



TEAMHEALTH FLASH CARDS

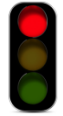
Quick glance cards to help you answer the TeamHealth assessment questions!

Vision

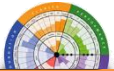
Vision & Purpose



I totally understand the purpose of our team and can articulate it. I know our customers well.



No one including me knows what we're doing, why or who our real customer is!



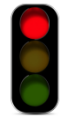
CLARITY

Vision

Measure for Success



We're clear on how our success is being measured (definition of done, ROI, MVP, date ..etc.)



No clue, maybe the PO knows this but we haven't talked about this as a team.



CLARITY

Planning

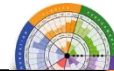
Roadmap



We have clarity on our deliverables over the **next few quarters**. We even see our roadmap visibly!



No idea, the PO might know this but we haven't talked about this as a team.



CLARITY

Planning

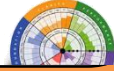
Mid-Term Plan



We have clarity on our deliverables over the **next few iterations/ months**. We even see our release plan visibly/ electronically!



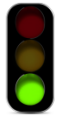
We don't plan that far out, we just know what we're working on now.



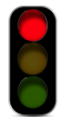
CLARITY

Planning

Short-Term Plan



We have clarity on our deliverables over the **next few weeks**. We review the stories every day on our physical/ electronic wall.



We're going day by day and don't even have a weekly plan.



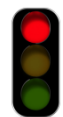
CLARITY

Roles

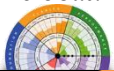
Role



I understand my role and what is expected of me. I have clarity on my team members roles as well.



I'm not really sure what my role is. I think many others are in the same boat.



CLARITY

Roles

Generalizing Specialist



We understand and practice being 'generalizing specialist' and helping each other as needed. We do this well!



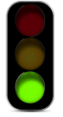
We're still stuck in 'not my task' and role specialization.



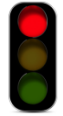
CLARITY

Confidence

Product Owner



As a PO I have high confidence in this team's ability to meet our current goals.



As a PO I am very concerned about our ability to meet our current goals.



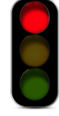
PERFORMANCE

Confidence

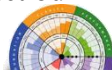
Team



As a team member I have high confidence in our ability to meet our current goals. I feel we're heading in the right direction.



As a team member I am seriously concerned about our ability to meet our goals.



PERFORMANCE

Confidence

Stakeholders



As a stakeholder I feel confident in this team's ability to meet the current goals.



As a stakeholder I am concerned about this team's ability to meet the current goals.



PERFORMANCE

Measurement

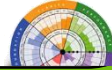
Predictable Velocity



For the past several iterations, our target points vs actual are within 10% variance. Ex: 90pts out of 100 are done.



Sounds great but we don't even track velocity right now 😊.



PERFORMANCE

Measurement

Time to Market



We deliver business value to our PO as frequently as they desire (ex: production releases)



Our PO feels that we are very slow to deliver value and we always hear 'it takes too long'.



PERFORMANCE

Measurement

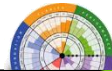
Value Delivered



Our PO shares the business value with us, assigns metrics to it and measures it post release! We got this ROI thing covered!



Yeah, that would be awesome but none of that is really happening.



PERFORMANCE

Measurement

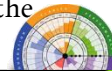
Quality



We have very little to no quality and rework issues that escape our team.



We have a ton of quality/rework issues and they are holding us back and frustrating the customer.



PERFORMANCE

Measurement

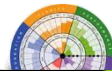
Response to Change



Our team is pretty good at responding to business changes while our PO is great at keeping us focused within an iteration.



Nope, we're flying by the seat of our pants **OR** we have a THICK red tape process for any changes 😊



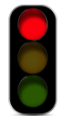
PERFORMANCE

Team Facilitator

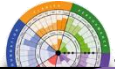
Effective Facilitation



Our team facilitator is very effective at preparing, scheduling and executing our Agile meetings in an efficient and collaborative manner..



We don't have someone doing this OR they don't do this well yet.



LEADERSHIP

Team Facilitator

Servant Leadership



Our team facilitator demonstrates the traits of Servant Leaders and walks the walk.



We don't have someone doing this OR they lead using more of a controlling/directive style.



LEADERSHIP

Team Facilitator

Impediment Mgmt.



Our team facilitator manages impediments effectively (within our team and across teams).



We get stuck a lot with many issues that are beyond our control.



LEADERSHIP

Solution Lead

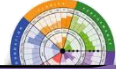
Servant Leadership



Our solution lead(s) aim to help our team grow our skills through mentoring, pairing and leading solution design sessions.



We don't get much mentoring, everyone is on their own to sink or swim.



LEADERSHIP

Solution Lead

Technical Leadership



Our solution lead(s) provides the technical vision and guidance we need. They stay engaged and plan ahead.



We run into technical issues and don't have the skills to solve them.. We lack technical vision



LEADERSHIP

Product Owner

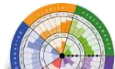
Engagement



Our PO is engaged with the team and is available to answer questions and give feedback. They engage the sponsors and stakeholders effectively.



