

link : <https://labs.spotify.com/2014/09/16/squad-health-check-model/>

## **1 First slide**

### **1.1 Squad Health Check model**

version 1, September 2014

#### **1.1.1 What is this?**

- A workshop & visualization technique for helping squads\* improve

#### **1.1.2 Who is it for?**

- The squad itself
- People supporting the squad (managers, coaches, etc)

#### **1.1.3 How to use the model**

- Print the cards & laminate
  - Slide 2-5 = Awesome Cards (double sided)
  - Slide 6-9 = Voting cards (double sided)
- Get the squad together in a room
- Discuss the Awesome Cards. Each one is a health indicator with an “example of awesome”, and an “example of crappy”.
- Ask the squad how they feel about each health indicator, using techniques such as voting cards.
  - Green doesn’t mean Perfect. It just means the squad is happy with this, and see no major need for improvement right now.
  - Yellow means there are some important problems that need addressing, but it’s not a disaster.
  - Red means this really sucks and needs to be improved.
- Also discuss the trends (are things improving, stable, or getting worse?)
- Visualize the result, for example like this:
- Use the data to help the squad(s) improve

#### **1.1.4 Tips**

- These cards are just a starting point. Squad is free to add/remove/tweak the questions to match what they think matters.
- Make sure this is used to support the squads, not judge them!

Squad is Spotify’s term for a small, cross-functional, self-organizing development team

## **2 Second slide**

### **2.1 Delivering Value**

- We deliver great stuff! We're proud of it and our stakeholders are really happy.
- We deliver crap. We feel ashamed to deliver it. Our stakeholders hate us.

### **2.2 Easy to release**

- Releasing is simple, safe, painless and mostly automated.
- Releasing is risky, painful, lots of manual work and takes forever.

### **2.3 Fun**

- We love going to work and have great fun working together!
- Boooooooring...

### **2.4 Health of Codebase**

- We're proud of the quality of our code! It is clean, easy to read and has great test coverage.
- Our code is a pile of dung and technical debt is raging out of control.

### **2.5 Learning**

- We're learning lots of interesting stuff all the time!
- We never have time to learn anything.

### **2.6 Mission**

- We know exactly why we are here and we're really excited about it!
- We have no idea why we are here, there's no high lever picture or focus. Our so called mission is completely unclear and uninspiring.

### **2.7 Pawns or Players**

- We are in control of our own destiny! We decide what to build and how to build it.
- We are just pawns in a game of chess with no influence over what we build or how we build it.

### **2.8 Speed**

- We get stuff done really quickly! No waiting and no delays.
- We never seem to get anything done. We keep getting stuck or interrupted. Stories keep getting stuck on dependencies.

### **3 Third slide**

#### **3.1 Suitable Process**

- Our way of working fits us perfectly!
- Our way of working sucks!

#### **3.2 Support**

- We always get great support and help when we ask for it!
- We keep getting stuck because we can't get the support and help that we ask for.

#### **3.3 Teamwork**

- We are a totally gelled super-team with awesome collaboration!
- We are a bunch of individuals that neither know nor care about what the other people in the squad are doing.