

# 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
<strong>PSYCHOLOGICAL SAFETY (Phase 1 Foundation)</strong>					
I feel safe admitting mistakes without fear of blame	<input type="checkbox"/>				
Team members speak openly in meetings without self-censoring	<input type="checkbox"/>				
Failed experiments are discussed as learning opportunities	<input type="checkbox"/>				
I can disagree with leadership without negative consequences	<input type="checkbox"/>				
<strong>EMPOWERMENT (Phase 2 Focus)</strong>					
Our team makes decisions without waiting for approval	<input type="checkbox"/>				
We have clear authority over how we do our work	<input type="checkbox"/>				
Leadership supports our decisions even when they disagree	<input type="checkbox"/>				
We have direct access to customer feedback	<input type="checkbox"/>				
<strong>ALIGNMENT &amp; PURPOSE</strong>					
I understand how our work connects to company goals	<input type="checkbox"/>				
Our team's priorities are clear and stable	<input type="checkbox"/>				
We collaborate effectively with other teams	<input type="checkbox"/>				
Strategy and decisions are communicated transparently	<input type="checkbox"/>				
<strong>DELIVERY &amp; FLOW (Phase 3 Focus)</strong>					
We deliver work at a sustainable pace	<input type="checkbox"/>				
Our processes help rather than hinder our work	<input type="checkbox"/>				
We can deploy changes quickly when needed	<input type="checkbox"/>				
Wait time and bottlenecks are minimal	<input type="checkbox"/>				
<strong>CONTINUOUS LEARNING (Phase 4 Focus)</strong>					
We regularly try new approaches and experiments	<input type="checkbox"/>				
Retrospectives lead to real improvements	<input type="checkbox"/>				
We dedicate time to learning, not just delivery	<input type="checkbox"/>				
Knowledge flows freely within and across teams	<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	↑ ↓ →
<b>TOTAL</b>	<b>___ / 100</b>	<b>___ / 100</b>	<b>↑ ↓ →</b>

**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  
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