The Agile Assessment

Initial Agile Assessment

What You Will Learn:

You will learn where your business is in relation to achieving true Agile. This simple survey shows you where to focus and see where in your Agile Transformation needs to prioritize.

By repeating the Agile Audit process in six or twelve months and then again at appropriate intervals, you will learn to see how the individuals in your company and the company itself is progressing toward your Agile goals. You will also understand the importance of recognising achievement.

Why You Need to Learn This:

Knowing how your business prioritized and lines up with the Agile Manifesto is the key to unlocking success. No process or tool, Scrum, XP, Kanban, Lean, Jira, Rally, etc. can better your success if you prioritize it over the individuals and team in your company. Seeing the Agile mindset through this survey will help you work to unleash your teams and ultimately all teams in your business.

Results

The immediate result of the Audit is a Radial Chart providing you with a graphical representation of your current position. The longer-term result is the ability to continually measure your adoption of the Agile Mindset with a simple reflection so you can adapt.

How to use this Workbook

The more members of your team or company that can reflect and show how your team reflects on your practice. Do not be afraid to get all your employees' feedback to create a holistic image of your Agile Practice

Complete the workbook and, if necessary, discuss it with your Agile coach or during your next session. If you have any queries, please email your Agile coach directly or through www.StrategicVisionBusiness.com

The aim of the workbooks is to transfer business skills and knowledge while you are at home or in the office, maximizing the efficiency of time you are with your business advisor. The more you learn, the easier it becomes for your business advisor to help you and the more effective the Program will be for you.

My Self & My Team - Part 1 of 4

Individuals and Interactions

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree			Strongl y Agree	
1	I feel I know my team and can trust my coworkers	1	2	3	4	5
2	I feel safe, emotionally and physically, at work	1	2	3	4	5
3	My team Takes 100% responsibility for our work, both the successes and failures	1	2	3	4	5
4	I feel like I can make mistakes in my work without worry that I will be seen as less competent	1	2	3	4	5
5	I feel celebrated for my successes by my team and higher authorities	1	2	3	4	5
6	What other concerns do you have in the area of "Team Level - Individuals and Interactions"?					
7	Add up all the numbers you have circled then enter your score in the box.					

My Self & My Team - Part 2 of 4

Focus on Creating Customer Value

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	You feel your work is relatively consistent and can you & the team can work at a consistent pace	1	2	3	4	5
2	You feel there is a standard means to know your work is done properly	1	2	3	4	5
3	You feel your work delivers customer value over simply doing "busy work"	1	2	3	4	5
4	You feel like you deliver 100% quality during each sprint without the need for later re-work	1	2	3	4	5
5	You feel engaged & satisfied when working on your product or service	1	2	3	4	5
6	What other concerns do you have in the area of "Team Level - Focus on Creating Customer Value"?					
7	Add up all the numbers you have circled then enter your score in the box.					

My Self & My Team - Part 3 of 4

Customer Collaboration

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	You understand your customer's wants, needs and desires on a personal level	1	2	3	4	5
2	You and your team actively engage with your customer directly	1	2	3	4	5
3	You feel positive when discussing your company's goods or services with customers or potential customers	1	2	3	4	5
4	You know what parts of your product or service, you've worked, customers actually use	1	2	3	4	5
5	You feel empowered watching your customer use your product or seeing the impact of your service	1	2	3	4	5
6	What other concerns do you have in the area of "Team Level - Customer Collaboration"?					
7	Add up all the numbers you have circled then enter your score in the box.					

My Self & My Team - Part 4 of 4

Responding to Change

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	I feel change tends to be more fun/engaging rather than stressful	1	2	3	4	5
2	When the customer asks for a change in a product or service, your team is ready to handle it	1	2	3	4	5
3	Your team's plans are very adaptable to new circumstances	1	2	3	4	5
4	I like to try new things	1	2	3	4	5
5	If a member of your team leaves, you feel confident that the remaining members of your team can still accomplish and succeed	1	2	3	4	5
6	What other concerns do you have in the area of "Team Level - Responding to Change"?					
7	Add up all the numbers you have circled then enter your score in the box.					

