

# How mature is your Scrum Team?

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