Squad Health Check model

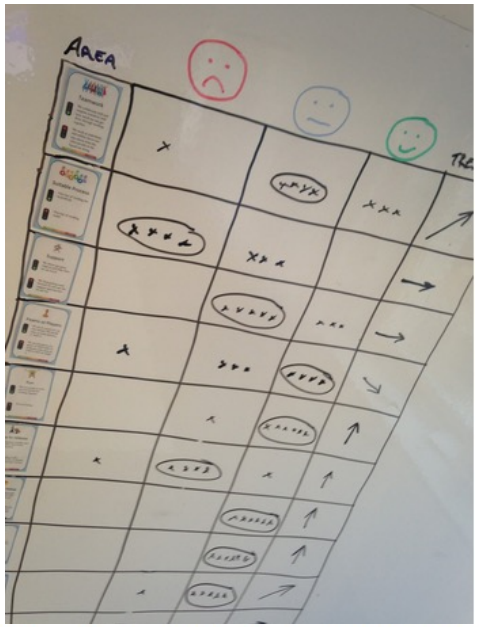
version 1, September 2014

What is this?

- A workshop & visualization technique for helping squads* improve

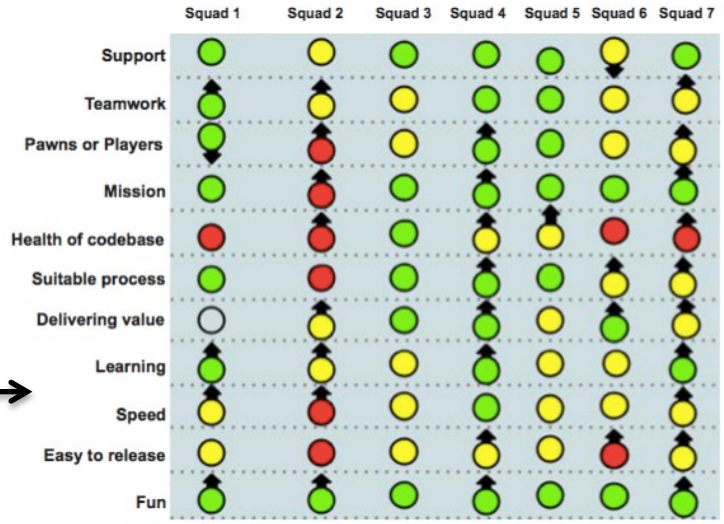
Who is it for?

- The squad itself
- People supporting the squad (managers, coaches, etc)



How to use the model

- Print the cards & laminate
  - Slide 2-5 = Awesome Cards (double sided)
  - Slide 6-9 = Voting cards (double sided)
- Get the squad together in a room
- Discuss the Awesome Cards. Each one is a health indicator with an “example of awesome”, and an “example of crappy”.
- Ask the squad how they feel about each health indicator, using techniques such as voting cards.
  - **Green** doesn’t mean Perfect. It just means the squad is happy with this, and see no major need for improvement right now.
  - **Yellow** means there are some important problems that need addressing, but it’s not a disaster.
  - **Red** means this really sucks and needs to be improved.
- Also discuss the trends (are things improving, stable, or getting worse?)
- Visualize the result, for example like this:
- Use the data to help the squad(s) improve



Tips

- These cards are just a starting point. Squad is free to add/remove/tweak the questions to match what they think matters.
- Make sure this is used to *support* the squads, not *judge* them!

* Squad is Spotify’s term for a small, cross-functional, self-organizing development team

Credits:

- Health check model: Henrik Kniberg & Kristian Lindwall, with help from the other agile coaches at Spotify
- Graphical design of cards: Martin Österberg + Mathieu Cornic
- French version: Xavier Koma + Mathieu Cornic

Feel free to spread/modify/reuse this model! Creative Commons Attribution-ShareAlike

Delivering Value

We deliver great stuff! We're proud of it and our stakeholders are really happy.

We deliver crap. We feel ashamed to deliver it. Our stakeholders hate us.

SQUAD HEALTH CHECK

Easy to release

Releasing is simple, safe, painless and mostly automated.

Releasing is risky, painful, lots of manual work and takes forever.

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Fun

We love going to work and have great fun working together!

