

How mature is your Scrum Team?

Maturity Level	Scrum Master	Product Owner	Development Team	Leader
5	<ul style="list-style-type: none"> Teaches others how to combine Scrum with Lean practices Enables lower level Scrum Masters to grow in their role Knows how to create an Agile mindset in the organization Is seen as a trusted advisor by all Stakeholders Enables everyone in the organization to be successful Is able to run Scrum at scale with multiple teams 	<ul style="list-style-type: none"> Knows how to manage a Product Backlog at the Portfolio level Knows how to be a Product Owner in a scaled, multiple team setting Interacts with end-users on continuous value creation Is able to optimize value creation in multiple Value Chains Is responsible for budget, profit & loss of the Value Chain 	<ul style="list-style-type: none"> Team members trust each other blindly People don't fear conflict Dissent is expected, so that everyone can become better People are highly knowledgeable, autonomous and accountable Failure is seen as a necessary consequence of doing something new Value is delivered on a frequent basis, confirmed by actual users Quality standards & rules of engagement are in everyone's minds Each event has a clear outcome 	<ul style="list-style-type: none"> Delegates responsibility for the full Value Chain to a PO and his team Delegates product-budgetting to the Product Owner Makes sure that everyone in the organization has focus on value creation Inquires and ensures that customers are satisfied Has focus on capturing opportunities & solving organizational problems Facilitates entrepreneurship and growth at every employee Prevents the environment from re-creating traditional paradigms
4	<ul style="list-style-type: none"> Knows how to combine Scrum with Lean practices Made Stakeholders aware of Scrum and Agile\Scrum values Learns how to create an Agile mindset in the organization Is seen as a trusted advisor by the whole Scrum team Enables everyone in the Value Chain to be successful Feels responsible for solving impediments at organizational level Learns how to run Scrum at scale with multiple teams 	<ul style="list-style-type: none"> Learns how to maintain a Product Backlog at the Portfolio level Learns how to be a Product Owner for a scaled, multiple team setting Is responsible for the Value Chain Continuously optimizes value creation in a single Value Chain Removes waste and impediments in the Value Chain Has the mandate to make product related decisions 	<ul style="list-style-type: none"> Trust & respect are the basis of all acting People know to overcome their personal differences People are learning how to have constructive conflicts During Scrum events everyone is responsible & committed The whole team is learning how to become accountable The Definition of Done is continuously used, challenged and updated Occasionally value is created, confirmed by actual users 	<ul style="list-style-type: none"> Delegates product & planning responsibility to Product Owners Delegates product quality responsibility to development teams Delegates improvement & people responsibility to Scrum Masters Gives advice to Product Owners & Scrum Masters Inquires if critical decisions do not lead to issues Facilitates interaction between Product Owners, Stakeholders & teams
3	<ul style="list-style-type: none"> Learns how to combine Scrum with Lean practices Made the team aware of the Scrum values Teaches Stakeholders to understand Scrum 'By the Book' Learns how to make Stakeholders aware of Agile\Scrum values Enables the Scrum Team (including the PO) to be successful Feels responsible for solving impediments Stimulates team members to solve impediments 	<ul style="list-style-type: none"> Has enabled team members to write requirements & specifications Has enabled team members to maintain the Product Backlog Has made planning & backlog transparent to Stakeholders Is responsible for the Product Learns how to make decisions based on incremental created value Learns about all steps in the Value Chain creation process Shares responsibility in making product related decisions 	<ul style="list-style-type: none"> Team members are open Individuals are learning to overcome personal differences People discover common ground & conflicts are avoided Goals and standards become clear and are documented Quality standards are captured in a Definition of Done Success is measured The whole team knows & acts according the Scrum Values During Scrum events people become responsible and committed 	<ul style="list-style-type: none"> Makes strategic planning decisions Ensures planning consensus between PO, stakeholders and himself Delegates more important responsibilities Tracks progress by regularly visiting Scrum events Participates as a stakeholder in Sprint Reviews Provides boundary conditions for teams to define practices Facilitates Scrum teams to become successful
2	<ul style="list-style-type: none"> Knows how to run Scrum 'By the Book' Teaches his team to run Scrum 'By the Book' Is aware of the Scrum values Learns how to make the team aware of the Scrum values Enables individual team members to be successful Facilitates all Scrum events Solves (technical) impediments 	<ul style="list-style-type: none"> Teaches team members how to write requirements & specifications Is responsible for the Product Backlog Stimulates team members to maintain the Product Backlog Directly communicates with Stakeholders Has influence on those who make product related decisions 	<ul style="list-style-type: none"> Individuals look for common understanding Safety is present and people open up towards each other People trust themselves and their own competences People discover their differences which leads to conflict\new insights Safety will increase\go down after differences are discovered New opinions on standards & quality emerge The whole team knows Scrum 'By the Book' Team members are learning about the Scrum values 	<ul style="list-style-type: none"> Is directly involved in top-down planning activities Ensures that Scrum teams buy-in on the plans Delegates planning execution to the Product Owner Delegates less critical responsibilities without losing control Gives team targets and practices on progress, efficiency, quality and outcome Provides guidelines on processes & tools
1	<ul style="list-style-type: none"> Learns how to apply Scrum 'by the book' Focus on personal success Sets up the product backlog Updates burndowns Plans Scrum events Performs technical operational work 	<ul style="list-style-type: none"> Has strong analytical skills Writes requirements & specifications Maintains the Product Backlog Learns how to communicate with Stakeholders Delivers the input for others to make product related decisions 	<ul style="list-style-type: none"> Individuals look for stability, rest & a sense of belonging While looking for safety, people are reserved, withholding & closed Each individual has personal unaligned standards Conflicts might be felt but are not expressed Personal competences determine what tasks people work on Team members are learning how to align quality standards Some individuals know about Scrum During the Scrum events all responsibility lies with the Scrum Master 	<ul style="list-style-type: none"> Creates top-down plans Ensures that Scrum teams focus on planning and task-execution Has a directive communication style Gives individual targets and practices on progress, efficiency, quality and outcome Progress is measured by profit & shareholder happiness