

# Squad Health Check model

version 1, September 2014

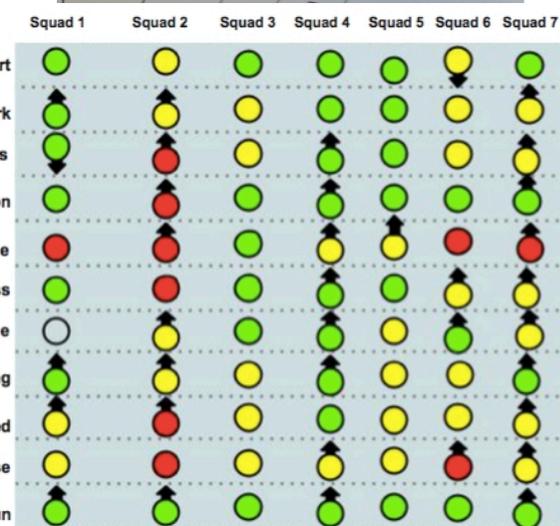
## What is this?

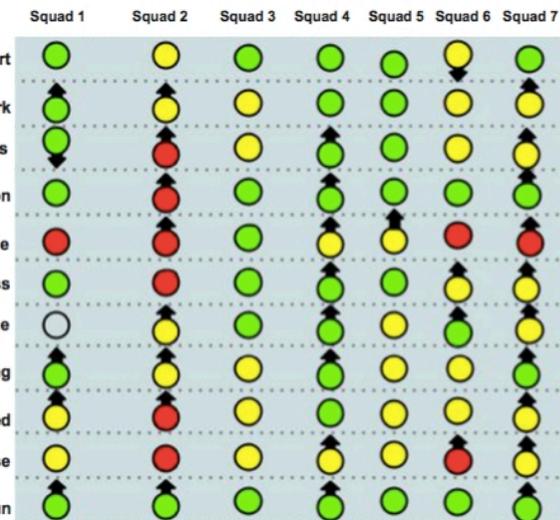
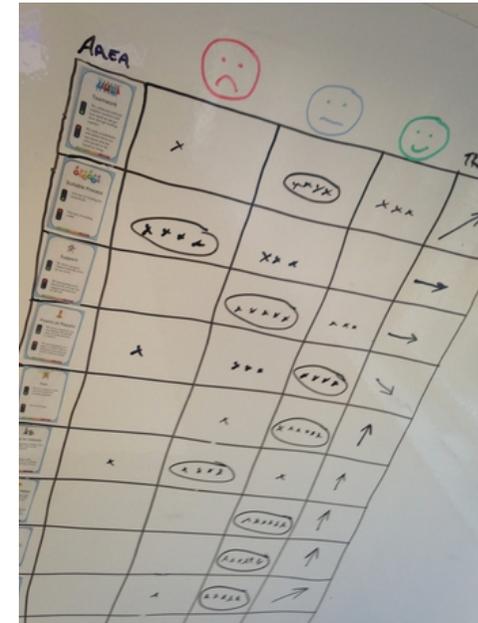
- A workshop & visualization technique for helping squads\* improve

## 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.

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## Fun



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



Booooooring..

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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.

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.

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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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