

# scrumalliance | Not Acting Like a Team

---

## We're Not Acting Like a Team

### 1. Smells

- Fixed Roles
- Tasks are assigned
- Not helping each other
- No mentoring is going on
- Stories aren't shared and all work is being done in parallel
- No cooperation
- Not listening to (and talking over) one and another during meetings
- No Laughter - a team that's working well together often laughs.

### 2. Discussion

If we don't act like a [self organizing team](#) then we lose many of the benefits of Scrum.

### 3. Causes

- Corporate structure and bonuses that reward individual heroism.
- Lone Wolf, Cowboy mentality of some developers.
- Concern that knowledge is job security.

### 4. Consequences

The team is less efficient than it could be and there will waste as people are blocked. In addition the team will improve more slowly without mentoring.

## 5. Prevention

## 6. Example Remedies

- Lead by example, mentor and help team members with their tasks
- Breakdown silos and fixed roles.
- Help change the Corporate structure to reward team work and not heros.
- Encourage pair programming, code reviews and other practices that increase co-operation and communication.
- Get the team to play the [59 minute Scrum Game](#) (pdf file, by Jean Tabaka) - key point demonstrate that job only gets done when the team works together.

## 7. Case Studies

Credit: this is based on material from "[10 ways to screw up with Scrum and XP](#)" by Henrik Kniberg.  
Personal Experience: [Mark Levison](#)