

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 ☑	Warning ▶	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)