

High-Performing Team Health Check

Five Dimensions of Team Excellence

A companion resource from Agile Meets AI, Chapter 7

High-performing teams blend aligned autonomy, stability, cross-functional skills, continuous improvement, and psychological safety. Use this health check to assess your team across all five dimensions. Reassess quarterly.

Team: _____ Date: _____

1. ALIGNED AUTONOMY

Healthy Indicators

- We understand how our work connects to company goals
- We decide how to approach and break down our work
- We have clear guardrails but freedom within them
- When priorities change, we understand why

Warning Signs

- We're told exactly what to do and how to do it
- We don't know why our work matters
- Every decision requires approval from above
- We have freedom but no direction

2. STABLE, RIGHT-SIZED TEAMS

Healthy Indicators

- Our team has been together long enough to build trust
- Team size (5-8) balances skills and communication
- We rarely have people pulled away mid-sprint
- New members are onboarded thoughtfully

Warning Signs

- Team composition changes frequently
- Team is too large for effective communication
- Team is too small to have needed skills
- Adding people is the default response to delays

3. CROSS-FUNCTIONAL WITH T-SKILLS

Healthy Indicators

- We have all the skills needed to deliver without dependencies
- Team members can contribute beyond their specialty
- We actively invest in building T-shaped skills
- Work continues smoothly even when demand shifts

Warning Signs

- Work stalls when one specialist is unavailable
- We plan around 'resources' not value delivery
- People sit idle when their specialty isn't needed
- Knowledge is siloed in individual experts

4. CULTURE OF CONTINUOUS IMPROVEMENT

Healthy Indicators

- Improvement happens daily, not just in retrospectives
- We run experiments and learn from results
- We improve product, process, skills, and collaboration
- Small wins are noticed and built upon

Warning Signs

- Retros are the only time we discuss improvement
- Action items from retros rarely get completed
- We only improve when something breaks
- "That's how we've always done it" is common

5. PSYCHOLOGICAL SAFETY

Healthy Indicators

- People speak up without fear of punishment
- Mistakes are treated as learning opportunities
- Different opinions are welcomed and explored
- We focus on problems, not blame

Warning Signs

- People stay quiet to avoid conflict
- Mistakes lead to blame or embarrassment
- Challenging ideas feels risky
- Bad news is hidden or softened

Scoring Summary

For each dimension, count the healthy indicators checked and the warning signs checked.

Dimension	Healthy <input checked="" type="checkbox"/>	Warning <input type="checkbox"/>	Status
1. Aligned Autonomy	__ / 4	__ / 4	
2. Stable Teams	__ / 4	__ / 4	
3. T-Skills	__ / 4	__ / 4	
4. Continuous Improvement	__ / 4	__ / 4	
5. Psychological Safety	__ / 4	__ / 4	

Interpretation per dimension:

- 3-4 Healthy, 0-1 Warning = **Strong** — Maintain and model for others
- 2 Healthy, 2 Warning = **Mixed** — Targeted improvement needed
- 0-1 Healthy, 3-4 Warning = **At Risk** — Prioritize this dimension

Priority Focus Area

Which dimension needs the most attention?

One experiment we'll try this week:

How we'll know if it's working:

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)