

Squad Health Check model

version 1, September 2014

What is this?

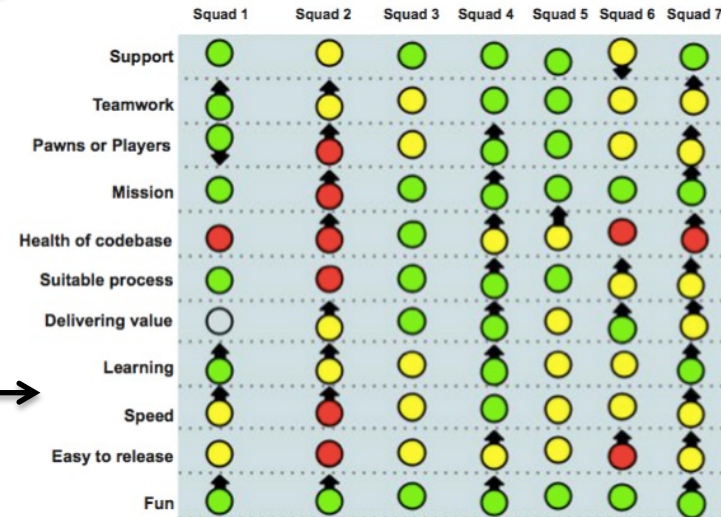
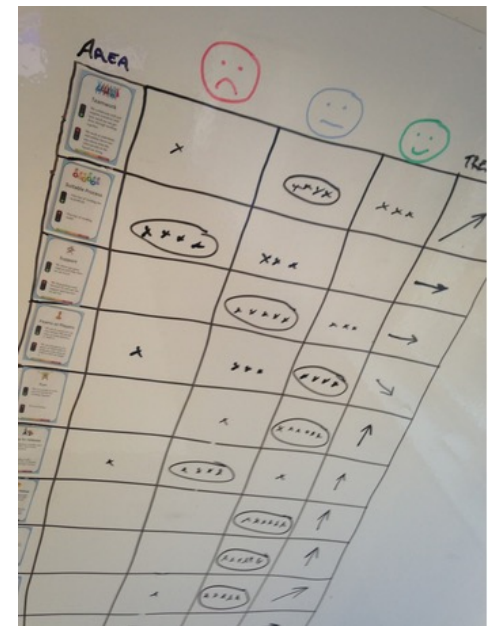
- A workshop & visualization technique for helping squads* improve

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!

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

Feel free to spread/modify/reuse this model![Creative Commons Attribution-ShareAlike](#)

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



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.

SQUAD HEALTH CHECK



Fun



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



Boooooooring...

SQUAD HEALTH CHECK



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.

SQUAD HEALTH CHECK



Learning



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



We never have time to
learn anything.

SQUAD HEALTH CHECK



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.

SQUAD HEALTH CHECK



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

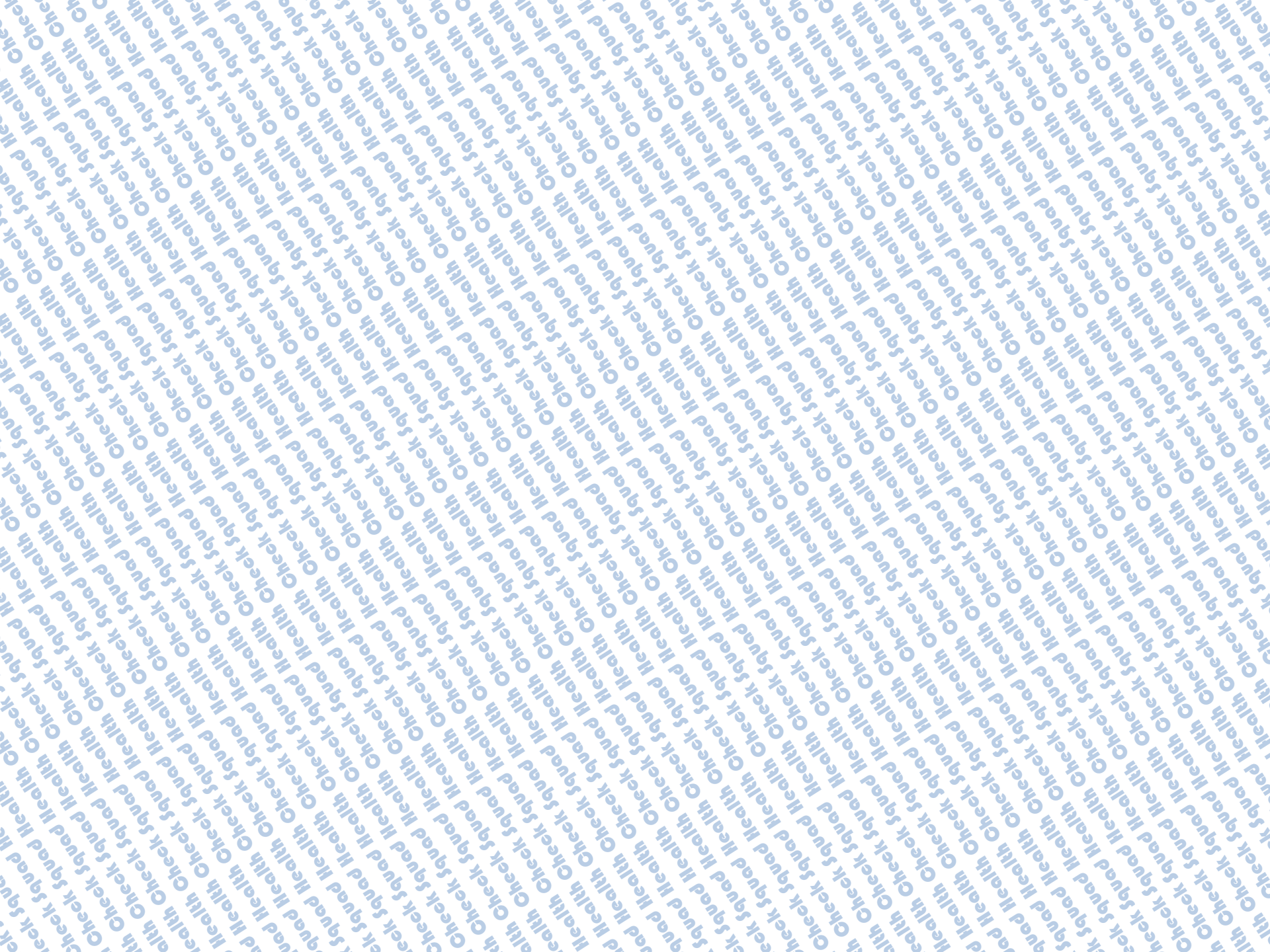


We get stuff done really
quickly! No waiting and
no delays.



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

SQUAD HEALTH CHECK





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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