

# I Ran a Team Assessment, Now What?

03/08/2024 1:37 pm CST

So you just completed a team Agile Capability assessment, what's next?

Let's leverage the 5 steps from the [Agile Retrospectives](#) book:

1. Setting the Stage
2. Gathering Data
3. Generating Insights,
4. Deciding What To Do
5. Closing the Retrospective

By completing the assessment you completed #2, Gathering Data, and likely started #3, Generating Insights.

In this article, we will look at some other ways to generate insights and decide what to do.

## Summary

The next things we recommend you do are:

1. Discuss with the team the overall results to generate further insights on the Capability Heatmap
2. Leverage the Prioritization page to set an improvement target and determine the top areas of focus
3. Capture improvement Action Items for top prioritized Capabilities
4. Manage the progress of Action Items on the Actions Kanban board

## Capability Heatmap

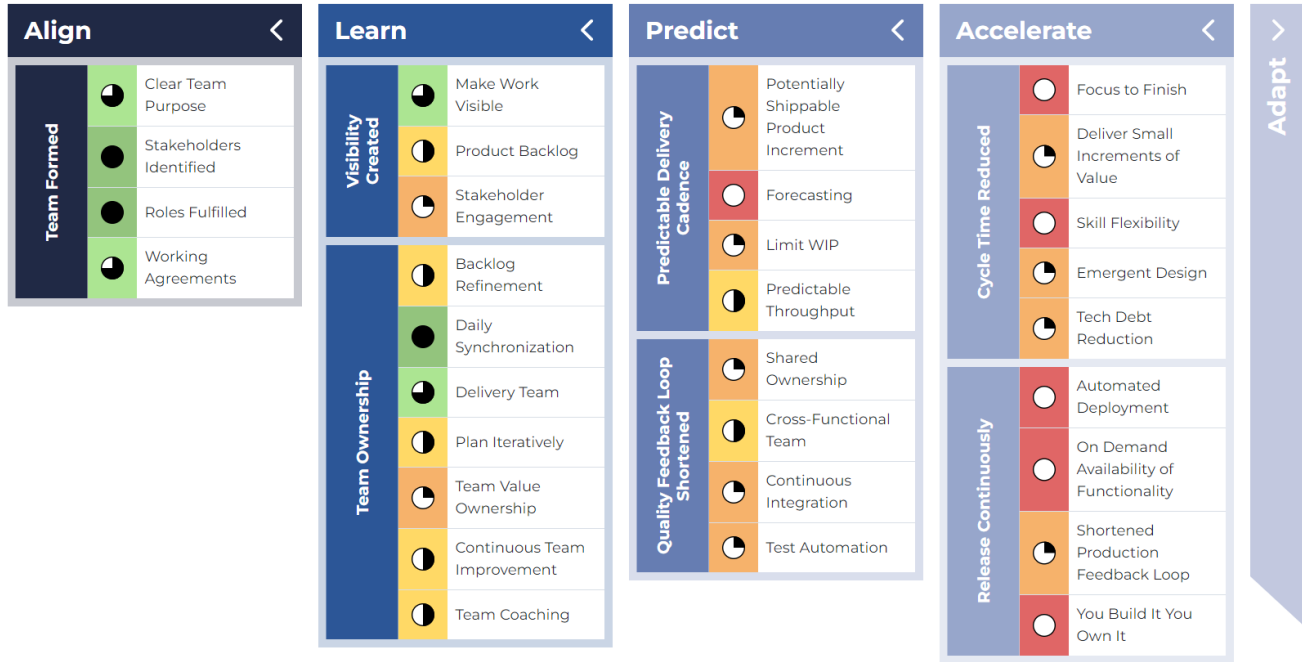
The [Capability Heatmap](#) is a great place to look after your team has aligned on the values for each Capability.

## Capability Heatmap

View all agile capability progress at a glance for an organization, system, or team. Select an Agile Outcome or Capability to view more information about it.

Active Org/Sys/Team

Core Green Team 09/30/2023 - Sep 2023 (Unpublished)



Debrief questions to ask yourself and the team:

- Where is our strength?
- Where are our weaknesses?
- What stands out?
- Any surprises?
- Any aha's as you were completing the assessment (i.e. learnings)?
- Any patterns to dig into?

On the heatmap, all of the items are clickable which will open a side panel with more information about the Agile Capability. From here you can review the description and acceptance criteria used during the assessment, and you can also add Notes or Action Items.

The biggest challenge is deciding what to do next. There are so many different options on what you can do next. This is where the power of Path to Agility can be leveraged on the Prioritization tab. This aligns with the Agile Retrospective step #4, Deciding What to Do.

