

Commit to collaborate  
with everyone in  
making plans

Commit to  
self-manage

Courage to be  
honest &  
transparent

Courage to  
accept  
unpredictability

Focus on the  
product vision

Focus on  
working on one  
product at a time

Be open to try  
out new ideas

Be open to drop any  
practices in the value  
stream that creates  
waste

Respect the group  
decision and not  
override it with political  
power

Respect those  
who are honest  
& transparent

Commit to help  
each other

Commit to do our  
best despite the  
unpredictabilities

Courage to say  
"NO" when  
necessary

Courage to stand  
up for quality

Focus on getting  
frequent feedback  
from customers early  
and often

Focus on delivering  
releasable product  
early and often

Be open about the  
technical debt in  
our product

Be open about  
our incapability

Respect and  
celebrate failure

Respect  
diversity

Commit to  
continuously learn  
and improve

Commit to be  
professional

Courage to speak up  
when there are people  
who cut quality

Courage to face  
healthy conflict

Focus on  
optimising the  
flow of value

Focus on generating  
actionable items in  
every group  
discussions

Be open to own  
our mistakes  
and failures

Be open about  
our progress  
towards the goal

Respect different  
opinions

Respect each  
others experience  
and background

Commit to  
have integrity

Commit to  
technical  
excellence

Courage to  
ask for help

Courage to  
experiment

Focus on the  
simplest solution  
that works today

Focus on what is  
possible today

Be open to adapt our  
plan and negotiate  
the scope or timeline

Be open for difficult  
conversations for  
the greater good

Respect the  
challenge that  
others are facing

Respect other  
people's needs to  
be human at work

Commit to say no to  
adding tech debts  
and "cutting corners"

Commit to  
deliver value

Courage to speak up  
when the company is  
moving in the wrong  
direction

Courage to challenge  
the status quo and  
own assumptions

Focus on what  
we know today

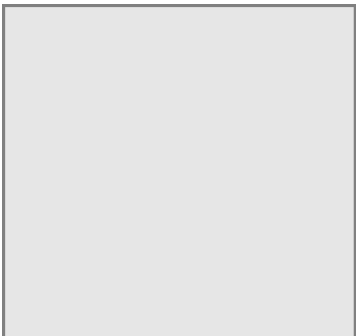
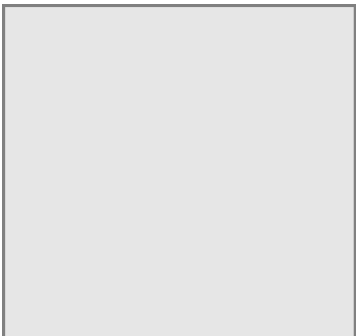
Focus on making  
people awesome

Be open to  
receive feedback

Open our heart  
and be humble

Respect other's  
learning speed and  
learning method

Respect that at  
certain time people  
need their own space



***WHAT WERE THE EVENTS WHEN THESE TWO VALUES WERE NOT VALUED?***



5 minutes

***WHAT METRICS THAT WILL TELL US WE ARE IMPROVING IN THE FUTURE?***

faster cycle time	reduced technical debt	higher test coverage	lower waiting time	lower customer complaints
higher number of pairing sessions	lower number of manual tests	lower number of manual deployments	lower interruptions by production incidents	
lower number of hand over	lower number team decision being overridden	lower frequency of pointing fingers	frequency of releasable product delivered in a week increased	



5 minutes

***WHEN SHOULD WE INSPECT THE METRICS MENTIONED ABOVE?***

Bi-weekly