

EXPLORING

SELF-MANAGEMENT



The game is designed to explore the concept of self-management in Scrum. It focuses on the three accountabilities in Scrum and that of the Leader. By playing the game, players will gain a better understanding of what self-management means and to identify patterns that emerge as they level up into maturity of each accountability.

1. Create a matrix where the vertical axis should represent the level of maturity, ranging from one to five. (Yellow cards) The horizontal axis should have the Scrum Master, Product Owner, Developer, and Leader. These are respectively the light blue, green, dark blue, purple cards.
2. Place the remaining accountabilities cards under the right column. To help you out, the color of the accountability cards should match that of the Scrum Master, Product Owner, Developer, and Leader.
3. Use the cheat sheet to check the results and have a conversation about self-management and the patterns that you see from level one till five.



Scrum Facilitators work globally with trainers in the Netherlands, United Kingdom, and Singapore. Our mission is to help professionals become awesome Scrum Facilitators by supporting Scrum Masters, Product Owners, Developers and Leaders. A Scrum Facilitator's work is based on Scrum Goals, Values & Principles. A Scrum Facilitator uses these aspects to support the effective use of Scrum in their organisation.

Scrum Facilitators is partners with **Scrum.org** and **ProKanban.org**. We design all classes to maximise the learning impact and student value. Our classes are highly interactive, industry relevant and an enjoyable learning experience. Each class has two certified, knowledgeable experts with extensive real-life experience.