Booooooooring...

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Health of Codebase

We're proud of the quality of our code! It is clean, easy to read and has great test coverage.

Our code is a pile of dung and technical debt is raging out of control.

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Learning

We're learning lots of interesting stuff all the time!

We never have time to learn anything.

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Mission

We know exactly why we are here and we're really excited about it!

We have no idea why we are here, there's no high lever picture or focus. Our so called mission is completely unclear and uninspiring.

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Pawns or Players

We are in control of our own destiny! We decide what to build and how to build it.

We are just pawns in a game of chess with no influence over what we build or how we build it.

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Speed

We get stuff done really quickly! No waiting and no delays.

We never seem to get anything done. We keep getting stuck or interrupted. Stories keep getting stuck on dependencies.

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Suitable Process

Our way of working fits us perfectly!

Our way of working sucks!

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Support

We always get great support and help when we ask for it!

We keep getting stuck because we can't get the support and help that we ask for.

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Teamwork

We are a totally gelled super-team with awesome collaboration!

We are a bunch of individuals that neither know nor care about what the other people in the squad are doing.

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Valeur délivrée

Nous livrons des fonctionnalités ou correctifs à forte valeur ajoutée. Nous sommes fiers et nos parties prenantes sont contentes.

Nous livrons des choses médiocres. On a honte de ce qu'on livre. Nos parties prenantes nous détestent

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Facile à livrer

Livrer est simple, sécurisé, non douloureux et souvent automatisé

Livrer est dangereux, douloureux, avec beaucoup de travail manuel et ça prend du temps

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Fun

Nous adorons aller au travail et faire des choses top ensemble !

Ennuyeuuuuux...

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Santé du code

Nous sommes fiers de la qualité de notre code ! C'est clair, facile à lire et avec une bonne couverture de test.

Notre code est un empilement de trucs foireux et nous ne contrôlons pas la dette technique.

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Apprentissage

Nous apprenons souvent
un tas de trucs utiles!

Nous n'avons pas le temps d'apprendre

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Mission

Nous savons exactement pourquoi nous sommes ici et nous sommes enthousiaste

Nous n'avons aucune idée de pourquoi nous somme ici, il n'y a pas de vision. Notre soi-disant mission est obscure et sans intérêt

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Pions ou Joueurs

Nous contrôlons notre destin! Nous décidons ce que nous devons construire et comment nous devons le construire.

Nous sommes juste des pions dans un jeu d'échecs, sans influence sur ce que nous construisons et comment.

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Rapidité

Nous faisons les choses très vite ! Pas d'attente, pas de délai.

Il semble que rien ne soit fini. Nous continuous à rester bloqués ou interrompus. Les stories restent bloquées sur des dépendances

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Process adapté

Notre manière de travailler nous convient parfaitement.

Notre manière de fonctionner craint.

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Support

Nous recevons tojours une aide précieuse quand nous le demandons.

Nous restons bloqués car nous ne recevons aucune aide quand nous le demandons.

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Travail d'équipe

Nous sommes une super équipe soudée qui travaille bien ensemble.

Nous sommes un amas d'individualités où personne ne se soucie des autres.

