Anti-Pattern Assessment

Identify What's Undermining Your Agility

A companion resource from Agile Meets AI, Chapter 2

How to Use This Assessment

Rate each statement 1-5: **1 = Never/Low Risk   3 = Sometimes   5 = Always/High Risk**

For Team Assessment: Complete together, discuss different perspectives, agree on priorities.

Frequency: Quarterly recommended to track progress over time.

Feature Factory Syndrome (See Ch. 2)	Score
Planning focuses on feature quantity over customer impact	1 2 3 4 5
Customer research is minimal or sporadic	1 2 3 4 5
Teams resist removing backlog items	1 2 3 4 5
Total Score (10+ indicates risk):	_____ / 15

Heavy Process Syndrome (See Ch. 2)	Score
Teams follow identical processes regardless of context	1 2 3 4 5
Process compliance prioritized over team effectiveness	1 2 3 4 5
Teams complain about process overload	1 2 3 4 5
Total Score (10+ indicates risk):	_____ / 15

Fake Empowerment (See Ch. 2)	Score
Teams seek approval for decisions they should own	1 2 3 4 5
Leadership reacts negatively to team mistakes	1 2 3 4 5
Multiple approval layers slow decision-making	1 2 3 4 5
Total Score (10+ indicates risk):	_____ / 15

Autonomy Without Alignment (See Ch. 2)	Score
Teams work isolated from organizational goals	1 2 3 4 5
Duplication of effort across teams is common	1 2 3 4 5
Business outcomes don't improve despite high team activity	1 2 3 4 5
Total Score (10+ indicates risk):	_____ / 15

Zombie Agile (See Ch. 2)	Score
Agile ceremonies performed but don't drive change	1 2 3 4 5
Teams use agile terms but ignore values	1 2 3 4 5
Retrospectives happen but improvements don't follow	1 2 3 4 5
Total Score (10+ indicates risk):	_____ / 15

Innovation Theater (See Ch. 2)	Score
Innovation events happen but ideas aren't implemented	1 2 3 4 5
Innovation treated as special occasion, not daily practice	1 2 3 4 5

Creative team members frustrated with lack of follow-through	1 2 3 4 5
Total Score (10+ indicates risk):	**_____ / 15**

Interpreting Your Scores

3-6: Low Risk Monitor occasionally	**7-9: Moderate** Include in discussions	**10-12: High Risk** Priority improvement	**13-15: Critical** Immediate action

Action Planning

Highest Risk Anti-Pattern: _____   Score: _____ / 15

Root Cause Analysis:
Why is this happening? _____
What's driving this behavior? _____

This Week's Experiment:
Small change to try: _____
Success indicator: _____

This Month's Goal:
Larger improvement target: _____
How we'll measure progress: _____

Remember: The goal isn't zero risk across all anti-patterns. It's awareness, intentional improvement, and building systems to prevent regression over time.