

CV <b>Sarah Johnson</b>	Job Title <b>Senior Project Manager</b>
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- Top 5 CV Strengths**
- 8+ years of end-to-end project delivery experience across complex, multi-stakeholder environments — *but CV does not show specific project sizes or budgets managed*
  - Strong track record in cross-functional team coordination and driving alignment between technical and business teams — *but CV does not show measurable impact metrics on team performance*
  - Proven ability to manage competing priorities and deliver projects on time under tight deadlines — *but CV does not show specific tools or methodologies used for prioritization*
  - Demonstrated experience with risk identification and mitigation planning in previous roles — *but CV does not show scale of risk management frameworks applied*
  - Effective written and verbal communicator with experience presenting project updates to senior leadership — *but CV does not show frequency or format of executive-level reporting*

#	Gap Summary	Gap Impact	Interview Questions	Gap Bridging Ideas
1	<b>Limited Agile Project Management Experience</b> CV shows project management experience but lacks formal agile methodology training and sprint-based delivery experience. <b>HIGH</b>	<b>IMPACT ON MANAGER</b> Manager must provide extensive guidance on sprint planning and agile ceremonies implementation. <b>IMPACT ON ORGANIZATION</b> Team velocity may be impacted during transition period and potential delays in project delivery.	Your CV shows limited experience with agile methodology training and sprint-based delivery experience. How would you transfer your existing skills to quickly adapt in this area?	Enroll in Certified Scrum Master (CSM) or PMI-ACP certification course Shadow experienced Scrum Master for 2-3 sprints to learn facilitation techniques Start with managing smaller pilot project before taking full team responsibility
2	<b>No Experience with Stakeholder Management</b> CV does not show experience leading stakeholder meetings or managing executive-level communications in previous roles. <b>HIGH</b>	<b>IMPACT ON MANAGER</b> Manager needs to attend critical stakeholder meetings initially and coach on communication strategies. <b>IMPACT ON ORGANIZATION</b> Risk of miscommunication with key stakeholders and misaligned project expectations.	This role requires stakeholder meetings and executive-level communications, which isn't strongly reflected in your CV. Walk me through how you'd approach learning this if you joined us.	Pair with senior PM on stakeholder presentations and executive briefings Complete workshop on executive communication and influence without authority Start managing internal stakeholders before engaging with external clients
3	<b>Limited Budget Management Experience</b> Experience shows project coordination but minimal financial forecasting, budget tracking, or vendor negotiation responsibilities. <b>MEDIUM</b>	<b>IMPACT ON MANAGER</b> Manager must review budget forecasts and provide guidance on cost control strategies regularly. <b>IMPACT ON ORGANIZATION</b> Potential budget overruns if financial tracking and vendor negotiations are not closely monitored.	I notice your background doesn't heavily feature financial forecasting and budget tracking. Tell me about a time you successfully picked up a similar skill outside your comfort zone.	Complete finance for non-financial managers course to understand P&L fundamentals Work with finance team to understand budgeting processes and approval workflows Manage smaller departmental budget before handling full project financial responsibility
4	<b>No Experience Leading Remote Teams</b> All previous roles involved co-located teams with no virtual collaboration or distributed leadership experience. <b>MEDIUM</b>	<b>IMPACT ON MANAGER</b> Manager needs to provide coaching on remote team engagement and distributed collaboration practices. <b>IMPACT ON ORGANIZATION</b> Team cohesion and productivity may suffer without effective remote leadership strategies.	Your experience seems light on virtual collaboration and distributed leadership, but this role demands it. How do you typically handle learning something entirely new?	Attend training on leading distributed teams and virtual collaboration best practices Learn from experienced remote team leaders through mentorship and observation Implement structured check-ins and use collaboration tools to maintain team connection
5	<b>Limited Change Management Knowledge</b> No formal change management training or experience implementing organizational change initiatives at scale. <b>LOW</b>	<b>IMPACT ON MANAGER</b> Manager provides guidance on change management frameworks and resistance mitigation strategies. <b>IMPACT ON ORGANIZATION</b> User adoption of new processes may be slower without structured change management approach.	This position needs implementing organizational change initiatives at scale. What's your strategy for closing gaps like this quickly?	Complete change management certification (e.g., Prosci ADKAR methodology) Study internal case studies of successful organizational changes Collaborate with organizational development team on change initiatives