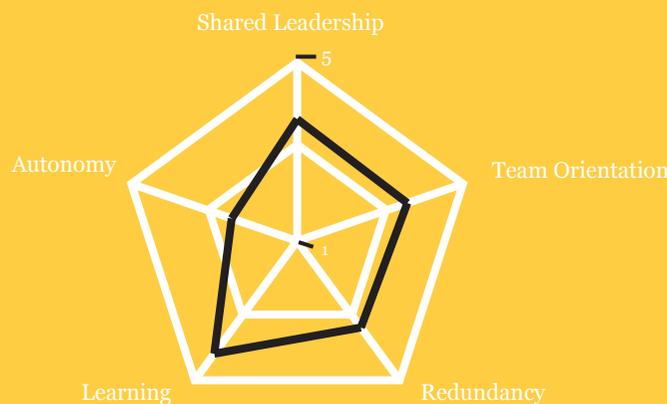


# AGILE TEAMWORK

*Goal: Identify which agile teamwork factors need attention in your team*

To address the increasingly knowledge-oriented nature of our work, modern organisations increasingly work in self-managing project teams. Such teams share certain characteristics:

<b>Shared Leadership</b>	The team has a shared mental model and decision authority.
<b>Team Orientation</b>	Indicates how cohesive the team is.
<b>Redundancy</b>	Enables shifts in workload and allows team members to provide mutual assistance.
<b>Learning</b>	Interdisciplinary knowledge acquisition can boost self-optimization in the environment.
<b>Autonomy</b>	When external influences are not a strong factor, <i>groupthink</i> is encouraged.



### How can I use it?

- 1 Introduce** the theory and questionnaire.  
The questionnaire can be useful if the team aims to be high-performing and wants to gain insight into which aspects need attention.
- 2 Ask team members to fill in** the questionnaire anonymously.
- 3 Calculate the score** for each characteristic for each team member by averaging the responses for all questions belonging to that characteristic. The responses are on a scale from 1 (=strongly disagree) to 5 (=strongly agree). Calculate the team score by averaging the responses of all team members.
- 4 Reflect** with the team on the results. What does the team think they could improve on?

# AGILE TEAMWORK

Fill in the questionnaire anonymously, calculate the average score for the entire team and discuss with the team how you can improve.

## Teamwork

		1	2	3	4	5	
SHARED LEADERSHIP	I feel everyone is involved in the decision-making process	<input type="radio"/>	strongly disagree				
	I feel team members consult other team members before making important decisions	<input type="radio"/>					
	I feel the team vision is well defined and presented	<input type="radio"/>					
	I feel the team is designed (and redesigned) according to its purpose	<input type="radio"/>	+				
						<hr/>	Your perception: <input type="text"/> / 4 = <input type="text"/>
TEAM ORIENTATION	I feel the team takes into account alternative suggestions in team discussions	<input type="radio"/>					
	I feel the team values alternative suggestions	<input type="radio"/>					
	I feel team members relate to the tasks of individuals	<input type="radio"/>					
	I regularly give co-workers constructive feedback	<input type="radio"/>	+				
						<hr/>	<input type="text"/> / 4 = <input type="text"/>
REDUNDANCY	I feel it is easy to complete someone else's task	<input type="radio"/>					
	I feel I get help if I get stuck	<input type="radio"/>					
	I help others when they have problems	<input type="radio"/>					
	I feel it is easy to substitute a person if someone leaves the team	<input type="radio"/>	+				
						<hr/>	<input type="text"/> / 4 = <input type="text"/>
LEARNING	I feel the team keeps what works well in the development process	<input type="radio"/>					
	I feel the team improves the development method when problems are identified	<input type="radio"/>					
	I feel the team gives feedback on all aspects of each other's work	<input type="radio"/>	+				
						<hr/>	<input type="text"/> / 3 = <input type="text"/>
AUTONOMY	I feel the team does not lose resources to other projects	<input type="radio"/>					
	I feel people and groups outside the team do not have influence over important operational decisions in the project	<input type="radio"/>					
	I feel decisions made by the team are respected by people and groups outside the team	<input type="radio"/>	+				
						<hr/>	<input type="text"/> / 3 = <input type="text"/>

# AGILE TEAMWORK

Fill in the questionnaire anonymously, calculate the average score for the entire team and discuss with the team how you can improve.

Teamwork

## TEAM SCORES

SHARED LEADERSHIP

TEAM ORIENTATION

REDUNDANCY

LEARNING

AUTONOMY

