

Team Assessment Rubric

Growing Responsible Ownership™ (GROw™)

	GOAL	INDICATORS	VALUE LEVEL
Learning and Execution	Have hypotheses	Each card has an impact measure, in addition to acceptance criteria.	High
	Incorporate learning	At least 70% of experiments result in a specific, substantial change in future plans or execution.	High
	Improvement is visible within team	Each day, everyone in the team knows what specific improvement the team is working on and can see their immediate results.	High
	Optimize for learning	About 50% of experiments deliver their impact.	Medium
	Still deliver well	>90% of improvements deliver their impact.	Medium
	Improvement is happening	Team agrees what better means from a business perspective and is improving on that each quarter. ROI is known	Medium
	Improvement is visible to project community	At least weekly, all stakeholders can see the specific improvements the team is making, in business terms.	Medium
Deciding Well	Right people decide	Made by those impacted by the outcome, not by those nominally responsible	High
	No outside vetos	Once a decision is reached, it is not overturned by someone who wasn't in the room	Medium
	Decision-making is fast, clear, and incorporates information equally	Decisions take <10 min to make; pre-decision discussion is done such that all information and perspectives are incorporated, yet still completes in <30 min.	Medium
	Decisions incorporate info from others	Each decision asks what important info might be held outside the room, and pauses to gather that info before deciding	Lower
Prioritization	The planned work that doesn't get done should be evenly distributed among features, experiments, and improvements.	% non-complete. Total, and segmented by card category.	Medium
	Team follows its budget.	When exiting the sprint planning, the cards reflect that budget, for each category.	Medium
	The team has an intentional budget for tech debt.	Everyone on team, including PO, agrees on how much effort is spent where and how that is computed.	Lower
Handling the Unknown	Team knows how much unknown work will appear during the sprint.	Measure exists.	Medium
	Sprint plan leaves space for unknown work.	At exit of sprint planning, the planned work leaves space for the unknown.	Medium
	Unexpected work is triaged well	The right work is pushed off to next sprint, regardless of whether it was planned or unplanned.	Lower

INCREASING COMPETENCIES

M.H. Willke

PROFICIENCY TAXONOMY

FAMILIARITY
-simple recall-

1 

COMPREHENSION
-explanation to others-

2 

CONSCIOUS EFFORT
-trying to apply skill-

3 

CONSCIOUS ACTION
-successfully applying skill-

4 

PROFICIENT
-naturally applying skill-

5 

UNCONSCIOUS COMPETENCE
-unknowingly applying skill-

6 

I'M REALLY GETTING THIS...

...but I don't.

I FEEL LIKE A FRAUD...

1500 LIKES

...but I'm not.

EVERYBODY UNDERSTANDS THIS...

((()))

...but they don't.



SOURCE: GLORIA GERY

FLUENCY
DYNAMICS

