Visualizing Team Health and Wellbeing

The following options are intended as starting points for conversation. Experiment with things that make sense for your context. Capture multiple sets of data. Make things visible. Discuss what emerges. And then do more experiments and analyze the results. Rinse & Repeat. (Analysis without numbers is only an opinion. And if all we have are opinions, let’s go with mine.)

**Gallup Q12**

**Mood App**
- https://www.moodapp.mobi/

**TeamMood**

**eNPS**
- DIY Survey or SaaS

**Comparative Agility Survey**
- https://www.comparativeagility.com/

**Crisp Happiness Index**
- http://dna.crisp.se/docs/happiness-index.html

**Team Barometer**
- https://blog.crisp.se/2014/01/30/jimmyjanlen/team-barometer-self-evaluation-tool

**Spotify Team Health Check**

**Lean Agile Intelligence**
- https://www.leanagileintelligence.com/

**Team Morale Metric**
- http://teammetrics.apphb.com/

**Happiness, Innovation & Productivity**
- DIY Survey

**OfficeVibe**
- https://www.officevibe.com/

**15Five**
- https://www.15five.com/product/

**Happiness Wall / Window**
- https://www.happymelly.com/the-happiness-door-bring-your-own-bottle/

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**Who A Health Check Model is For**

There are two stakeholders for this model:

- **The team itself.** To help build up awareness and then to discuss what’s working and what’s not.

- **People supporting the team.** Sponsors, Product Owners, Managers and Coaches that work with the team - to get a high level view of the good stuff as well as the pain points. These stakeholders can also look for patterns across the organization.

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**What It is Not**

- **A competition nor a comparison across teams.** It is a visualization tool to be used for support. The organization’s attitude should be “how can we help?” and not “why is this team worse than the others?”

- **An incentivized model**—there should be no reason for a team to want to game things just to “look good.” This model is meant solely as a tool to help focus team improvement efforts, for the sake of improvement alone.

- **“Once and Done.”** Like everything we do, we inspect and adapt. If this model helps teams, keep doing it. If there are ways to make the model more useful, try them. If a team finds no value in this, stop it.

- **As George Box said, “all models are wrong, but some are useful.”**

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IDEAS for RESILIENCE

Thank
Thank someone and be appreciative toward your colleagues, every single day.

Experience
Experience new things, try stuff out, and let people run all kinds of experiments.

Give
Give something to another person or make it possible for others to offer gifts.

Hike
Hike outdoors, enjoy nature, and allow people an escape from the office and the city.

Help
Help someone who is in need of assistance, or enable colleagues to help each other.

Meditate
Meditate and get people to learn and adopt mindfulness practices.

Eat Well
Eat well, and make good, healthy foods easily available for everyone.

Socialize
Socialize, relate to other people, and make it easy for colleagues to develop connections.

Exercise
Exercise and work out regularly and make it easy for people to take care of their bodies.

Aim
Aim for a goal and get people to understand and realize their own purpose.

Rest
Rest well, sleep sufficiently, and enable colleagues to refresh their minds.

Smile
Smile whenever you can, appreciate humor, and get colleagues to engage in fun activities.

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