Team Health Analysis Worksheet

Team Health Radar – Analysis Workshop

Name of the REAL Team you are analyzing: _____

Team Health – Qualitative Observations (from the blank radar)	Team Health – Quantitative Observations	Top 3 Opportunities for Growth:
Example: My team is doing well in this areas… but struggling in these areas…		

Team Health Analysis Worksheet

Team Health Radar – Systems Thinking Workshop

The Iceberg
A Tool for Guiding Systemic Thinking

Events
What just happened? — React

Patterns/Trends
What's been happening?
Have we been here or someplace similar before? — Anticipate

Systemic Structures
What are the forces at play contributing to these patterns? — Design

Mental Models
How does our thinking allow this situation to persist? — Transform
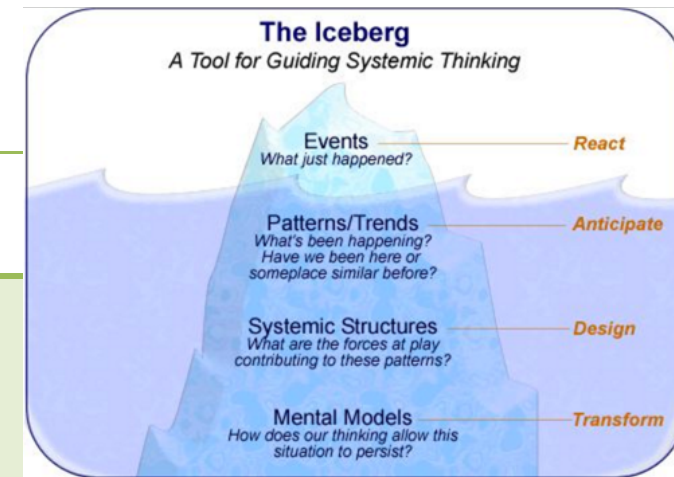
Systems Thinking Exercise
Pick one area of growth/opportunity from the three above, and apply it below.

Events – What happened? What's the symptom?

Patterns/Trends – Have we struggled with this in other teams or in the past?

Systemic Structures – What processes, structure or environmental conditions could be re-enforcing this?

Mental Models – What behaviors or mindsets will we need to change? How do we shift?

Team Health Analysis Worksheet

Team Purpose Workshop

Team Purpose	Customers/Personas	Services/Job They Hire us For & Measures for Success

Team Norm(s) with Gaps	Future Desired Norm(s):
I've observed my team struggling with these norms/behaviors below:	*I would like their future norms to encourage this behavior:* *My role to impact this is:*

Team Health Analysis Worksheet

Role Reflection Workshop | ROLE: _____

Current State	Future State

Role improvement ideas for YOUR real team:	Ideas:

Team Health Analysis Worksheet

Business Value Points - Workshop

Feature/Deliverable Title	Business Value Calculation	Total Points

Team Health Analysis Worksheet

Stability and Focus – Workshop | Team: _____

Lack of Stability / Focus Symptoms	Ideas for Growth and Improvement

Pulling it All Together – Workshop | Team: _____

Top 3 Opportunities for Growth	Ideas for Growth and Improvement

Team Health Analysis Worksheet

Writing Organizational Growth Stories – Workshop

Organizational Growth Area (Obstacle)	Story and Acceptance Criteria (for next three months)
Owner?	

Example:

We need to implement test automation so that we can reduce the number of escaped defects.
Acceptance Criteria:

- Review/evaluate test automation tools and decide on specific one.
- Hire a test automation engineer.
- Identify the top critical path test scenarios to automate.

Team Health Analysis Worksheet

Mirror Mirror on the Wall – Workshop

Behavior	Behavior
Why I do it	**Why I do it**
How I can change it	**How I can change it**

Team Health Analysis Worksheet

Gift Giving and Feedback – Workshop

Feedback I've Received

My Growth Plan – Workshop

What I can do in the next 3 months to grow as a leader