## Prioritization

The first thing to do with your team is have them determine what is the most critical improvement area they would like to focus on by selecting from one of the nine Business Outcomes.

**Stakeholder Engagement** Team  
Core Green Team

Learn | Visibility Created

Stakeholder alignment reduces waste and increases delivered value. Get stakeholder input early and often to reduce confusion and potential rework.

Slightly Met Assessment: Sep 2023

**Acceptance Criteria:**

- The Product Owner communicates regularly with each stakeholder and seeks out their advice for Product Backlog content and priority based on vision and success criteria of the team/product
- Team demonstrates progress and gets feedback from stakeholders every iteration
- Stakeholders have visibility into how the team is tracking towards planning increment/release

**Action Items** + View All

There are no action items for this capability for this team.

**Notes** +

There are no notes for this capability for this team.

**History**

25% 09/30/2023, Sep 2023

<b>Continuous Improvement</b> The ability of the organization to relentlessly pursue optimizations in all aspects of business functions.	<b>Speed</b> The time it takes to deliver an idea into the market.	<b>Predictability</b> Teams maintain a predictable cadence of delivery enabling the business to make informed business decisions.
<b>Innovation</b> New ideas, creative thoughts, or novel implementations provide better solutions to meet new requirements, unarticulated needs, or known market needs.	<b>Customer Satisfaction</b> Customers are satisfied with the experience, benefits, and outcomes when using your product or service.	<b>Employee Engagement</b> Employees are more satisfied in their work, willing to go the extra mile, passionate about the purpose of their job, and committed to the organization.
<b>Productivity</b> Increase the business value realized while maintaining or reducing costs.	<b>Market Responsiveness</b> The ability of the organization to pivot quickly to respond to ever-changing market demands.	<b>Quality</b> The product or services meets the expectations of the market for usability, reliability, etc.

Once you select a target Business Outcome a recommended improvement backlog will be generated for you based on several factors:

- Your target Business Outcome
- The current state of your team (the assessment scores)

### - Path to Agility Capability model

Path to Agility provides guidance on which Capabilities would move the needle the most on achieving your desired business outcome and factors which capabilities will help you to get there. This is reflected in the P2A Index score and the [prioritized list](#).

**Capability Prioritization** Filter by tag... 📄 📌 📧 09/30/2023 - Sep 2023 (Unpublish...)

Like a Product Owner would prioritize their product backlog, the Capability Backlog allows a team to prioritize which capabilities they intend to make progress on in the near term and long term. You can drag-and-drop the capabilities to override the suggested priorities by P2A Index.

Active Org/Sys/Team

TARGET BUSINESS OUTCOME  
**Speed** Change Business Outcome

The time it takes to deliver an idea into the market.

Priority	P2A Index	Progress	Agile Capability	Agile Outcome	Stage
1	42	25%	Stakeholder Engagement	Visibility Created	Learn
2	33	25%	Team Value Ownership	Team Ownership	Learn
3	28	50%	Product Backlog	Visibility Created	Learn
4	25	75%	Clear Team Purpose	Team Formed	Align
5	25	75%	Working Agreements	Team Formed	Align
6	22	50%	Backlog Refinement	Team Ownership	Learn
7	22	50%	Plan Iteratively	Team Ownership	Learn
8	22	50%	Continuous Team Improvement	Team Ownership	Learn
9	22	50%	Team Coaching	Team Ownership	Learn
10	21	25%	Shared Ownership	Quality Feedback Loop Shortened	Predict
11	21	25%	Continuous Integration	Quality Feedback Loop Shortened	Predict

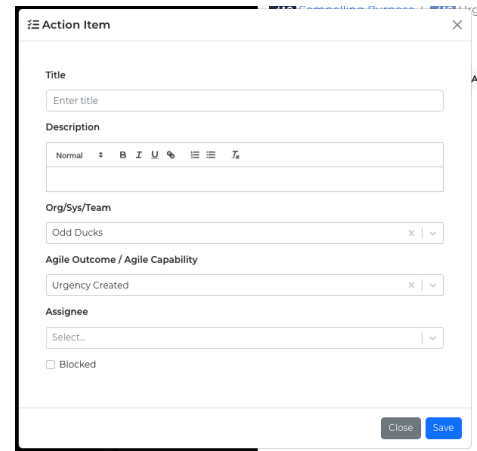
As a team discuss these priorities and see if you agree with the items at the top. You can always override these recommendations by dragging any item to a different place in the order. We recommend at least prioritizing the first 1-3. All items in the list are also clickable and will open the same Capability side panel shown earlier.

We recommend adding Action Items from the side panel to capture the tasks the team is going to take to improve in that Capability area. Each item will be associated with the Capability so that you can review the score once the work has been done. You can also add links in the description if you also want to track in your team's working tracking system (e.g. Jira, ADO, Trello, etc.).