All rights reserved Scrum.org. Original concept by RonEringa.com



LEVEL 1



EXPLORING SELF-MANAGEMENT

V1.0.0

LEVEL 2



EXPLORING SELF-MANAGEMENT

V1.0.0



LEVEL 3



EXPLORING SELF-MANAGEMENT

V1.0.0



LEVEL 4



EXPLORING SELF-MANAGEMENT

V1.0.0

LEVEL 5



EXPLORING SELF-MANAGEMENT

V1.0.0



SCRUM MASTER



EXPLORING SELF-MANAGEMENT

V1.0.0

20

FACILITATE

Plan & facilitates
all Scrum events

VALUE

Track progress &
visualizes work

20

FACILITATE

Plan & facilitates
all Scrum events

VALUE

Track progress &
visualizes work

#14

FACILITATE

Facilitates the
Scrum events

VALUE

Enables the
Developers to
track & visualizes
work

#14

FACILITATE

Facilitates the
Scrum events

VALUE

Enables the
Developers to
track & visualizes
work

15

FACILITATE

Help Scrum team
by facilitating
transparency,
inspection &
adaptation

VALUE

Enables Product
Owner to focus
on value delivery

15

FACILITATE

Help Scrum team
by facilitating
transparency,
inspection &
adaptation

VALUE

Enables Product
Owner to focus
on value delivery

#1

FACILITATE

Help
stakeholders
understand &
apply Agile
principles

VALUE

Focus on
continuous
improvements in
the value chain

#1

FACILITATE

Help
stakeholders
understand &
apply Agile
principles

VALUE

Focus on
continuous
improvements in
the value chain

FACILITATE

Help the organization to understand & apply Agile principles

VALUE

Enables the organization to continuously have impact on customers

8

FACILITATE

Help the organization to understand & apply Agile principles

VALUE

Enables the organization to continuously have impact on customers

PRODUCT OWNER



EXPLORING SELF-MANAGEMENT

V1.0.0

#3

VALUE

Focus on creating
requirements &
Product Backlog
Items

MANDATE

Executes plans &
decisions made
by stakeholders

#3

VALUE

Focus on creating
requirements &
Product Backlog
Items

MANDATE

Executes plans &
decisions made
by stakeholders

4

VALUE

Focus on creating
Sprint Goals &
Product
Increments

MANDATE

Has influence on
stakeholders in
making plans &
Product related
decisions

#4

VALUE

Focus on creating
Sprint Goals &
Product
Increments

MANDATE

Has influence on
stakeholders in
making plans &
Product related
decisions

9

VALUE

Focus on creating
value & process

MANDATE

Collaborate with
stakeholders to
make plans &
Product related
decisions

VALUE

Focus on creating
value & process

MANDATE

Collaborate with
stakeholders to
make plans &
Product related
decisions

10

VALUE

Focus on
continuous value
creation &
stakeholder
collaboration

MANDATE

Has mandate to
make Product
related decisions
& release plans

10

VALUE

Focus on
continuous value
creation &
stakeholder
collaboration

MANDATE

Has mandate to
make Product
related decisions
& release plans

6

VALUE

Focus on
continuous value
optimizing &
customer
collaboration

MANDATE

Is responsible for
planning, budget,
profits & loss of
the products'
value chain

#6

VALUE

Focus on
continuous value
optimizing &
customer
collaboration

MANDATE

Is responsible for
planning, budget,
profits & loss of
the products'
value chain

DEVELOPER



EXPLORING SELF-MANAGEMENT

V1.0.0

#7

SELF-MANAGING

Relying on the
Scrum Master to
facilitate them

COLLABORATION

Avoiding conflict
/ Pursuing
individual targets
/ generating
outputs

#7

SELF-MANAGING

Relying on the
Scrum Master to
facilitate them

COLLABORATION

Avoiding conflict
/ Pursuing
individual targets
/ generating
outputs

#13

SELF-MANAGING

Ensuring the
outcome of all
events & learning
the Scrum Values

COLLABORATION

Discovering
differences/
conflicts / shared
values

#13

SELF-MANAGING

Ensuring the
outcome of all
events & learning
the Scrum Values

COLLABORATION

Discovering
differences/
conflicts / shared
values

#12

SELF-MANAGING

Focused on
reaching Sprint
Goals &
improving quality

COLLABORATION

Using Scrum &
Agile principles as
a guideline for all
interactions

#12

SELF-MANAGING

Focused on
reaching Sprint
Goals &
improving quality

COLLABORATION

Using Scrum &
Agile principles as
a guideline for all
interactions

#18

SELF-MANAGING

Responsible &
committed to
continuously
deliver valuable
outcome

COLLABORATION

Collaborating
with stakeholders
to continuously
adapt

#18

SELF-MANAGING

Responsible &
committed to
continuously
deliver valuable
outcome

COLLABORATION

Collaborating
with stakeholders
to continuously
adapt

17

SELF-MANAGING

Accountable or
creating high
quality Products

COLLABORATION

Collaborating
with everyone to
participate in
sharing feedback
& learning

#17

SELF-MANAGING

Accountable or
creating high
quality Products

COLLABORATION

Collaborating
with everyone to
participate in
sharing feedback
& learning

LEADER



EXPLORING SELF-MANAGEMENT

V1.0.0

11

DELEGATION

Wants full control & has a directive communication style

MEASURING

Gives individual targets and on progress / efficiency/ quality & outcomes

11

DELEGATION

Wants full control & has a directive communication style

MEASURING

Gives individual targets and on progress / efficiency/ quality & outcomes

#5

DELEGATION

Wants to be in control & delegates less critical responsibilities

MEASURING

Gives team(s) targets and on progress / efficiency / quality & outcomes

#5

DELEGATION

Wants to be in control & delegates less critical responsibilities

MEASURING

Gives team(s) targets and on progress / efficiency / quality & outcomes

DELEGATION

Delegates more
important
responsibilities

MEASURING

Provides
boundary
conditions for
teams to set
their own targets

DELEGATION

Delegates more
important
responsibilities

MEASURING

Provides
boundary
conditions for
teams to set
their own targets

#2

DELEGATION

Delegates all but critical decisions & responsibilities

MEASURING

Creates an environment where teams can self-manage & create value

#2

DELEGATION

Delegates all but critical decisions & responsibilities

MEASURING

Creates an environment where teams can self-manage & create value

19

DELEGATION

Delegate all
decisions &
responsibilities

MEASURING

Facilitates
entrepreneurship
& growth for
every employee

19

DELEGATION

Delegate all
decisions &
responsibilities

MEASURING

Facilitates
entrepreneurship
& growth for
every employee



Scrum Master	Product Owner	Developer	Leader
8	6	17	19
1	10	18	2
15	9	12	16
14	4	13	5
20	3	7	11



EXPLORING SELF-MANAGEMENT

V1.0.0