Getting to know “new-to-you” teams: self-assessments that are worth a damn

Guiding Assumptions

1. Teams are best equipped to evaluate their own maturity and practices
2. Teams need to be in control of their own data
3. Leaders + Teams both need to do self-assessments

Vital Signs

- Quick + simple
- Sensitive to change
- Indicate when further investigation is needed

Happiness Pulse
- How happy are you in your role on the team?
- How happy are you with the company as a whole?

Agile Principles

- High validity
- Drives conversation around mindset
- Shift the question to focus on mindset or behaviors

Rating Scale
- On a scale of 1-5, how strong/important/active is this principle in your team?
- What’s the primary reason for your response?
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## Games
- Conversation is the goal
- Co-create map for getting more value from principles + practices
- Ideal for leaders + teams

### Game ideas
- The Challenges We Solve Game (across teams)
- The Focus Game (newer teams)

## Data + People
- Teams own their data + involved in meaning-making
- Be data-informed vs. data-driven
- Make data visual

### Data is more than the numbers
Participation, assessment preferences of the team, willingness to share results, indications of honesty/courage are all valuable data points.

## References
- Twin Cities Agile Transformation Leaders Meetup, Fall 2017 (Happiness Pulse)
- Ben Linders, [www.benlinders.com](http://www.benlinders.com) (Self-Assessment Games)
- Agile Reactor, "How Agile Is Your Team?" on Medium, May 13, 2018

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**Let’s be friends!**

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