

Storming Agile Teams - Tools

Recognizing of a Group/Team entering into the Storming Phase

Base on the following extended list of the main signs that might help you identify when a group/team has entered into the storming phase of their development journey:

1. **Team's Vision**, if defined, unclear on people's minds.
2. Undefined **goals**, and if defined, they are misinterpreted or understood depending of each team member perspective.
3. **Roles and responsibilities** in the process of being defined/clarified.
4. Low level of **collaboration** between team members.
5. **Collaboration** agreements unclear or undefined.
6. **Results** are highly impacted depending of conflict intensity.
7. Low level of **trust**.
8. Low level of **transparency and visibility** about tasks progression.
9. Poorly defined **tasks**.
10. Voice tone and **communication** tend to be violent.
11. **Individuals first** then team's interests.
12. **Individual point of view** prevails instead of a collective purpose.
13. You can smell **fear**, and people try to avoid fighting it.
14. **Personal/task destructive conflicts** arise between team members during team ceremonies.
15. **Respect** between members is doubtful.
16. The Blaming game seems to be a common practice when issues arise.
17. Use of Irony and Sarcasm highly present when **communicating**.
18. Team members are unaware about the team entering/**navigating though the conflict zone**.

I have created the following check list, to give you a hand when identifying a group/team entering or already in the Storming phase of their development journey:

Signs of a group/team entering into the Storming Phase – Individual Check List

Strategic criteria	
Vision	Check
A Vision statement has been written and is at hand	Yes/No
The Vision statement has been shared with the group/team members within the past three months.	Yes/No
My concerns about the Vision statement has been heard and considered into the current Vision statement	Yes/No
I understand The Vision statement	Yes/No
The Vision statement inspires you to contribute to its realization	Yes/No
I believe that the group/team can reach the Vision some day	Yes/No
Mission/Purpose	Check
A Mission/Purpose statement has been written and is at hand	Yes/No
The Mission/Purpose statement was created/revised/updated with your collaboration	Yes/No
I understand The Mission/Purpose statement	Yes/No
The Mission/Purpose statement reflects what you do at work every day	Yes/No
I am a supporter of the Mission/Purpose	
Common Goals	Check
A set of goals has been written and is at hand	Yes/No
Goals have been shared with the group/team members within the past three months.	Yes/No
My concerns about the Goals have been heard and considered into their definition.	Yes/No
I understand The Goal(s)	Yes/No
I understand your contribution to reaching the Goal(s) set	Yes/No

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Organizational Design criteria	
Structure	Check
The organizational structure has been written and is at hand	Yes/No
The organizational structure has been shared/discussed/revise/d/updated with the group/team members within the past six months.	Yes/No
My concerns about the organizational structure have been heard and considered	Yes/No
I understand The organizational structure that you are in	Yes/No
The organizational structure that you are in, makes sense.	Yes/No
I believe that the group/team can reach the Vision statement someday, through the current organizational structure.	Yes/No
Roles and Responsibilities	Check
The roles and responsibilities within your group/team/organization have been written and are at hand	Yes/No
The roles and responsibilities within your group/team/organization were created/revise/d/updated with your collaboration	Yes/No
I understand the Roles and Responsibilities within your group/team/organization	
I understand your Role and Responsibilities	Yes/No
I role and responsibilities reflect what you do at work every day	Yes/No
I do more than what has been established in your role and responsibilities	Yes/No

Group/Team Performance	
Delivery Capacity	Check
My team deliver results frequently to customers/clients	Yes/No
I am aware about the amount of work that is being delivered to customers/clients periodically	Yes/No
I team produce high quality results	Yes/No
I have the skills/competencies to deliver the group's/team's work	Yes/No
My group/team is an example to follow, in terms of delivering results.	Yes/No

Individual and Interactions criteria	
Interactions	Check
The quality of the interactions within the group/team is fantastic	Yes/No
I feel inspired after interacting with your group/team members	Yes/No
I enjoy interacting with your group/team members	Yes/No
The group's/team's interaction are a model to be followed	Yes/No
Collaboration	Check
I enjoy collaborating with my group/team mates	Yes/No
I feel that I can collaborate with every single group/team member	Yes/No
Collaboration is valued here	Yes/No
I feel free to collaborate	Yes/No
I feel safe to collaborate with my group/team mates	Yes/No
Leaders In the organization are an example of collaboration	Yes/No
Conflict management	Check
There are many destructive conflicts within my group/team	Yes/No
I create conflicts within my group/team	Yes/No
I have the tools to manage conflicts when they arise	Yes/No
I do like constructive conflicts	Yes/No
I help the group/team with finding ways to manage destructive conflicts	Yes/No
Trust	Check
I trust my colleagues	Yes/No
Trust Is considered highly important in the organization	Yes/No
Trust Is considered highly important within my group/team	Yes/No
It is well accepted to be myself when interacting with my group/team	Yes/No
I would do whatever is required to protect my group/team	Yes/No
I feel trusted by my group/team	Yes/No

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Work Visibility and Transparency criteria	
Visibility	Check
Work is visible to everyone in the group/team/organization	Yes/No
My work is visible all the time	Yes/No
Visibility makes my work and others easier	Yes/No
Making thing visible is considered important by the group/team	Yes/No
I believe that making things visible matters to the group/team/organization	Yes/No
Transparency	Check
Everything that I do at work is transparent to my group/team	Yes/No
Transparency makes decision making process easier to everyone in the group/team	Yes/No
Being transparent adds value to what we do and how we do it	Yes/No
Being transparent is valued by the group/team	Yes/No
You are a supporter of being Transparent	
Impediments	Check
Impediments are visible to the group/team	Yes/No
Impediments are shared consistently by the group/team	Yes/No
Impediments are removed consistently	Yes/No
I make Impediments visible to the group/team	Yes/No
I take responsibility in removing impediments out of the way of our goal(s)	Yes/No
I help others in my group/team with removing impediments.	Yes/No