

# 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 additional practices</li> <li>Focus on continuous improvement in the organization</li> <li>Helps the organization to understand &amp; apply Agile principles</li> <li>Enables the organization to continuously have impact on customers</li> <li>Leads &amp; stimulates everyone in the organization\value stream to success</li> </ul>      | <ul style="list-style-type: none"> <li>Deep knowledge on one\more product portfolio(s)</li> <li>Focus on continuous value optimizing and customer collaboration</li> <li>Is responsible for planning\budget\profit &amp; loss of the products' value chain</li> <li>Has impact on customer happiness based on continuous value delivery</li> <li>Is able to lead complex value chains with multiple teams &amp; stakeholders</li> </ul> | <ul style="list-style-type: none"> <li>Intuitively acting on commonly shared standards</li> <li>Accountable for creating high quality products</li> <li>Collaborating with everyone to participate in sharing feedback &amp; learning</li> <li>Delivering value on a frequent basis confirmed by actual users</li> <li>Team members trust each other blindly</li> </ul>                | <ul style="list-style-type: none"> <li>Delegates responsibility for the full Value Chain to the PO &amp; his team</li> <li>Inspires\guards culture\stimulates continuous improvement</li> <li>Facilitates entrepreneurship &amp; growth for every employee</li> <li>Captures opportunities &amp; makes sure that customers are satisfied</li> <li>Delegates all decisions &amp; responsibilities</li> </ul> |
| 4              | <ul style="list-style-type: none"> <li>Extended Scrum experience with Scrum and additional practices</li> <li>Focus on continuous improvement in the value chain</li> <li>Helps stakeholders to understand &amp; apply Agile principles</li> <li>Enables the Scrum team to continuously improve and deliver value</li> <li>Leads &amp; stimulates his entire team to success</li> </ul>                                      | <ul style="list-style-type: none"> <li>Deep knowledge of the product\value chain\customers</li> <li>Focus on continuous value creation and stakeholder collaboration</li> <li>Has the mandate to make product related decisions and release plans</li> <li>Has impact on all stakeholders based on frequent value creation</li> <li>Can lead a value chain with multiple teams &amp; stakeholders</li> </ul>                            | <ul style="list-style-type: none"> <li>Standards are continuously used\challenged\updated</li> <li>Responsible and committed to frequently deliver valuable outcome</li> <li>Collaborating with stakeholders to continuously improve</li> <li>Working with stakeholders to deliver high quality product increments</li> <li>Trust &amp; respect are the basis of all acting</li> </ul> | <ul style="list-style-type: none"> <li>Delegates planning &amp; execution to the Product Owner</li> <li>Gives advice\coaches\facilitates</li> <li>Creates an environment where teams can self-organize &amp; create value</li> <li>Solves organizational impediments &amp; facilitates teams to be successful</li> <li>Delegates all but critical decisions &amp; responsibilities</li> </ul>               |
| 3              | <ul style="list-style-type: none"> <li>Extended Scrum experience &amp; experiments with additional practices</li> <li>Focus on continuous improvement in the team</li> <li>Helps his team to understand &amp; apply the Scrum\Agile values</li> <li>Enables the Product Owner to focus on value delivery and visualize progress</li> <li>Stimulates team members in taking responsibility &amp; become successful</li> </ul> | <ul style="list-style-type: none"> <li>Has overview on all steps in the value creation process</li> <li>Focus on creating value &amp; progress</li> <li>Collaborates with stakeholders to make plans &amp; product related decisions</li> <li>Has impact on stakeholders through continuous outcome</li> <li>Inspires his team to collaborate with all stakeholders in the value chain</li> </ul>                                       | <ul style="list-style-type: none"> <li>Common standards are discovered\captured\new insights created</li> <li>Focussed on reaching sprint goals &amp; improving quality</li> <li>Using Scrum\Agile values as a guideline for all interaction</li> <li>Actively asking for feedback to have more impact on stakeholders</li> <li>Team members are open</li> </ul>                       | <ul style="list-style-type: none"> <li>Co-creates plans together with the Product Owner</li> <li>Ensures consensus on rules\plans\quality standards.</li> <li>Provides boundary conditions for teams to set their own targets</li> <li>Tracks progress by regularly visiting team events</li> <li>Delegates more important responsibilities</li> </ul>  |
| 2              | <ul style="list-style-type: none"> <li>Has situational experience in running Scrum 'By the Book'</li> <li>Focus on connecting practices with goals and outcomes</li> <li>Facilitates team events using Scrum\Agile values as a guide</li> <li>Enables the Development Team to track progress &amp; visualize work</li> <li>Guides team members in understanding their role &amp; apply Scrum 'By the Book'</li> </ul>        | <ul style="list-style-type: none"> <li>Owns &amp; manages the Product Backlog</li> <li>Focus on creating sprint goals &amp; product increments</li> <li>Has influence on stakeholders in making plans &amp; product related decisions</li> <li>Gains more trust by increasing transparency\ progress &amp; output</li> <li>Is able to collaborate with multiple stakeholders from a single Product Backlog</li> </ul>                   | <ul style="list-style-type: none"> <li>Knowledge\practices\quality standards are shared\discussed</li> <li>Ensuring the outcome of all events &amp; learning the Scrum values</li> <li>Discovering differences\conflict\shared values</li> <li>Working on explicit measurements of success</li> <li>Looking for common understanding</li> </ul>  | <ul style="list-style-type: none"> <li>Creates plans and delegates execution to the Product Owner</li> <li>Arranges buy-in to rules\plans\quality standards.</li> <li>Gives team(s) targets on progress\efficiency\quality\outcome</li> <li>Asks for explicit measurements of progress\output\quality</li> <li>Wants to be in control &amp; delegates less critical responsibilities</li> </ul>             |
| 1              | <ul style="list-style-type: none"> <li>Learns how to apply Scrum 'by the book'</li> <li>Focus on learning new practices and operational successes</li> <li>Plans &amp; facilitates all Scrum events</li> <li>Tracks progress &amp; visualizes work</li> <li>Executing operational work &amp; searching for personal development</li> </ul>   | <ul style="list-style-type: none"> <li>Analytical knowledge &amp; basic product knowledge</li> <li>Focus on creating requirements &amp; Product Backlog items</li> <li>Executes plans &amp; product decisions made by stakeholders</li> <li>Satisfies stakeholders by capturing requirements and feedback</li> <li>Is able to translate stakeholders wishes into concrete work items for a team</li> </ul>                              | <ul style="list-style-type: none"> <li>Individual knowledge\standards determine what tasks people work on</li> <li>Relying on the Scrum Master to facilitate them</li> <li>Avoiding conflict\pursuing individual targets\generating output</li> <li>Following processes\rules\instructions</li> <li>Looking for stability\rest\ a sense of belonging</li> </ul>                        | <ul style="list-style-type: none"> <li>Creates plans\rules\controls budget</li> <li>Ensures compliance to rules\plan execution\quality targets.</li> <li>Gives individual targets on progress\efficiency\quality &amp; outcome</li> <li>Progress is measured by profit &amp; shareholder happiness</li> <li>Wants full control &amp; has a directive communication style</li> </ul>                         |

