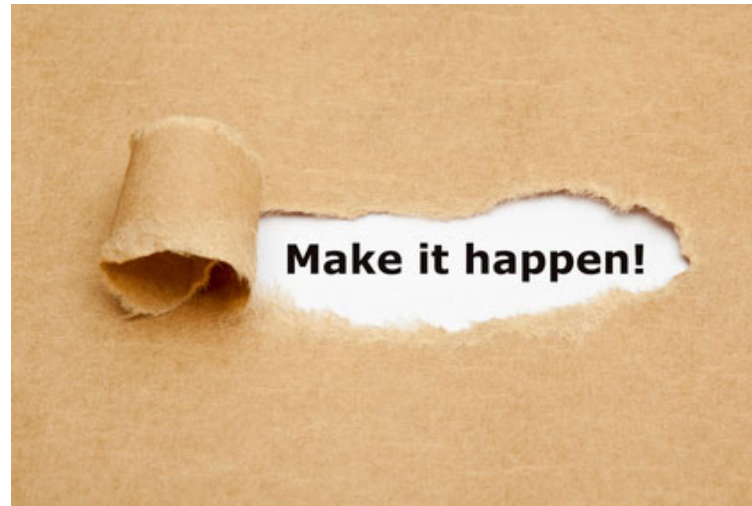
1. Recognize “too soft” behavior
2. Avoid being too soft
3. Become a more effective project manager and leader

Bonus: *Are You Too Soft? takeaway Power Snippets*



What is “too soft”?

- Behavior that results in you being consistently less effective than what is otherwise possible in accomplishing your responsibilities
- Most of us are too soft most of the time



Let's look at examples of too-soft behavior



**Focuses predominately on
other than top 3
problems/priorities**



Avoids escalating to higher levels of management



Unwilling to passionately defend the *right* project plan



**Behaves as if there is little
or no authority
to support their responsibility**



[illegible]

Lax in holding others accountable for their commitments and actions



Delays asking for help when needed



Personally takes on “too much” work



**Evades taking a position
on an issue rather than
alienating others**



Fails to perform assignments as if owns the business



Power Snippets

Are You Too Soft?



ARE YOU TOO SOFT?

#1 REASON WHY PROJECT MANAGERS FAIL: BEING TOO SOFT!

Examples of project manager actions (or inactions) indicative of too-soft behavior:

- Focuses predominately on other than the top three problems/priorities
- Avoids escalating to higher levels of management project-related problems that are at an apparent impasse for resolution
- Unwilling to passionately defend the *right* project plan to the project sponsor, executives, or client
- Behaves as if there is little or no authority to support their responsibility
- Puts off insisting on and driving good project management practices throughout the project
- Lax in holding project members accountable for their commitments and actions
- Delays asking for help when needed
- Takes on too much work instead of assigning tasks to the appropriate project members
- Evades taking a position on an issue rather than alienating project members
- Fails to perform assignments as if owned the business

“Ideas to help you become more successful.”

Why we are too soft?

- We don't know how *not* to be too soft
- We are afraid of alienating others; concerned that people will not like us
- We are uncomfortable in getting too much attention and having to defend our actions



Why we are too soft? (cont.)

- We are concerned that we might hurt someone's feelings
- We don't understand our job
- We are uncomfortable in asking for help
- We are concerned that tougher behavior will burn bridges, be career limiting



Not being too soft...

- Doesn't mean you have to be:
Rude, insensitive, arrogant, or a bully
- None of these attributes are acceptable - *EVER!*



Will Too-Soft Behavior Win Friends and Respect?

The opposite effect will occur long term

- You will lose respect as a leader
- Your project's outcome will be negatively affected
- Your career will become stagnant... or shortened



Are You Up to Being an Effective and Successful PM?

- Do you have difficulty in making unpopular decisions?
- Do you allow what others think to be more important than what you think about yourself?
- Do you follow the “squeaky wheels” instead of your inner compass?
- Don't despair...



The Main Messages

- You are fully accountable for the successful outcome of your project
- Take charge and drive your project as if your business and future depends on it ...*because it does!*



**Your career clock is ticking...
now, go make a bigger
difference!**