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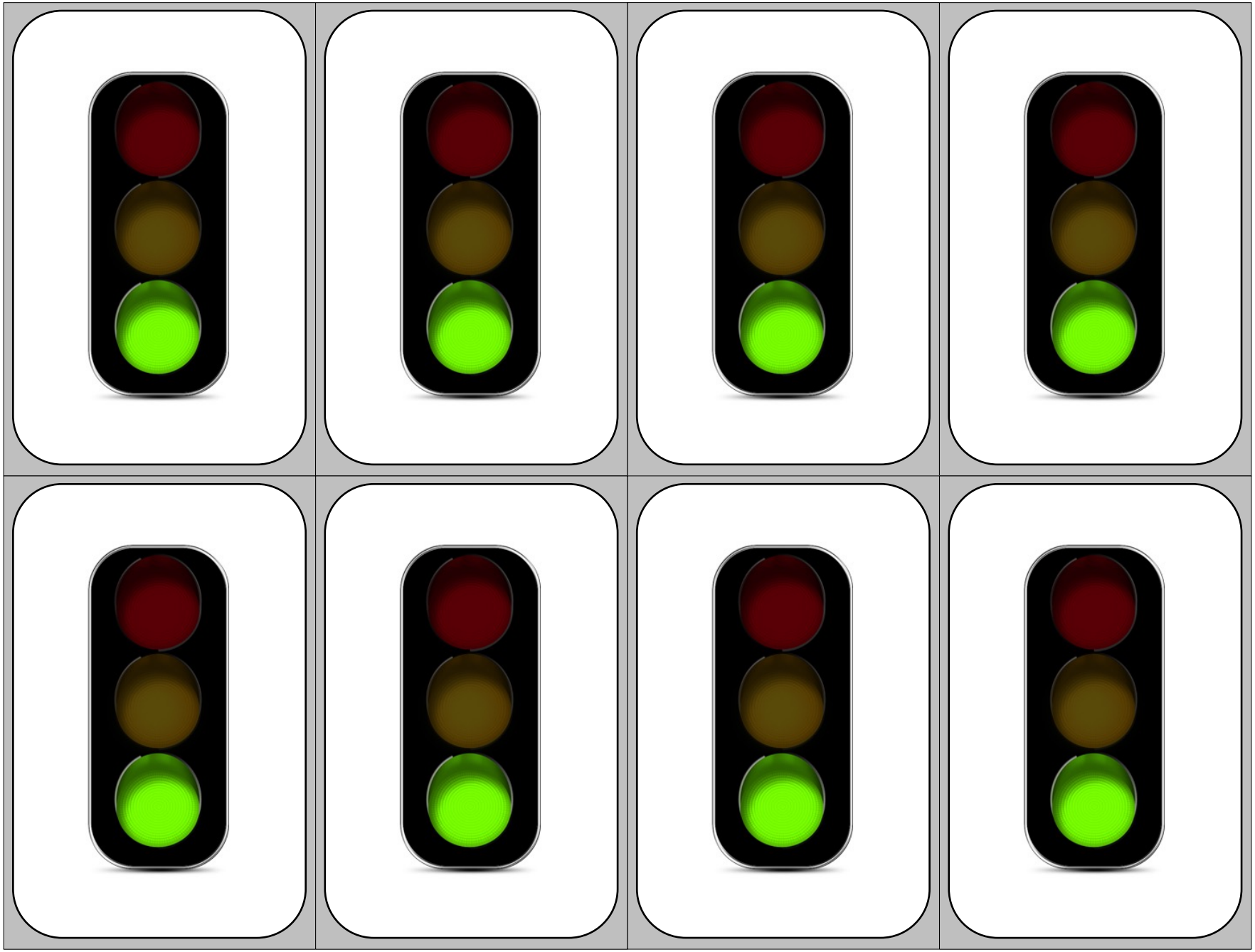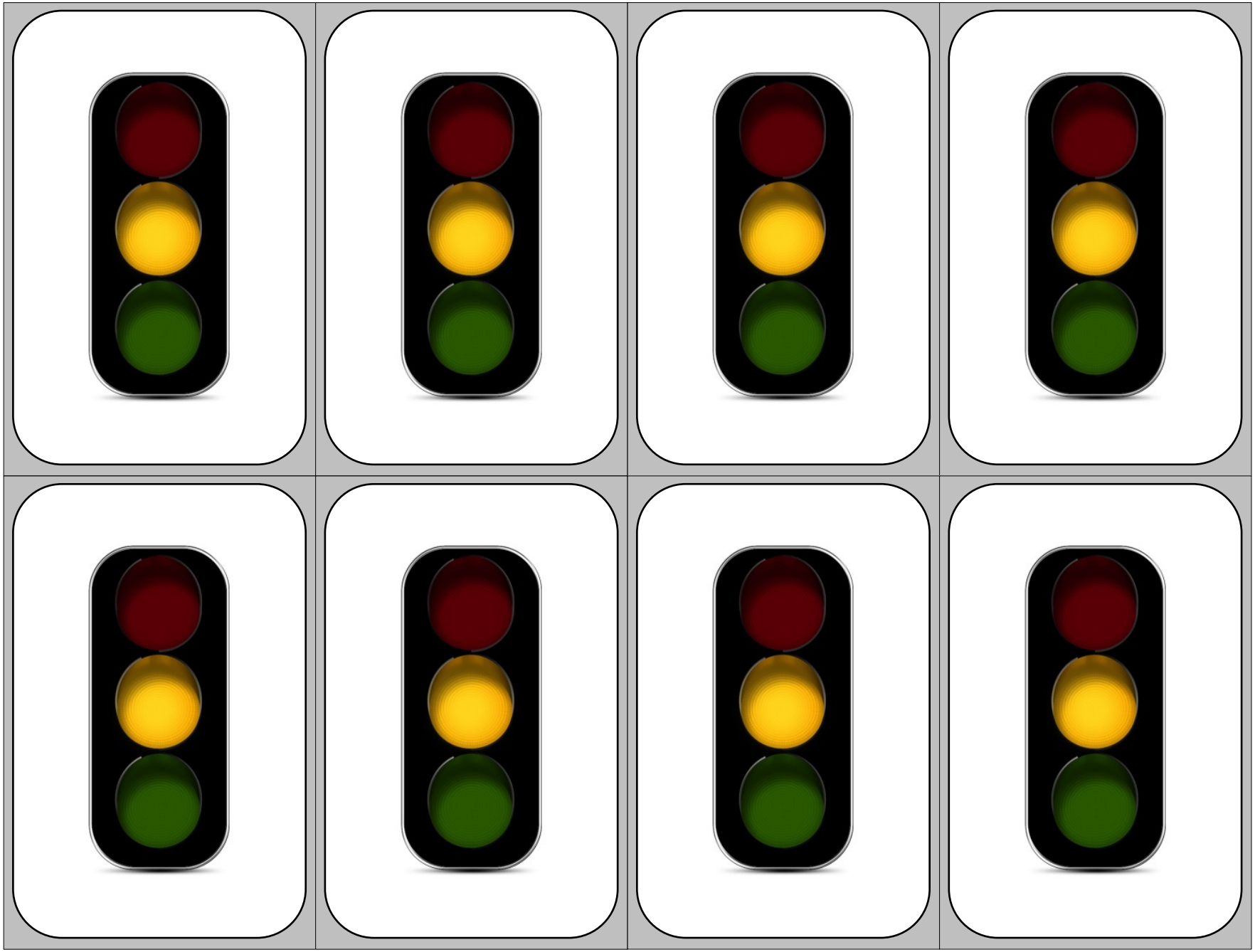