Our Organization / Company - Part 1 of 4

Individuals and Interactions

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	I feel that even the newest members of my company can have a significant positive impact	1	2	3	4	5
2	If a team member finds a new tool or process to improve productivity or quality of work, do you feel your company will allow that tool or process to be used?	1	2	3	4	5
3	I feel managers and senior executives are open to improving themselves and change for the betterment of the whole organization	1	2	3	4	5
4	I feel that management, team and individual measurements and incentives are in line with the company's mission and goals	1	2	3	4	5
5	I feel I could speak candidly and safely with the highest person in my company	1	2	3	4	5
6	What other concerns do you have in the area of "Organization - Individuals & Interactions"?					
7	Add up all the numbers you have circled then enter your score in the box.					

Our Organization / Company - Part 2 of 4

Focus on Creating Customer Value

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	You are required to document only what is essential	1	2	3	4	5
2	Your customers rarely complain about issues with your product or service	1	2	3	4	5
3	Your company measures success by the release of working products or services	1	2	3	4	5
4	You feel the company's expertise and business values are reflected in its products or services	1	2	3	4	5
5	You feel your company's bureaucracy exists to help ensure the success of the company's products and services	1	2	3	4	5
6	What other concerns do you have in the area of "Organization - Focus on Creating Customer Value"?					
7	Add up all the numbers you have circled then enter your score in the box.					

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Our Organization / Company - Part 3 of 4

Customer Collaboration

Read the statements on the left and circle the number on the right that represents your feeling toward it

		Strongly Disagree				Strongly Agree
1	You feel your company routinely engages with customers in a productive manner	1	2	3	4	5
2	You feel your company is intimately familiar with their customers' needs, wants and desires	1	2	3	4	5
3	Your company, as a whole, understands and empathizes with their customers	1	2	3	4	5
4	Your company encourages you to interact and understand how customers are impacted by your company's goods and services	1	2	3	4	5
5	Your company and your customers don't feel tied down by unnecessary paperwork and agreements	1	2	3	4	5
6	What other concerns do you have in the area of "Organization - Customer Collaboration"?					
7	Add up all the numbers you have circled then enter your score in the box.					

# Our Organization / Company - Part 4 of 4

Responding to Change

Read the statements on the left and circle the number on the right that represents your feeling toward it

|		Strongly Disagree				Strongly Agree
1	You feel a vision, rather than a roadmap, helps guide your organization strategy and actions	1	2	3	4	5
2	When your company implements a change, most everyone is excited to work with it	1	2	3	4	5
3	When asked for an estimate, you feel comfortable giving a range rather than a fixed estimate	1	2	3	4	5
4	You feel your organization works for continuous improvement for the benefit of all stakeholders	1	2	3	4	5
5	If a member of your business leaves, including the CEO, you feel confident that a transition plan is in place, at each level, to ensure success	1	2	3	4	5
6	What other concerns do you have in the area of "Organization - Responding to Change"?					
7	Add up all the numbers you have circled then enter your score in the box.					

Graphs

Now transpose your scores from each of the boxes on the previous pages by marking a point on each of the relevant lines on the radial chart below (zero at the center and ten at the outer edge).

Complete your graph by joining the marks with straight lines as in the examples at the bottom of the page.
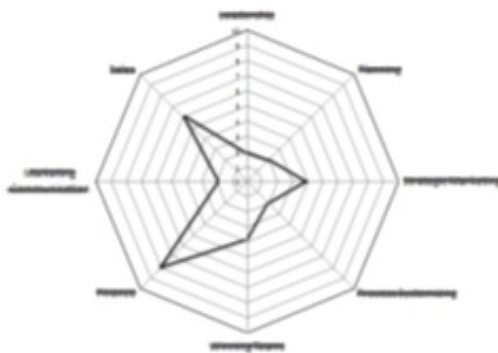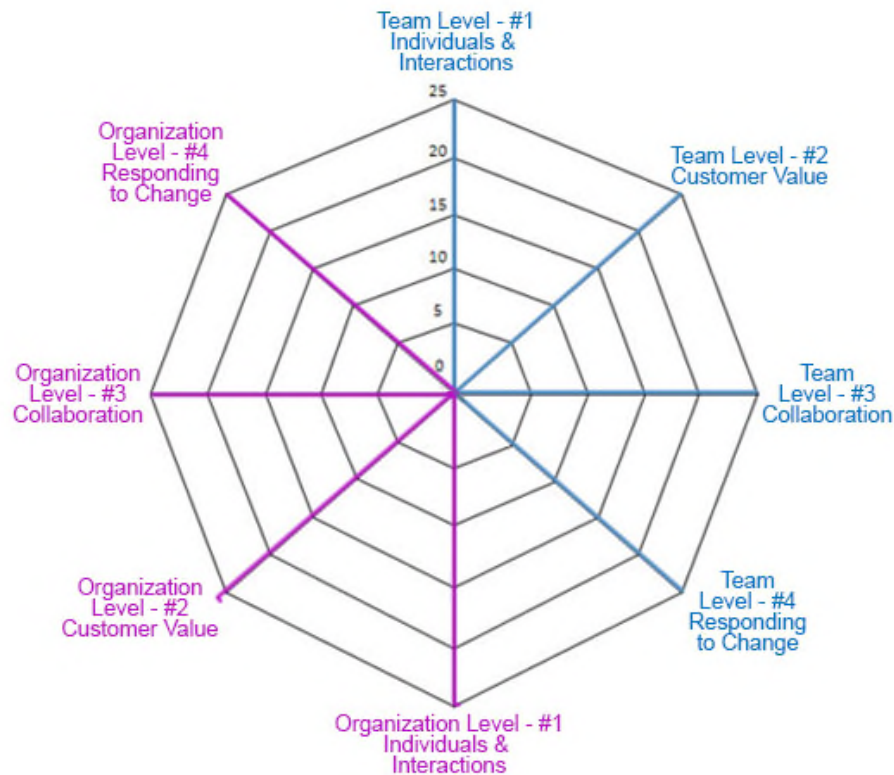
Typical Score

