The Human Factor in Project Management

Leading Project Teams to Breakthrough Success
What we will cover

- How to Understand Your Behaviors and Patterns
- Human Needs Psychology
- Your 6 Basic Human Needs
- The Impact of Those Needs on Behaviors
- Key Decisions
“When dealing with people, remember you are not dealing with creatures of logic, but creatures of emotion.” ~ Dale Carnegie
Why do so many projects fail?
The most common reason that projects fail, is that your teams’ needs aren’t being met.
“I love working on projects, it’s the people I can do without.”

~ Actual Quote from a Project Manager
Is this what your project teams look like?
Or is *this what* your project teams look like?
How can we form more effective teams right from the start?
To become an extraordinary leader, you must develop an extraordinary psychology.
You must understand the driving force in the other person’s life.

And it helps to first understand your own...
A New Model For Building Sustainable Teams
Human Needs Psychology
The 6 Basic Human Needs

Certainty
The 6 Basic Human Needs

Key Words:
Comfort, Security, Stability, Protection, Predictability
The 6 Basic Human Needs

Uncertainty or Variety
The 6 Basic Human Needs

Key Words:
Fear, Instability, Change, Chaos, Suspense, Surprise, Risk, Crisis
The 6 Basic Human Needs
The 6 Basic Human Needs

Key Words:
Pride, Perfection, Evaluation, Competition, Achievement, Performance
The 6 Basic Human Needs

Significance is the single biggest contributor to conflict on your teams!
The 6 Basic Human Needs
The 6 Basic Human Needs

Love/Connection
The 6 Basic Human Needs

Key Words:
Togetherness, Unity, Warmth, Teamwork
The 6 Basic Human Needs

Growth
The 6 Basic Human Needs

Key Words: Development, Inspiration, Challenge, Learning
The 6 Basic Human Needs

Contribution
The 6 Basic Human Needs

Key Words:
Giving, Mentoring, Generous, Teaching
The 6 Basic Human Needs

Those first 4 needs are the needs of the personality - survival needs. The last 2 needs are spiritual needs and are essential to fulfillment.
The 6 Basic Human Needs

Think about your top 2 needs. Those are your driving needs.
The 6 Basic Human Needs

Exercise #1

Know Your Human Needs
The 6 Basic Human Needs

Impact on change

Strategies to respond
As leaders, you need to know:

How well are team members’ needs being met?

How can we find new ways to meet them without compromising the goals of the project?
Key Decisions
Four Basic Qualities of Key Decisions:
Four Basic Qualities of Key Decisions:

1. The earlier the decision, the more powerful it will be.
Four Basic Qualities of Key Decisions:

2. The more urgent the circumstances, the more influential the decision will be.
Four Basic Qualities of Key Decisions:

Four Basic Qualities of Key Decisions:

4. Key Decisions are reinforced with repetition and reward.
The 6 Basic Human Needs

Exercise #2
Your Key Decisions
We’ve covered a LOT of material in this course.

“I know this stuff.”
We all have the same 6 basic human needs

Our Key Decisions shape the course and quality of our lives

You must develop an extraordinary psychology - including becoming emotionally fit
Thank you! Questions?
Contact me for more info

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