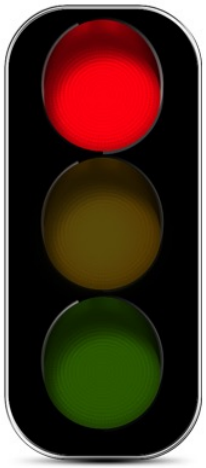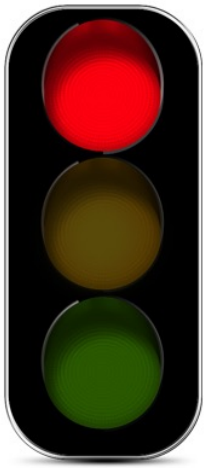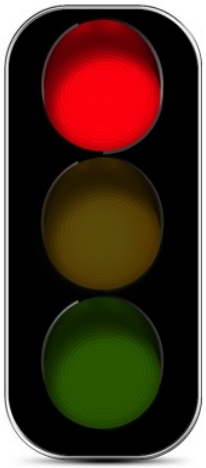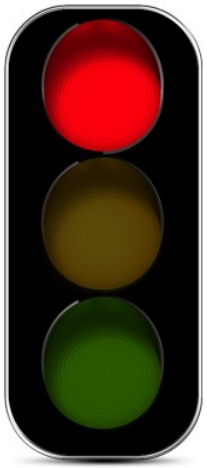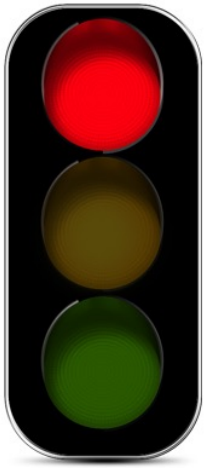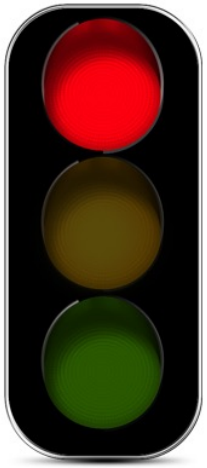