

The HUMAN SIDE of AGILE

GIL BROZA

How to Help Your Team Deliver



Supplementary resource for the book *The Human Side of Agile*. More at www.TheHumanSideOfAgile.com

Keep up the Good Work: Ten-Point Team Checkup

Even when your Agile team has been in the “performing” stage for a few months, there is no guarantee that they’ll stay there. Keeping them performing, or correcting setbacks, is highly contextual; it is a people matter more than a methodology matter. Use this quick checkup form to take care of the first order of business: understanding where they are *now*.

1. Does the team still engage in healthy debate and a continuous examination of their situation?
2. Are the team members who thrive on change and variety getting these needs met? Are the members who prefer stability and slow, gradual change happy or freaking out?
3. Do they regularly break out of their routine for team-building or learning activities? Are they avoiding the potential rut of the iterative Agile life cycle or the Lean flow?
4. Are extra duties (such as production support and legacy fixing) sapping their energy? Are those duties getting worse or better?
5. Do the process and teamwork result in the right balance of effectiveness and efficiency? Have recent changes in process and teamwork been driven by passion for value creation, or by fear and organizational “noise”?
6. Are their methods suitably defended (or celebrated) outside of the team?
7. If the team needs to expand, can that happen smoothly?
8. Do they have each other’s back?
9. Are they learning – and doing so effectively?
10. Is each team member growing personally at his or her comfortable pace? Are those keen on developing their craftsmanship actually doing that?