Once you feel you have captured the actions for the top priority items you can view all of the items on the Actions tab in Kanban board.

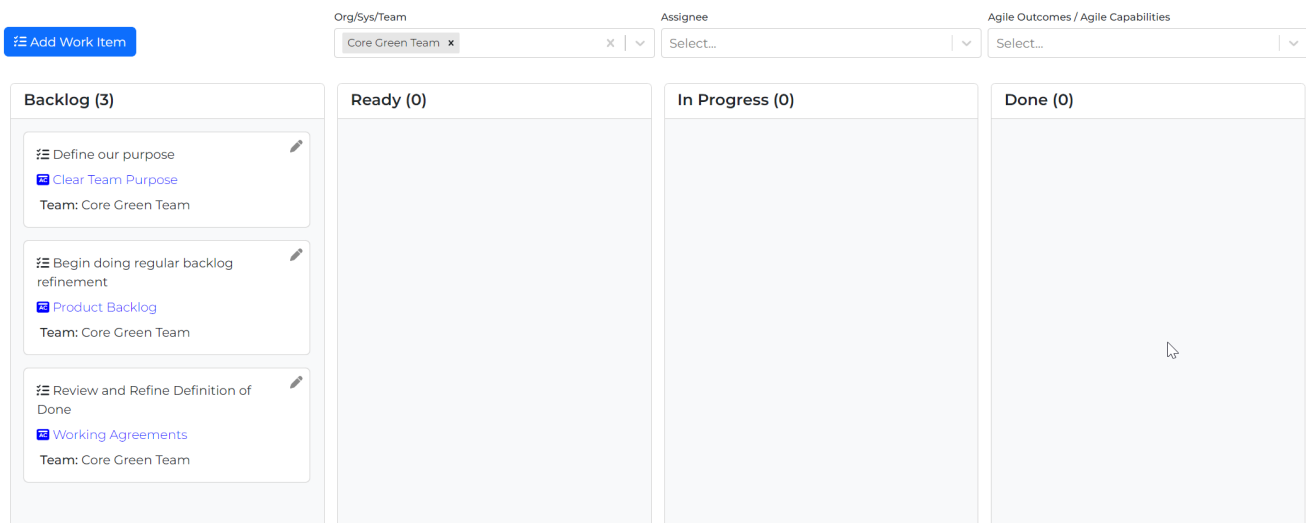
## Actions - Tracking

You can see all of your actions for your team on the [Actions tab](#) and here you can keep them updated as your team begins to work on them. This will allow you and your leaders to monitor the progress of your improvement efforts. You can filter this board to just show your team's items. Before your next assessment, you can refer to the items that have been moved to done to inform which areas you should consider reassessing.



### Actions

Track the impediments and improvements identified across all teams to monitor progress.



And finally, all of this information can be viewed from the Team Dashboard to give you a one-stop location to get to all of the information for a team.

## Team Dashboard

Visualize your team's performance and progress through a combination of the team's roadmap, organization's objectives, and team's action item backlog.

Team

Core Green Team

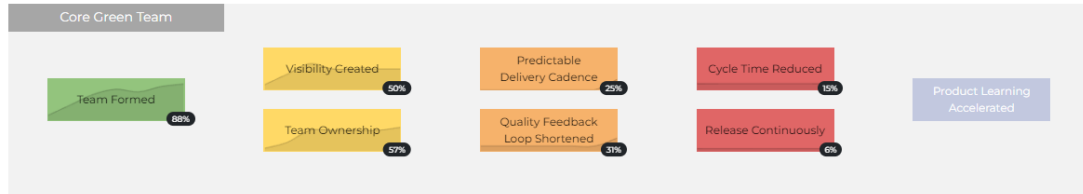
Manage Team

Core Green Team

## Roadmap

09/30/2023 - Sep 2023 (Unpublished)

Manage Assessments



## Objectives

Manage

The top Business Outcome selected for the team is displayed here.

Speed

## Action Items

Manage

All action items related to this team that are in the In Progress, Ready, or Backlog statuses are displayed here.

- Define our purpose
- Clear Team Purpose

- Begin doing regular backlog refinement
- Product Backlog

- Review and Refine Definition of Done
- Working Agreements

## Capability Backlog

Prioritize

Teams are able to establish top priorities for Agile Capabilities to align on targets.

1	Visibility Created Stakeholder Engagement	Learn
2	Team Ownership Team Value Ownership	Learn
3	Visibility Created Product Backlog	Learn

## Rinse and Repeat

As with any inspect and adapt model, OODA loops, PDCA, etc., the cycle repeats.

