Supplementary resource for the book *The Human Side of Agile*. More at www.TheHumanSideOfAgile.com

Conditions for Team Success

Following are the conditions most teams need for success. Check off those already being met:

- The parameters of the work: mission (what), vision (why), success criteria ("management tests"), team responsibilities, constraint tradeoff matrix, community

- An appropriately structured team: qualities, preferences, social skills, technical skills

- A knowledgeable, empowered, and available product owner

- A suitable work environment (physical and virtual): comfortable, minimally distracting, conducive to collaboration and social growth

- The right tools: for productivity, communication, collaboration, process

- Access to pertinent information: context, constraints, plans, roadmaps, users

- Clarity about desirable/acceptable behavior

- Air cover

- Caring, encouragement, and recognition

- _____ (specific to your environment)

Now consider the following questions carefully to make sure you haven't missed anything:

- Focus on one condition you haven't checked off. Why is it not met? (*Try root cause analysis.*)

- Consider conditions that have changed in the last 6-12 months. What happened there?

- List three simple, specific improvements that would result in the greatest benefit.

- Contemplate the next significant milestone and imagine the team celebrating successful outcomes. In hindsight, what would they attribute their success to?