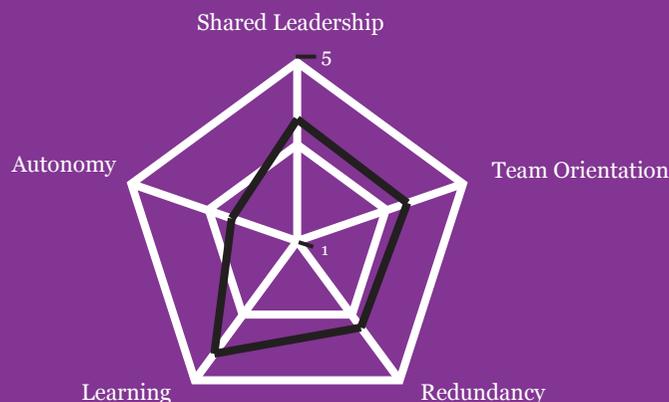


AGILE TEAMWORK

Goal: Identify which agile teamwork factors need attention in your team

To address the increasingly knowledge-oriented nature of our work, modern organisations increasingly work in self-managing project teams. Such teams share certain characteristics:

Shared Leadership	The team has a shared mental model and decision authority.
Team Orientation	Indicates how cohesive the team is.
Redundancy	Enables shifts in workload and allows team members to provide mutual assistance.
Learning	Interdisciplinary knowledge acquisition can boost self-optimization in the environment.
Autonomy	When external influences are not a strong factor, <i>groupthink</i> is encouraged.



How can I use it?

- 1 Introduce** the theory and questionnaire. The questionnaire can be useful if the team aims to be high-performing and wants to gain insight into which aspects need attention.
- 2 Ask team members to fill in** the questionnaire anonymously.
- 3 Calculate the score** for each characteristic for each team member by averaging the responses for all questions belonging to that characteristic. The responses are on a scale from 1 (=strongly disagree) to 5 (=strongly agree). Calculate the team score by averaging the responses of all team members.
- 4 Reflect** with the team on the results. What does the team think they could improve on?

AGILE TEAMWORK

Fill in the questionnaire anonymously, calculate the average score for the entire team and discuss with the team how you can improve.

Operations

		1	2	3	4	5		
SHARED LEADERSHIP	I feel everyone is involved in the decision-making process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	strongly disagree	
	I feel team members consult other team members before making important decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel the team vision is well defined and presented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel the team is designed (and redesigned) according to its purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		+ Your perception:						
		_____ / 4 = _____						
TEAM ORIENTATION	I feel the team takes into account alternative suggestions in team discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel the team values alternative suggestions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel team members relate to the tasks of individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I regularly give co-workers constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		+ _____						
		_____ / 4 = _____						
REDUNDANCY	I feel it is easy to complete someone else's task	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel I get help if I get stuck	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I help others when they have problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel it is easy to substitute a person if someone leaves the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		+ _____						
		_____ / 4 = _____						
LEARNING	I feel the team keeps what works well in the development process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel the team improves the development method when problems are identified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel the team gives feedback on all aspects of each other's work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		+ _____						
		_____ / 3 = _____						
AUTONOMY	I feel the team does not lose resources to other projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel people and groups outside the team do not have influence over important operational decisions in the project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	I feel decisions made by the team are respected by people and groups outside the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		+ _____						
		_____ / 3 = _____						

AGILE TEAMWORK

Fill in the questionnaire anonymously, calculate the average score for the entire team and discuss with the team how you can improve.

Operations

TEAM SCORES

SHARED LEADERSHIP

TEAM ORIENTATION

REDUNDANCY

LEARNING

AUTONOMY

