



Visualizing Team Health and Wellbeing

The following is intended as a starting point for conversation and discussion. Experiment with something that makes sense for your team / organization. Analysis without numbers is only an opinion. And if all we have are opinions, let's go with mine.

Gallup Q12

› <https://q12.gallup.com/public/en-us/Features>

Mood App

› <https://www.moodapp.mobi/>

TeamMood

› <https://www.teammood.com/en/>

eNPS

› DIY Survey or Google for SaaS

Comparative Agility Survey

› <https://www.comparativeagility.com/>

Crisp Happiness Index

› <http://dna.crisp.se/docs/happiness-index.html>

Team Barometer

› <https://blog.crisp.se/2014/01/30/jimmyjanlen/team-barometer-self-evaluation-tool>

Spotify Team Health Check

› <https://labs.spotify.com/2014/09/16/squad-health-check-model/>

Lean Agile Intelligence

› <https://www.leanagileintelligence.com/>

Team Morale Metric

› <http://teammetrics.apphb.com/>

Happiness, Innovation & Productivity

› DIY Survey

OfficeVibe

› <https://www.officevibe.com/>

15Five

› <https://www.15five.com/product/>

Happiness Wall / Window

› <https://www.happymelly.com/the-happiness-door-bring-your-own-bottle/>

Who A Health Check Model is For

There are two stakeholders for this model:

- › The team itself. To help build up awareness and then to discuss what's working and what's not.
- › People supporting the team. Sponsors, Product Owners, Managers and Coaches that work with the team - to get a high level view of good stuff as well as the pain points. These stakeholders can also look for patterns in the organization.

What It is Not

- › A health check model is not a competition nor a comparison across teams. It is a model and visualization tool about support not judgement. The organization's attitude should be "how can we help?" and not "why are you guys worse than the others?"
- › This is not an incentivized model—there's no reason for a team to want to game things just to "look good." This model is meant solely as a tool to help boost and focus team improvement efforts, for the sake of improvement alone.
- › "Done." Like everything we do, inspect and adapt. If this model helps teams, keep doing it. If there are ways to make the model more useful, try them. If a team finds no value in this, stop it.
- › As George Box said, "all models are wrong, but some are useful."

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Andy is an experienced and pragmatic agile practitioner that takes teams beyond getting agile to embracing agile. His chief weapons are well-asked questions, insightful retrospectives and an ability to withstand awkward silences. And if all else fails, beer.

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12 STEPS TO HAPPINESS



Thank

Thank someone and be appreciative toward your colleagues, every single day.



Experience

Experience new things, try stuff out, and let people run all kinds of experiments.



Give

Give something to another person or make it possible for others to offer gifts.



Hike

Hike outdoors, enjoy nature, and allow people an escape from the office and the city.



Help

Help someone who is in need of assistance, or enable colleagues to help each other.



Meditate

Meditate and get people to learn and adopt mindfulness practices.



Eat Well

Eat well, and make good, healthy foods easily available for everyone.



Socialize

Socialize, relate to other people, and make it easy for colleagues to develop connections.



Exercise

Exercise and work out regularly and make it easy for people to take care of their bodies.



Aim

Aim for a goal and get people to understand and realize their own purpose.



Rest

Rest well, sleep sufficiently, and enable colleagues to refresh their minds.



Smile

Smile whenever you can, appreciate humor, and get colleagues to engage in fun activities.

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CHANGE AND INNOVATION PRACTICES