

# How mature is your Scrum Team?

Maturity Level	Scrum Master	Product Owner	Developers	Leader
5	<p>Teaches others how to combine Scrum with additional practices</p> <p>Focus on continuous improvements in the organization</p> <p>Helps the organization to understand &amp; apply Agile principles</p> <p>Enables the organization to continuously have impact on customers</p> <p>Leads &amp; stimulates everyone in the organization\value stream to success</p>	<p>Deep knowledge on one\more product portfolio(s)</p> <p>Focus on continuous value optimizing and customer collaboration</p> <p>Is responsible for plannings\budgets\profits &amp; loss of the products' value chain</p> <p>Has impact on customer happiness based on continuous value delivery</p> <p>Is able to lead complex value chains with multiple teams &amp; stakeholders</p>	<p>Intuitively acting on commonly shared standards</p> <p>Accountable or creating high quality products</p> <p>Collaborating with everyone to participate in sharing feedback &amp; learning</p> <p>Delivering value on a frequent basis confirmed by actual users</p> <p>Team members trust each other blindly</p>	<p>Delegates responsibility for the full Value Chain to the PO &amp; the team</p> <p>Inspires\guards culture\stimulates continuous improvement</p> <p>Facilitates entrepreneurship &amp; growth for every employee</p> <p>Facilitates people &amp; organization to act with a Greater Goal in mind</p> <p>Delegates all decisions &amp; responsibilities</p>
4	<p>Applies extended experience with Scrum and additional practices</p> <p>Focus on continuous improvements in the value chain</p> <p>Helps stakeholders to understand &amp; apply Agile principles</p> <p>Enables the Scrum team to continuously improve and deliver value</p> <p>Leads &amp; stimulates the entire team to success</p>	<p>Deep knowledge of the product\value chain\customers</p> <p>Focus on continuous value creation and stakeholder collaboration</p> <p>Has the mandate to make product related decisions and release plans</p> <p>Has impact on all stakeholders based on frequent value creation</p> <p>Can lead a value chain with multiple teams &amp; stakeholders</p>	<p>Standards are continuously used\challenged\updated</p> <p>Responsible and committed to frequently deliver valuable outcomes</p> <p>Collaborating with stakeholders to continuously improve</p> <p>Working with stakeholders to deliver high quality product increments</p> <p>Trust &amp; respect are the basis of all acting</p>	<p>Delegates planning &amp; execution to the Product Owner</p> <p>Gives advice\coaches\facilitates</p> <p>Creates an environment where teams can self-organize &amp; create value</p> <p>Provides a vision &amp; mission that people can connect to</p> <p>Delegates all but critical decisions &amp; responsibilities</p>
3	<p>Applies extended Scrum experience &amp; experiments with additional practices</p> <p>Focus on continuous improvements in the team</p> <p>Helps the team to understand &amp; apply the Scrum\Agile values</p> <p>Enables the Product Owner to focus on value delivery and visualize progress</p> <p>Stimulates team members in taking responsibility &amp; become successful</p>	<p>Has overview of all steps in the value creation process</p> <p>Focus on creating value &amp; progress</p> <p>Collaborates with stakeholders to make plans &amp; product related decisions</p> <p>Has impact on stakeholders through continuous outcomes</p> <p>Inspires the team to collaborate with all stakeholders in the value chain</p>	<p>Common standards are discovered\captured\new insights created</p> <p>Focused on reaching sprint goals &amp; improving quality</p> <p>Using Scrum\Agile values as a guideline for all interaction</p> <p>Actively asking for feedback to have more impact on stakeholders</p> <p>Team members are open</p>	<p>Co-creates plans together with the Product Owner</p> <p>Ensures consensus on rules\plans\quality standards</p> <p>Provides boundary conditions for teams to set their own targets</p> <p>Tracks progress by regularly visiting team events</p> <p>Delegates more important responsibilities</p>
2	<p>Has situational experience in running Scrum 'By the Book'</p> <p>Focus on connecting practices with goals and outcomes</p> <p>Facilitates team events using Scrum\Agile values as a guide</p> <p>Enables the Developers to track progress &amp; visualize work</p> <p>Guides team members in understanding their role &amp; apply Scrum 'By the Book'</p>	<p>Owens &amp; manages the Product Backlog</p> <p>Focus on creating sprint goals &amp; product increments</p> <p>Has influence on stakeholders in making plans &amp; product related decisions</p> <p>Gains more trust by increasing transparency\ progress &amp; outputs</p> <p>Is able to collaborate with multiple stakeholders from a single Product Backlog</p>	<p>Knowledge\practices\quality standards are shared\discussed</p> <p>Ensuring the outcomes of all events &amp; learning the Scrum values</p> <p>Discovering differences\conflict\shared values</p> <p>Working on explicit measurements of success</p> <p>Looking for common understanding</p>	<p>Creates plans and delegates execution to the Product Owner</p> <p>Ensures buy-in to rules\plans\quality standards</p> <p>Gives team(s) targets and on progress\efficiency\quality\outcomes</p> <p>Asks for explicit measurements of progress\outputs\quality</p> <p>Wants to be in control &amp; delegates less critical responsibilities</p>
1	<p>Learns how to apply Scrum 'by the book'</p> <p>Focus on learning new practices and operational successes</p> <p>Plans &amp; facilitates all Scrum events</p> <p>Tracks progress &amp; visualizes work</p> <p>Executing operational work &amp; searching for personal development</p>	<p>Analytical knowledge &amp; basic product knowledge</p> <p>Focus on creating requirements &amp; Product Backlog items</p> <p>Executes plans &amp; product decisions made by stakeholders</p> <p>Satisfies stakeholders by capturing requirements and feedback</p> <p>Is able to translate stakeholder wishes into concrete work items for a team</p>	<p>Individual knowledge\standards determine what tasks people work on</p> <p>Relying on the Scrum Master to facilitate them</p> <p>Avoiding conflict\pursuing individual targets\generating outputs</p> <p>Following processes\rules\instructions</p> <p>Looking for stability\rest\ a sense of belonging</p>	<p>Creates plans\rules\controls budget</p> <p>Ensures compliance to rules\plan execution\quality targets</p> <p>Gives individual targets and on progress\efficiency\quality &amp; outcomes</p> <p>Progress is measured by profit &amp; shareholder happiness</p> <p>Wants full control &amp; has a directive communication style</p>