Commit

- Commit to collaborate with everyone in making plans
- Commit to self-manage
- Commit to help each other
- Commit to do our best despite the unpredictabilities
- Commit to continuously learn and improve
- Commit to be professional
- Commit to have integrity
- Commit to technical excellence
- Commit to say no to adding tech debts and "cutting corners"
- Commit to deliver value

Courage

- Courage to be honest & transparent
- Courage to accept unpredictability
- Courage to say "NO" when necessary
- Courage to stand up for quality
- Courage to speak up when there are people who cut quality
- Courage to face healthy conflict
- Courage to ask for help
- Courage to experiment
- Courage to speak up when the company is moving in the wrong direction
- Courage to challenge the status quo and own assumptions

Focus

- Focus on the product vision
- Focus on working on one product at a time
- Focus on getting frequent feedback from customers early and often
- Focus on delivering releasable product early and often
- Focus on optimising the flow of value
- Focus on generating actionable items in every group discussions
- Focus on the simplest solution that works today
- Focus on what is possible today
- Focus on what we know today
- Focus on making people awesome

Openness

- Be open to try out new ideas
- Be open to drop any practices in the value stream that creates waste
- Be open about the technical debt in our product
- Be open about our incapability
- Be open to own our mistakes and failures
- Be open about our progress towards the goal
- Be open to adapt our plan and negotiate the scope or timeline
- Be open for difficult conversations for the greater good
- Be open to receive feedback
- Open our heart and be humble

Respect

- Respect the group decision and not override it with political power
- Respect those who are honest & transparent
- Respect and celebrate failure
- Respect diversity
- Respect different opinions
- Respect each others experience and background
- Respect the challenge that others are facing
- Respect other people's needs to be human at work
- Respect other's learning speed and learning method
- Respect that at certain time people need their own space
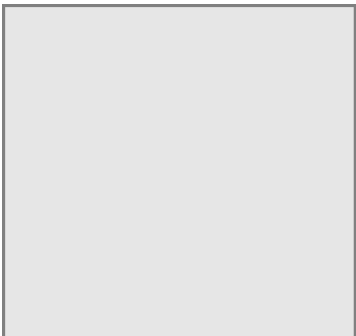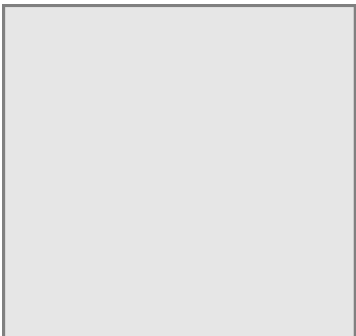
WHAT WERE THE EVENTS WHEN THESE TWO VALUES WERE NOT VALUED?

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