

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.



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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

FACILITATE

**PLAN &
FACILITATES ALL
SCRUM EVENTS**

VALUE

**TRACK PROGRESS &
VISUALIZES WORK**

FACILITATE

**PLAN &
FACILITATES ALL
SCRUM EVENTS**

VALUE

**TRACK PROGRESS &
VISUALIZES WORK**

FACILITATE

**FACILITATES THE
SCRUM EVENTS**

VALUE

**ENABLES THE
DEVELOPERS TO
TRACK &
VISUALIZES WORK**

FACILITATE

**FACILITATES THE
SCRUM EVENTS**

VALUE

**ENABLES THE
DEVELOPERS TO
TRACK &
VISUALIZES WORK**

FACILITATE

**HELP SCRUM TEAM
BY FACILITATING
TRANSPARENCY,
INSPECTION &
ADAPTATION**

VALUE

**ENABLES PRODUCT
OWNER TO FOCUS
ON VALUE DELIVERY**

FACILITATE

**HELP SCRUM TEAM
BY FACILITATING
TRANSPARENCY,
INSPECTION &
ADAPTATION**

VALUE

**ENABLES PRODUCT
OWNER TO FOCUS
ON VALUE DELIVERY**

FACILITATE

**HELP
STAKEHOLDERS
UNDERSTAND &
APPLY AGILE
PRINCIPLES**

VALUE

**FOCUS ON
CONTINUOUS
IMPROVEMENTS IN
THE VALUE CHAIN**

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**

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

VALUE

**FOCUS ON CREATING
REQUIREMENTS &
PRODUCT BACKLOG
ITEMS**

MANDATE

**EXECUTES PLANS &
DECISIONS MADE BY
STAKEHOLDERS**

VALUE

**FOCUS ON CREATING
REQUIREMENTS &
PRODUCT BACKLOG
ITEMS**

MANDATE

**EXECUTES PLANS &
DECISIONS MADE BY
STAKEHOLDERS**

VALUE

**FOCUS ON CREATING
SPRINT GOALS &
PRODUCT
INCREMENTS**

MANDATE

**HAS INFLUENCE ON
STAKEHOLDERS IN
MAKING PLANS &
PRODUCT RELATED
DECISIONS**

VALUE

**FOCUS ON CREATING
SPRINT GOALS &
PRODUCT
INCREMENTS**

MANDATE

**HAS INFLUENCE ON
STAKEHOLDERS IN
MAKING PLANS &
PRODUCT RELATED
DECISIONS**

VALUE

**FOCUS ON CREATING
VALUE &
CONTINUOUSLY
VALIDATE
ASSUMPTIONS**

MANDATE

**COLLABORATE WITH
STAKEHOLDERS TO
MAKE PLANS &
PRODUCT RELATED
DECISIONS**

VALUE

**FOCUS ON CREATING
VALUE &
CONTINUOUSLY
VALIDATE
ASSUMPTIONS**

MANDATE

**COLLABORATE WITH
STAKEHOLDERS TO
MAKE PLANS &
PRODUCT RELATED
DECISIONS**

VALUE

**FOCUS ON
CONTINUOUS VALUE
CREATION &
STAKEHOLDER
COLLABORATION**

MANDATE

**HAS MANDATE TO
MAKE PRODUCT
RELATED DECISIONS
& RELEASE PLANS**

VALUE

**FOCUS ON
CONTINUOUS VALUE
CREATION &
STAKEHOLDER
COLLABORATION**

MANDATE

**HAS MANDATE TO
MAKE PRODUCT
RELATED DECISIONS
& RELEASE PLANS**

VALUE

**FOCUS ON
CONTINUOUS VALUE
OPTIMIZING &
CUSTOMER
COLLABORATION**

MANDATE

**IS RESPONSIBLE FOR
PLANNING, BUDGET,
PROFITS & LOSS OF
THE PRODUCTS' VALUE
CHAIN**

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

SELF-MANAGING

**RELYING ON THE
SCRUM MASTER TO
