

TEAM SCAN

WHAT ARE OUR CHARACTERISTICS?

PLACE ONE MARKER ON EACH OF THE BELOW SCALES FOR EACH TEAM MEMBER

PART-TIME INVOLVEMENT OF TEAM MEMBERS

1 TEAM, 1 GOAL

"WE CAN DO IT OURSELVES"

"WE COULD REALLY USE SOME HELP"

"I'M NOT DEPENDENT ON OTHERS TO SUCCEED IN MY WORK"

"WE WON'T MAKE IT IF WE DON'T WORK TOGETHER"

NO REAL URGENCY

IF WE DON'T CHANGE NOW, WE'RE NOT GOING TO MAKE IT

WE WORK ON OUR OWN GOALS, TOGETHER

WE WORK TOGETHER ON ONE GOAL

DRIVEN BY TOP-DOWN (TRANSFORMATION) DEADLINES

DRIVEN BY QUALITY: GO SLOW TO GO FAST

FOCUS ON OBJECTIVES

FOCUS ON IMPROVEMENTS

FOCUS ON TOOLS & MATURITY LEVEL

FOCUS ON CAPABILITY

UNAWARE AND INCAPABLE

AWARE OF INCAPABILITY

SAFETY, TRANSPARENCY AND VULNERABILITY ARE NOT
OUR THING

WE FEEL SAFE AND DARE TO GO OUT OF OUR
COMFORT ZONE AND MAKE MISTAKES

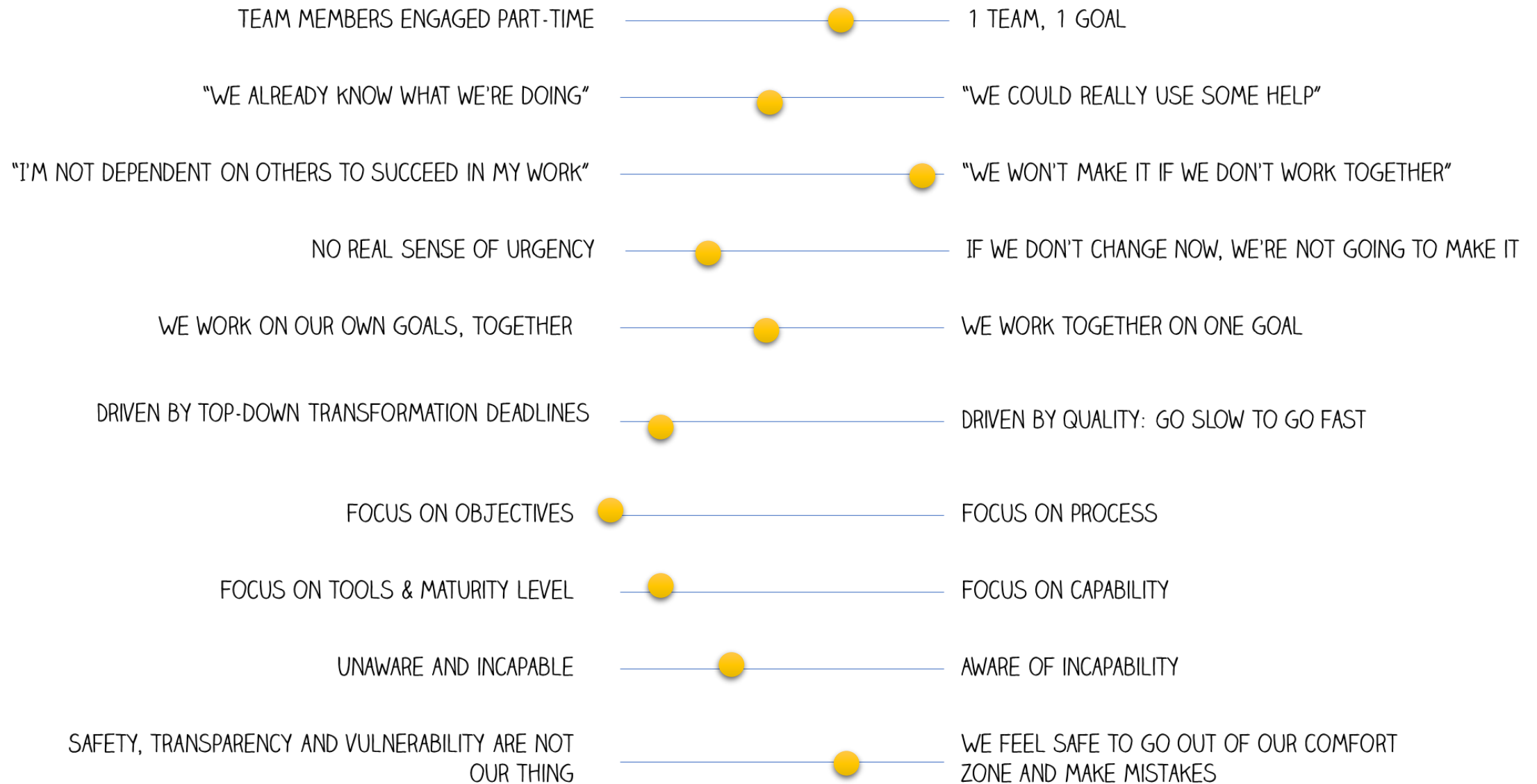
TEAM SCAN:
SHOULD WE START WITH OBEYA?

The following personal- or team characteristics will help in determining the chance of success when starting with Obeya. Set a marker where you think the team / individuals are. A coach could do this, but it's more powerful to do with the whole team. The more to the right, the higher the chance of success. The more to the left, the more coaching on beliefs, behaviours, perceptions and (e.g. Lean) principles is required before the team will become truly effective in the Obeya.

The goal is not to come to a score, the goal is to have the discussion and explore behaviours and beliefs.



TEAM SCAN EXAMPLE



Don't use this when doing the assessment