

Squad Health Check model

version 1, September 2014

What is this?

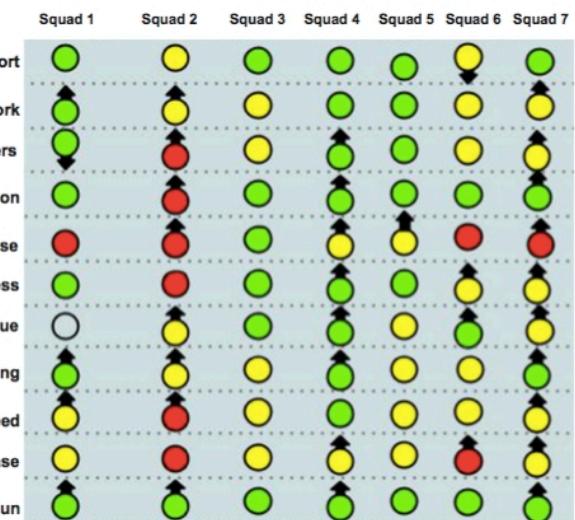
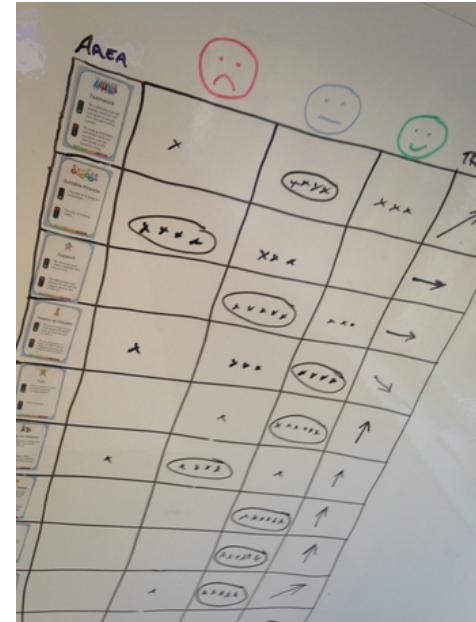
- A workshop & visualization technique for helping squads* improve

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

Feel free to spread/modify/reuse this model!
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* 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!



Booooooring...

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.

SQUAD HEALTH CHECK



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

Check



Suitable Process



Our way of working fits us perfectly!



Our way of working sucks!

SQUAD HEALTH CHECK



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.

SQUAD HEALTH CHECK



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.

SQUAD HEALTH CHECK



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SQUAD HEALTH CHECK

The check function performs a self-consistency check on the input data. It compares the 'Data' and 'Check' columns for each row. If the sum of the values in the 'Data' column equals the value in the 'Check' column, the record is marked as 'Valid'. Otherwise, it is marked as 'Invalid'. This ensures that the data has been entered correctly and can be used for further processing.

