

THE 0-4 MODEL FOR PROJECT WORK

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And easy way to figure out where you belong in a project. But remember - people are complex and not just numbers.

0 - WRONG TASK

Someone who is a 0 has been given the wrong task, or is simply unable to do the job. Asking me to translate a technical failure from Russian to Chinese will result in zero results. I simply can't do it.

Focus: Finding someone else to do it!



1 - UNSKILLED WORK

It's just about doing tasks without really knowing much about how to do them. Requires strong direction, has little autonomy, low responsibility.

Focus: Just doing it, and not asking too many questions. Don't worry.

2 - EXPERT WORK

Rough guidance from above should lead to very good results. There's a high level of method freedom. 2s often work alone or in small self-organised teams.

Focus: Producing awesome results, and not getting annoyed when plans change.



3 - COORDINATION

Getting others to do things without getting bogged down in doing them yourself. Leaving details to others, and not micromanaging too much.

Focus: Keeping own team motivated, productive and on track.

4 - OVERVIEW

The overall project boss. Must be able to delegate and make decisions. Has vision and an eye on everything, but shouldn't have a hand in everything.

Focus: Providing vision, making decisions, solving conflicts. Letting go!

