

# Team Health Assessment

## Transformation Progress Tracking

*A companion resource from Agile Meets AI, Appendix D*

Team: \_\_\_\_\_ Date: \_\_\_\_\_ Assessment #: \_\_\_\_\_

Rate each statement: 1 = Strongly Disagree, 5 = Strongly Agree

Statement	1	2	3	4	5
<b>PSYCHOLOGICAL SAFETY (Phase 1 Foundation)</b>					
I feel safe admitting mistakes without fear of blame	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team members speak openly in meetings without self-censoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Failed experiments are discussed as learning opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can disagree with leadership without negative consequences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>EMPOWERMENT (Phase 2 Focus)</b>					
Our team makes decisions without waiting for approval	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have clear authority over how we do our work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership supports our decisions even when they disagree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have direct access to customer feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>ALIGNMENT &amp; PURPOSE</b>					
I understand how our work connects to company goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our team's priorities are clear and stable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collaborate effectively with other teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategy and decisions are communicated transparently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DELIVERY &amp; FLOW (Phase 3 Focus)</b>					
We deliver work at a sustainable pace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our processes help rather than hinder our work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can deploy changes quickly when needed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wait time and bottlenecks are minimal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CONTINUOUS LEARNING (Phase 4 Focus)</b>					
We regularly try new approaches and experiments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retrospectives lead to real improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We dedicate time to learning, not just delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge flows freely within and across teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring Summary

Dimension	Score	Previous	Trend
Psychological Safety	___ / 20	___ / 20	↑ ↓ →
Empowerment	___ / 20	___ / 20	↑ ↓ →
Alignment & Purpose	___ / 20	___ / 20	↑ ↓ →
Delivery & Flow	___ / 20	___ / 20	↑ ↓ →
Continuous Learning	___ / 20	___ / 20	↑ ↓ →
TOTAL	___ / 100	___ / 100	↑ ↓ →

Per dimension: 16-20 = Healthy | 12-15 = Developing | 8-11 = At Risk | 4-7 = Critical

Team Discussion: What's our lowest dimension? What one action would improve it most?

**Usage:** Run quarterly. Track trends over time. Use aggregate scores (not individual responses) for team discussion. Low scores in Phase 1 dimensions (Safety, Alignment) indicate foundation issues that must be addressed before later phases can succeed.

From *Agile Meets AI: A Pragmatic Guide for Modern Teams* by Sheila Eckert  
[Download more resources at thesheilaverse.com/book-companion](https://thesheilaverse.com/book-companion)