



TEAM ASSESSMENT SAMPLE

Category	Topic Area	Ad hoc Agile (0)	Doing Agile (1)	Being Agile (2)	Thinking Agile (3)	Cultural Agile (4)	Current Level (0-4)
E n a b l e m e n t	Team Size	>20	Recognized the benefit of a smaller team size & in the progress of creating smaller teams.	<20	<10	7 +/-2	
	Dedicated Resources	Most members are working on multiple teams or multiple projects	Majority of the team members are 55% dedicated	Majority of the team members are dedicated 75%	Majority of the team members are dedicated 85%	Majority of the team members are 100% dedicated to the team	
	Complete Commitments	No team commitments.	Team commits but struggles with delivery	Team often meets commitments	Team regularly meets commitments & understands they are responsible to deliver	Ownership of the whole product is established, team is committing and delivering.	
	Agile Mindset	No understanding of Agile	Doing the mechanics, ex. performing the scrum practices but does not understand the benefits	Starting to learn the underlying principles and theory, Self policies and reinforces use of agile practices, starting to think how to improve work	Majority of the team can explain the benefits and understands the "Agile Mindset", team is making continuous improvements regularly	Creating new approaches and adapts new ways of working, experimenting and continuously improving	
O p w r n o e d r u s c h i p	Vision clearly articulated with the Product roadmap & release plan available	Not defined	Written some where and only the PO knows	Written definition and well known by the team members & those involved	Can be clearly articulated by some team members & those involved	Simple and clear that can be articulated by everyone	
	Backlog grooming performed regularly and prioritized	Stories are not ready for the team to work on prior to starting work on them and there is no prioritization	Team understands frequent grooming is important and making progress, starting to prioritize backlog	50% of the stories are ready when needed and prioritized	Just enough stories are ready & prioritized	There are always more than enough stories ready & prioritized	
	Product is potentially shippable	Every 6 months	Every 3 months	Every 3 weeks	After each iteration	On demand	
T e a m P r a c t i c e s	Standups (on time, attended, and effective)	Not being held or no cadence	Held regularly, relies on one person to start/facilitate, often more than 15 mins	Less than 20 mins, raises blockers/impediments, understands the purpose of the standup	Runs well, no longer relies on a person to be officially responsible for the meeting, does on the spot analysis to meet their team goals	Adapts to the needs of the team	
	Retrospectives (attended, produces action items)	Not being held	Held but not regularly	Held regularly and produces action items, sometimes key metrics are reviewed	Held regularly, enjoyable, produces action items that are acted on, key metrics reviewed, collaboration on how to improve	Creatively run, format varies, produces new ideas/innovations that are acted on, key metrics discussed on improvement efforts	
	Reviews (attended & effective)	Not being held	Held but not reviewing all stories, not prepared, no feedback	Held at least every 4 weeks, team is prepared, and feedback is encouraged. Feedback is captured for future stories	Is a team norm, held after every iteration, feedback captured, people are attending and demonstrate value to the stakeholders	Actively involving stakeholders, working closely together during reviews, identifying value, feedback captured	
	Planning meetings attended & effective	Sometimes are held	Held regularly & attended by the PO and team members, PO adds work during the iteration	Majority of the team and PO attends,	PO inspects and adjusts regularly,	PO continuous collaboration with team,	



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Engineering	Continuous Integration (Merging all development code)	Not implemented or long running branches	Code is integrated frequently and manually run. No urgency to fix failures as soon as possible.	Run every hour and failures are beginning to be fixed quickly	Run every 15 minutes, everyone halts until failures are fixed	Run on every code commit (check-in)	
	Continuous Delivery (Develop/build/test and release. Deployments to production is manual)	Not implemented	Code is integrated frequently, all testing (including security) is ran and manually deployed	Code is integrated frequently, all testing (including security) is performed and deployed every hour	Code is integrated frequently, all testing (including security) is performed and deployed every 15 minutes	Deployed on every code commit	
	Test Automation	Not implemented	Moving toward automated testing	30% of regression testing automated and 50% of new stories automated	75% of regression testing automated and all new stories have automated testing	Decrease in defects, automated testing run after commits, Automatic build & regression testing	
	Testing Implementation (Frequency of testing to release time)	Within 12 weeks or longer	Within 8 weeks	Within 4 weeks	Testing is completed & defects fixed within the iteration	Immediately after story is coded and utilizing TDD/ATDD/BDD	
Organizational	Organizational structure	Function and project based	Understanding to restructure around product and teams with silos	Silos starting to break down and attempts to support product and delivery teams	Organization focused on product and delivery teams, managers transitioning to servant leaders	Organization is based on product and delivery teams	
	Funding (per project, quarterly, etc)	Project funded, requires full set of requirements, success is defined by implementing all requirements	Project split into multiple releases and changes to requirements are supported	Projects are funded quarterly with only scope needed during that time	Projects are funded less than quarterly and are focused on short MVP/MVI	Funding at the portfolio level or for each value stream. Success is determined by the amount of value (shippable product) produced	
	Business & Development Relationship (handoff, daily interaction)	Handoff, interactions are weekly	Supportive to move toward agile, interactions are increasing	Product owners are working with the team	Product Owners are part of the team, trained, and empowered	Daily interactions	
	Measurable Business Outcome	No Business Outcomes	Internal focus on story points as business value. More focus on Output Measures (# of stories, points, velocity, etc).	Releases tied to ROI. Starting to focus on Outcome Measures (NPS, repeat business, etc.).	Direct Business Outcome tied to 65% of the stories (Outcome Measures)	Direct Business Outcome tied to each story.(Outcome Measures). Sees value in refractoring, upgrades, and care of the product, high amount of trust	
Continuous Learning	Experimental Mindset (fosters experiments)	Team has fun working together	Team likes technologies and the methods used, no new things are learned	New things learned every iteration, but few ideas are implemented	New ideas and improvements are being captured and implemented, starting to have an experimental mindset	Team has a experimental mindset and fosters experiments	
	Theory of Constraints (TOC) acknowledge	Unaware of TOC	Identifying bottlenecks and everyone agrees, utilizing WIP	Everyone agrees on the type of solution, ensuring quality is being fixed at the source, little rework	Effectively monitoring WIP, optimizing the process, Learning from failure	Systematically improving bottlenecks until it is no longer the limiting factor	
	Expansion of skills	Works in silo and rarely communicates with team members regarding work	Frequently asks for help when something is not understood, practicing what is learned	Observing experienced team members at work (sharing knowledge)	Team tries new ways for doing work and exploring alternative methods	Team is flexible and easily adapts to changes, continuously finding ways to	