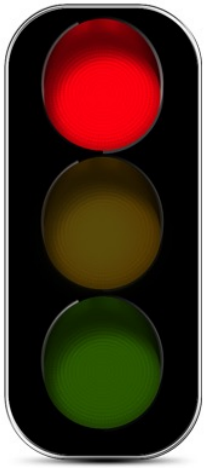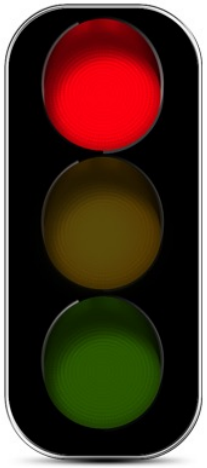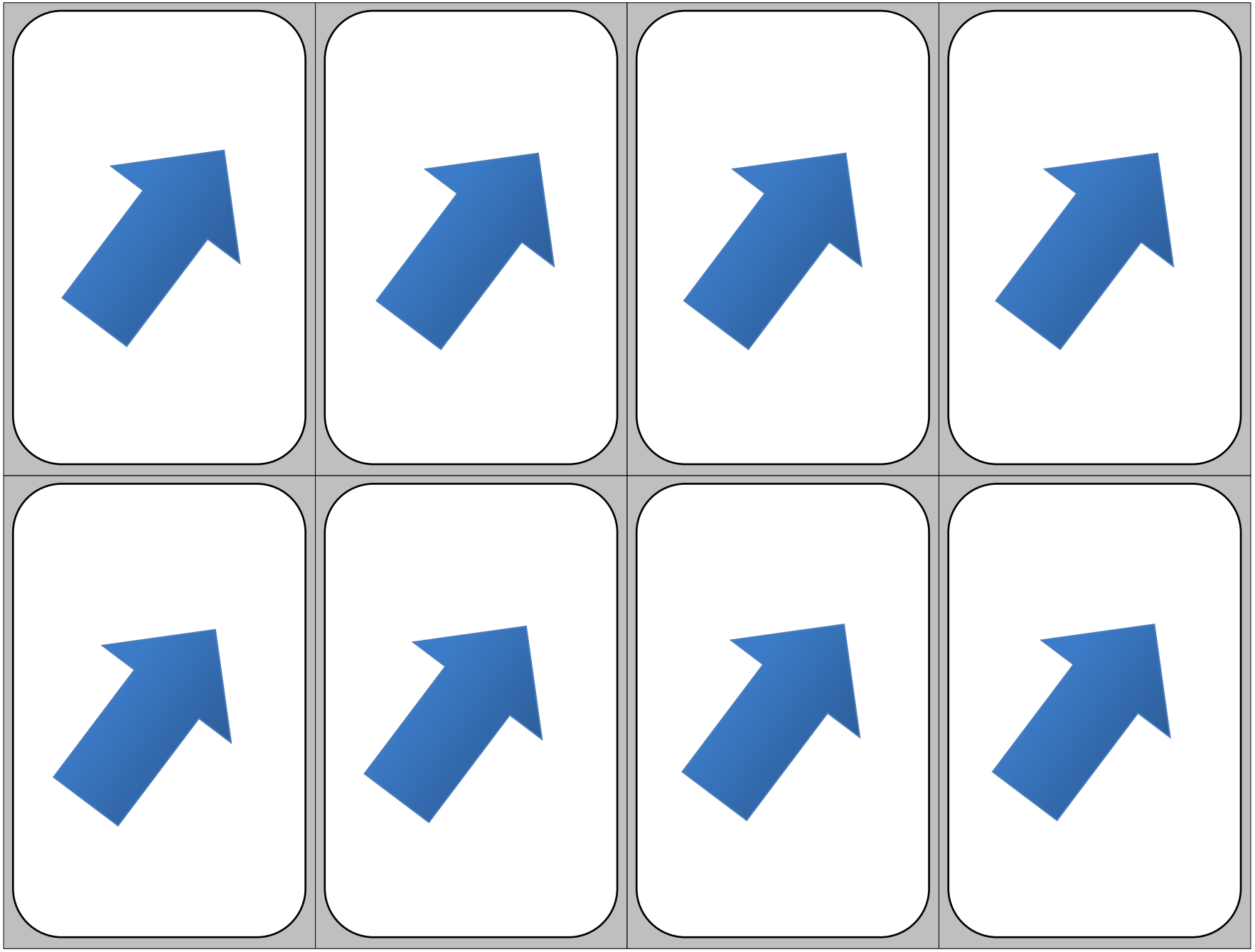