Our PO is very busy so we have one or many proxies playing their role.



LEADERSHIP

Product Owner

Backlog Mgmt.



Our PO is effective at keeping the backlog groomed and ranked. We have good acceptance criteria for our stories.



We have no clear backlog, no release plan and no clear acceptance criteria.



LEADERSHIP

Product Owner

Leadership



Our PO is effectively leading us towards the desired vision and maximizing the value we deliver.



We get work done but don't get feedback if we're on the right track or not to meet the vision.



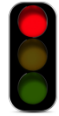
LEADERSHIP

Manager

Servant Leadership



My manager demonstrates the traits of Servant Leaders and walks the walk.



My manager leads using more of a controlling/directive style.



LEADERSHIP

Manager

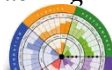
People Development



My manager cares about me and my career growth. He/she helps me develop my skills and coaches me.



I hardly see my manager, when we do it's very task focused. Not much coaching going on.



LEADERSHIP

Manager

Process Improvement



My manager is a change agent who is effective at improving processes. Making things better is a priority for him/her.



My manager still manages tasks and puts out fires so he/she doesn't have time to lead process improvement.



LEADERSHIP

Team Dynamics

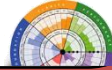
Happiness



I enjoy working with this team. I'm happy being here.



I wish I worked somewhere else!



CULTURE

Team Dynamics

Collaboration



We collaborate very effectively as a team through frequent face to face (or video) working sessions.



Our team communicates via emails mostly and when we meet it's rough!



CULTURE

Team Dynamics

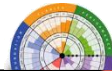
Trust and Respect



My opinion matters and I feel respected. We have a healthy relationship and can speak openly and honestly with each other.



I don't feel my opinion matters. I don't feel safe to speak openly.



CULTURE

Team Dynamics

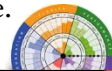
Creativity



Our team is encouraged to be creative and think outside the box to find solutions.



We don't have time to be creative OR creativity is not really encouraged around here.



CULTURE

Team Dynamics

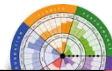
Accountability



Our team members do what they say they'll do. We hold each other accountable for this.



I feel some of us drop the ball or don't own things to completion. We don't speak up about this.



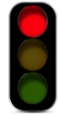
CULTURE

Agility

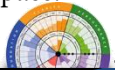
Sustainable Pace



Our team is working at a sustainable pace with minor overtime. We have a healthy work/life balance.



Our team is burning out and very stressed. We can't continue to work at this pace.



FOUNDATION

Agility

Self Organization



Our team is empowered to define 'how' to deliver on our PO's vision. We've also defined clear team norms and expectations.



Our team needs to frequently ask our boss/leader for direction or approval.



FOUNDATION

Agility

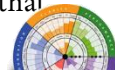
Technical Excellence



Our team follows engineering best practices and has automated build, testing, integration and deployment tasks. We have the right tools to succeed.



Engineering best practices? Automation? No one has time for that.



FOUNDATION

Agility

Planning & Estimating



Our team is pretty effective at planning our work (breaking epics down, sizing, planning ahead ..etc.)



We struggle with breaking down epics and sizing OR we 'fly by the seat of our pants' 😊



FOUNDATION

Agility

Effective Meetings



Our core Agile meetings run pretty efficiently. We get good value from each one.



We dread going to our Agile meetings, they don't add value at all!



FOUNDATION

Structure

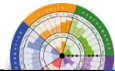
Size & Skills



Our team has the right size and the right skills to deliver on our PO's vision.



We don't have the right people/skills to deliver our goals OR our team is too large/small.



FOUNDATION

Structure

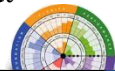
Allocation & Stability



Our core team is dedicated to the team and our team is stable with little resource shifting.



Many team members are multi-tasking across other teams and priorities. People are moved in/out frequently.



FOUNDATION

Structure

Environment



Our team has an effective collaboration workspace to meet and work together face to face (or virtually).



Not really, we're all in our own cubes with limited collaboration space. OR we're distributed and our collaboration is ineffective.



FOUNDATION

Facilitator Cheat Sheet



Pre Assessment:

- Confirm team is setup in AgilityHealth with the right roles and Stakeholders
- Schedule session and provide purpose and agenda
- Launch assessment for stakeholders 1 week before the retrospective
- Ensure participants will attend, print TeamHealth flashcards

Post Assessment:

- Setup Scrum Master as team admin so they can manage growth backlog
- Provide PDF output to the team or access to login
- Add your assessment notes/observations and team maturity rating in the “Edit Assessment” page
- Make sure org growth items are brought to leadership attention
- Debrief session results with managers

Facilitator Talking Points:

Introduction - Neutral AgilityHealth Facilitator

Tactical vs. Strategic Retrospectives

Quick 5 TeamHealth dimension overview

Output is the radar and growth plan

Responses are anonymous

Emphasize entry of textual good responses to provide context

Don't speed ahead on the survey! Stay with the team

Ratings are from 1 to 10 or N/A.

Let's setup our team norms!