Business Class Score >80%

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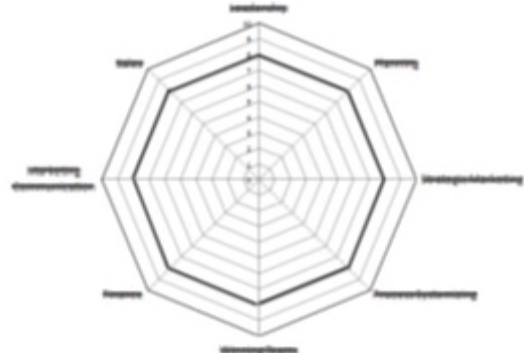
Business Condition

Current financial status of business (highlight one for each row)

1	**Annual Sales**	Shrinking	Flat	Up 5%	Up10%	Up >10%
2	**Profits**	Shrinking	Flat	Up 5%	Up10%	Up >10%
3	**Cash Flow**	Shrinking	Flat	Up 5%	Up10%	Up >10%
4	Opportunities: Make notes					

Your Feelings

Your present feelings about the business and how it impacts on your personal and life goals (highlight all that apply)

1	**Energy Level**	Exhausted	Tired	Neutral	Energized	Dynamic
2	**Spirit**	Disillusioned	Frustrated	Content	Hopeful	Elated
3	**Work/Life Balance**	Highly Undesirable	Not good	OK	Good	Highly Desirable
4	Opportunities: Make notes					

Now discuss, with your Agile Coach the opportunities you have identified for improving the current state of your business.

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You have just completed your Initial Agile Audit

The Business Audit forms part of the STRATEGIC VISION AGILE DEVELOPMENT Program and helps us create a blueprint with you for your business growth and for your freedom.

Leadership
- Introduction
- Millionaire Mindset
- Leadership
- Personal Purpose
- Psychology of Effectiveness
- Psychology of Success
- Prioritizing
- Key Success Activities

Planning
- Business Audit
- Business Purpose
- Business Strategy
- The 30 Minute Business Plan
- Core Story
- The elevator pitch
- Organisation

Strategic Marketing
- Introduction
- Demographics & Geographic's
- Psychographics
- The Marketing Message
- Connecting – Look & Feel
- Putting the pieces together
- Strategic Growth

Marketing Communication
- Internal & External Audit
- Customer Pain
- Key Phrases
- Benefits
- Writing copy
- Marketing Foundation Blocks
- The Gold Mine
- Simple marketing plan

Sales
- Customer mindset
- The ultimate sales plan
- The Sales pitch and presentation

Process Systemization
- Introduction
- Problem solving
- Systems development
- Systems organization
- Production strategy for products
- Production strategy for services

Winning Teams
- Team Building
- Behaviour
- Recruitment of good people
- Training
- Supervision

Finance
- Overview
- Simple financial plan
- Financial systems
- Profit
- Cash

With your new found understanding of your business and the areas that require immediate and longer term focus, why not join a STRATEGIC VISION program now and begin your journey to greater success and freedom?

Contact David Hilton, DBA, M.Ed. at
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The Agile Assessment

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