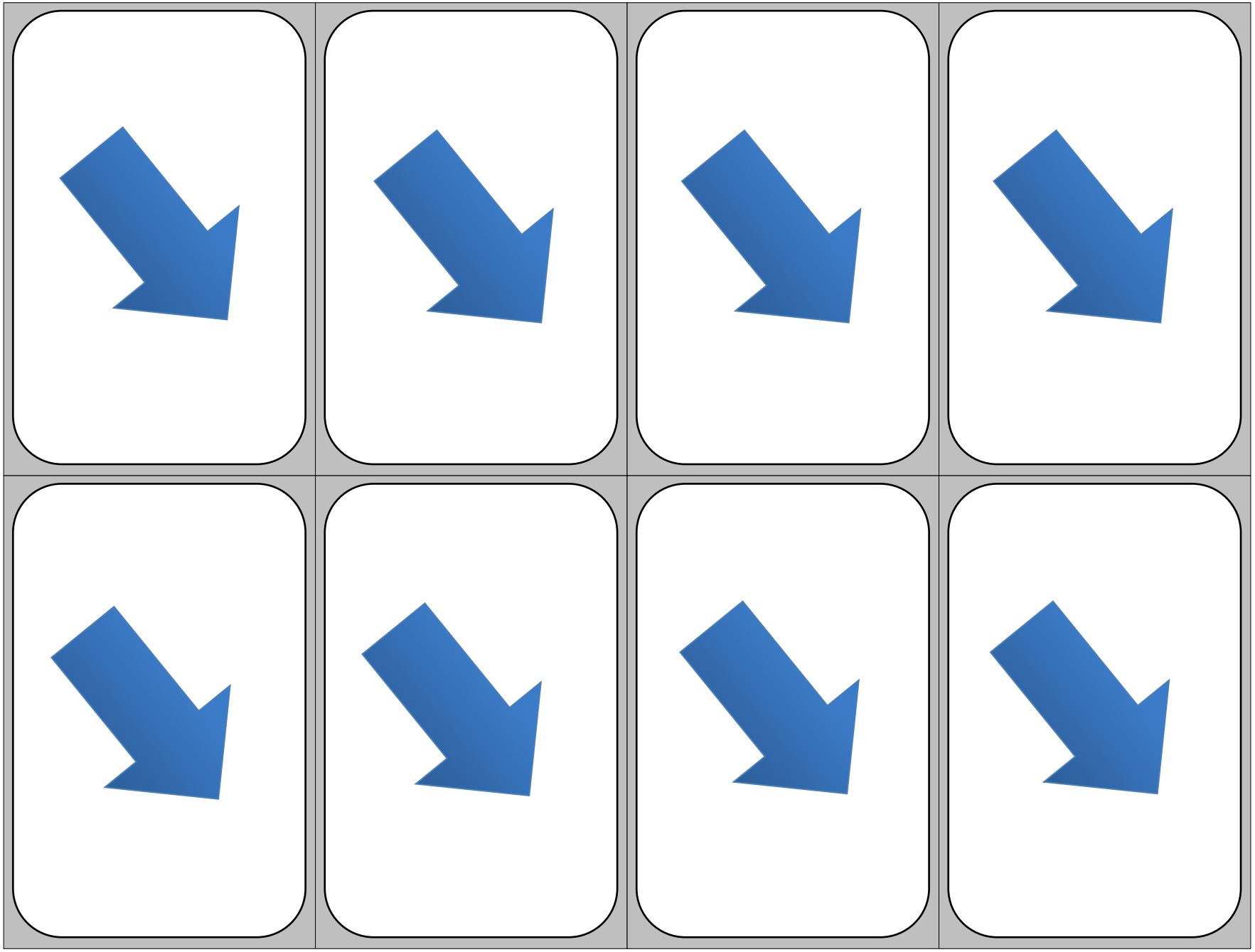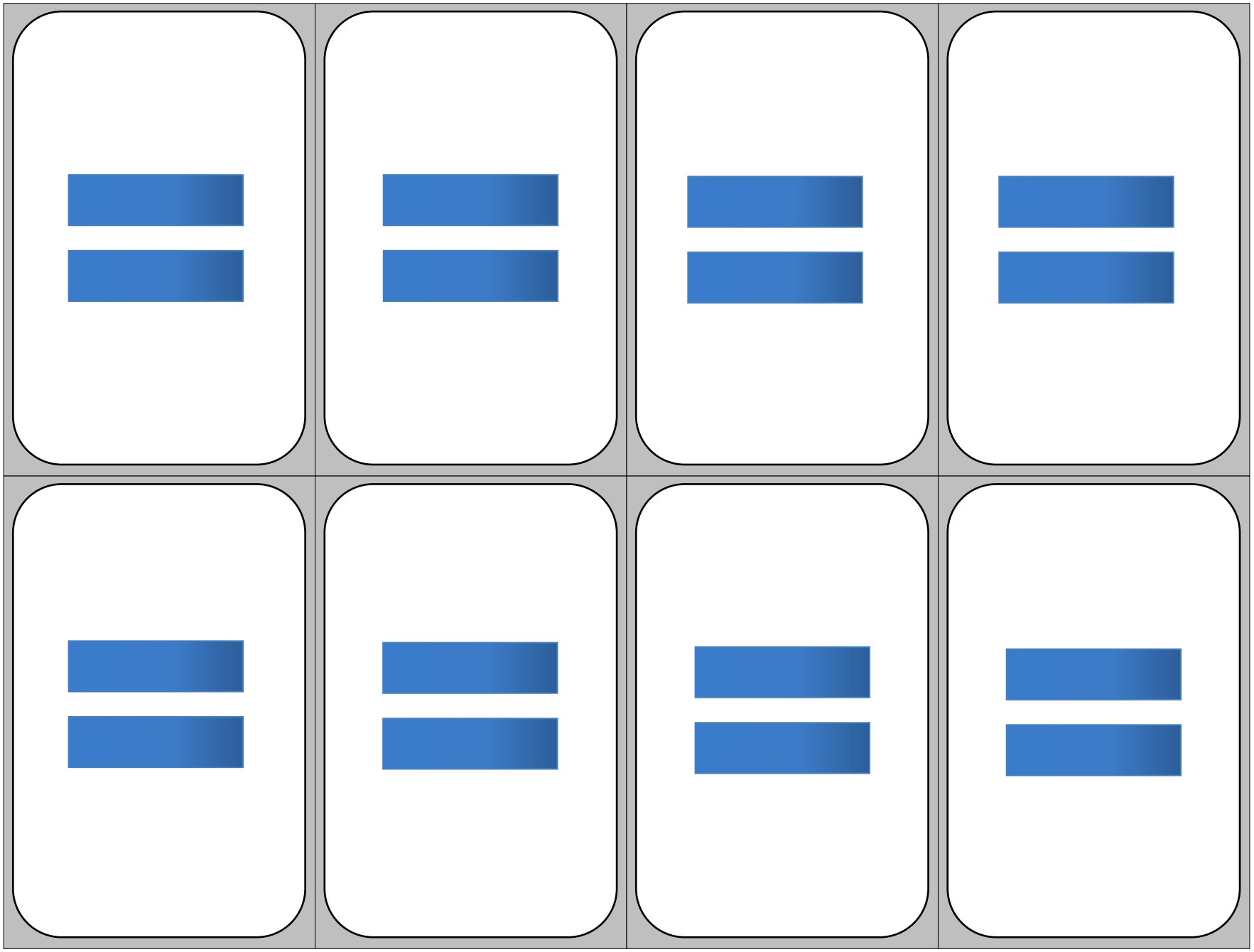
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