FACILITATE THEM**

COLLABORATION

**AVOIDING CONFLICT/
PURSUING INDIVIDUAL
TARGETS/ GENERATING
OUTPUTS**

SELF-MANAGING

**RELYING ON THE
SCRUM MASTER TO
FACILITATE THEM**

COLLABORATION

**AVOIDING CONFLICT/
PURSUING INDIVIDUAL
TARGETS/ GENERATING
OUTPUTS**

SELF-MANAGING

**ENSURING THE
OUTCOME OF ALL
EVENTS &
LEARNING THE
SCRUM VALUES**

COLLABORATION

**DISCOVERING
DIFFERENCES/
CONFLICTS/
SHARED VALUES**

SELF-MANAGING

**ENSURING THE
OUTCOME OF ALL
EVENTS &
LEARNING THE
SCRUM VALUES**

COLLABORATION

**DISCOVERING
DIFFERENCES/
CONFLICTS/
SHARED VALUES**

SELF-MANAGING

**FOCUSED ON
REACHING SPRINT
GOALS &
IMPROVING
QUALITY**

COLLABORATION

**USING SCRUM &
AGILE PRINCIPLES
AS A GUIDELINE FOR
ALL INTERACTIONS**

SELF-MANAGING

**FOCUSED ON
REACHING SPRINT
GOALS &
IMPROVING
QUALITY**

COLLABORATION

**USING SCRUM &
AGILE PRINCIPLES
AS A GUIDELINE FOR
ALL INTERACTIONS**

SELF-MANAGING

**RESPONSIBLE &
COMMITTED TO
CONTINUOUSLY
DELIVER VALUABLE
OUTCOME**

COLLABORATION

**COLLABORATING
WITH
STAKEHOLDERS TO
CONTINUOUSLY
ADAPT**

SELF-MANAGING

**RESPONSIBLE &
COMMITTED TO
CONTINUOUSLY
DELIVER VALUABLE
OUTCOME**

COLLABORATION

**COLLABORATING
WITH
STAKEHOLDERS TO
CONTINUOUSLY
ADAPT**

SELF-MANAGING

**ACCOUNTABLE OR
CREATING HIGH
QUALITY
PRODUCTS**

COLLABORATION

**COLLABORATING
WITH EVERYONE TO
PARTICIPATE IN
SHARING FEEDBACK
& LEARNING**

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

DELEGATION

**WANTS FULL
CONTROL & HAS A
DIRECTIVE
COMMUNICATION
STYLE**

MEASURING

**GIVES INDIVIDUAL
TARGETS AND ON
PROGRESS/
EFFICIENCY/ QUALITY
& OUTCOMES**

DELEGATION

**WANTS FULL
CONTROL & HAS A
DIRECTIVE
COMMUNICATION
STYLE**

MEASURING

**GIVES INDIVIDUAL
TARGETS AND ON
PROGRESS/
EFFICIENCY/ QUALITY
& OUTCOMES**

DELEGATION

**WANTS TO BE IN
CONTROL &
DELEGATES LESS
CRITICAL
RESPONSIBILITIES**

MEASURING

**GIVES TEAM(S)
TARGETS AND ON
PROGRESS/
EFFICIENCY/ QUALITY
& OUTCOMES**

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**

DELEGATION

**DELEGATES ALL BUT
CRITICAL DECISIONS
&
RESPONSIBILITIES**

MEASURING

**CREATES AN
ENVIRONMENT
WHERE TEAMS CAN
SELF-MANAGE &
CREATE VALUE**

DELEGATION

**DELEGATES ALL BUT
CRITICAL DECISIONS
&
RESPONSIBILITIES**

MEASURING

**CREATES AN
ENVIRONMENT
WHERE TEAMS CAN
SELF-MANAGE &
CREATE VALUE**

DELEGATION

**DELEGATE ALL
DECISIONS &
RESPONSIBILITIES**

MEASURING

**FACILITATES
ENTREPRENEURSHIP &
GROWTH FOR EVERY
EMPLOYEE**

DELEGATION

**DELEGATE ALL
DECISIONS &
RESPONSIBILITIES**

MEASURING

**FACILITATES
ENTREPRENEURSHIP &
GROWTH FOR EVERY
EMPLOYEE**