

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?

Notes



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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.

Notes

References

Twin Cities Agile Transformation Leaders Meetup, Fall 2017 (Happiness Pulse)

Ben Linders, www.benlinders.com (Self-Assessment Games)

Agile Reactor, [“How Agile Is Your Team?” on Medium, May 13, 2018](#)

Let's be friends!

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