

Agile Coaching Assessment Checklist

Category	Junior Agile Coach	Agile Coach	Agile Product Coach	Agile Portfolio Coach
Facilitator <ul style="list-style-type: none"> Focus on outcomes without advice Owens process of collaboration Independent of the outcomes Bridge empathy between parties 	Individual Facilitation <ul style="list-style-type: none"> Focus on developing individual goals Apply individual collaboration Encourage use of individual practices Facilitate individual communications 	Team Facilitation <ul style="list-style-type: none"> Focus on developing team goals Apply team-level collaboration Encourage use of team practices Facilitate team communications 	Product Facilitation <ul style="list-style-type: none"> Focus on developing product goals Apply product-level collaboration Encourage use of product practices Facilitate product communications 	Portfolio Facilitation <ul style="list-style-type: none"> Focus on developing portfolio goals Apply portfolio-level collaboration Encourage use of portfolio practices Facilitate portfolio communications
Trainer <ul style="list-style-type: none"> Develop skills through instruction Develop formal learning outcomes Formal structure 	Individual Training <ul style="list-style-type: none"> Teach teamwork, values, principles Establish personal goals/objectives Reinforce individual practices/ tools 	Team Training <ul style="list-style-type: none"> Teach team methods, practices, tools Establish team goals and objectives Reinforce team practices and tools 	Product Training <ul style="list-style-type: none"> Teach product frameworks and tools Establish product goals/objectives Reinforce product practices/ tools 	Portfolio Training <ul style="list-style-type: none"> Teach portfolio frameworks/ tools Establish portfolio goals/objectives Reinforce portfolio practices/ tools
Consultant <ul style="list-style-type: none"> Develop frameworks and toolkits Advice based on skills and expertise Diagnostician Problem solving 	Individual Consulting <ul style="list-style-type: none"> Develop personal agile assessments Use observation to advise individuals Apply self improvement diagnoses Encourage individual problem solving 	Team Consulting <ul style="list-style-type: none"> Develop agile team assessments Use observation to advise teams Apply team improvement diagnoses Encourage team problem solving 	Product Consulting <ul style="list-style-type: none"> Develop agile product assessments Use assessments to advise products Use product improvement diagnosis Encourage product problem solving 	Portfolio Consulting <ul style="list-style-type: none"> Develop agile portfolio assessments Use assessments to advise portfolios Use portfolio improvement diagnosis Encourage portfolio problem solving
Mentor <ul style="list-style-type: none"> Focus on developing a "how to" Advice based on experience Develop "trusted advisor" status 	Individual Mentoring <ul style="list-style-type: none"> Show how to apply agile values Apply informal agile knowledge Establish trust with individuals 	Team Mentoring <ul style="list-style-type: none"> Show how to apply agile practices Apply formal agile experience Establish trust with teams 	Product Mentoring <ul style="list-style-type: none"> Show how to apply agile frameworks Apply proven agile experience Establish trust with products 	Portfolio Mentoring <ul style="list-style-type: none"> Show use of portfolio frameworks Apply proven agile leadership Establish trust with portfolio leaders
Coach <ul style="list-style-type: none"> Focus on developing shared goals Open access to supporting resources Change mindset and behaviors 	Individual Coaching <ul style="list-style-type: none"> Establish shared collaborative goals Establish shared data repositories Instill rudimentary agile thinking 	Team Coaching <ul style="list-style-type: none"> Establish collaborative team goals Establish shared teamwork tools Instill agile team practices and tools 	Product Coaching <ul style="list-style-type: none"> Establish collaborative product goals Establish shared product tools Instill agile product practices/ tools 	Portfolio Coaching <ul style="list-style-type: none"> Establish collaborative portfolio goals Establish shared portfolio tools Instill agile portfolio practices/tools
Counselor <ul style="list-style-type: none"> Manage dysfunction and conflict Focus on listening Treat symptoms Reinforce positive behaviors 	Individual Counseling <ul style="list-style-type: none"> Manage individual conflict resolution Develop individual listening skills Focus on low hanging fruit/fast fixes Encourage power of positive thinking 	Team Counseling <ul style="list-style-type: none"> Manage team conflict resolution Apply team-level collaborative tools Focus on fixing team level issues Maintain positive team environment 	Product Counseling <ul style="list-style-type: none"> Manage product conflict resolution Use product-level collaborative tools Focus on fixing product level issues Maintain positive product culture 	Portfolio Counseling <ul style="list-style-type: none"> Manage portfolio conflict resolution Use portfolio collaborative tools Focus on fixing portfolio issues Maintain positive portfolio culture
Change Agent <ul style="list-style-type: none"> Embed change into the system Develop formal paths for change Organizational design Visible champion of change 	Individual Change Agent <ul style="list-style-type: none"> Focus on agile adaptability to change Apply communication to solve issues Establish collaborative work patterns Master agile values and principles 	Team Change Agent <ul style="list-style-type: none"> Focus on team level change practices Use change management practices Apply small cross functional teams Master agile methods and tools 	Product Change Agent <ul style="list-style-type: none"> Use of product change practices Use change management events Apply team of team structures Master agile frameworks and tools 	Portfolio Change Agent <ul style="list-style-type: none"> Use on portfolio change practices Establish change governance Apply portfolio governance teams Master agile portfolio thinking
Lean Leader <ul style="list-style-type: none"> Develop people Promote life-long learning Minimize constraints Inspire and align people Focus on KAIZEN Set guiderails Manage the system 	Individual Lean Leadership <ul style="list-style-type: none"> Work with willing participants Develop individual skills Reinforce time-boxed thinking Promote value of agile thinking Focus on personal improvements Create individual operating principles Encourage individual adaptability 	Team Lean Leadership <ul style="list-style-type: none"> Work with willing teams and groups Develop skills of teams and groups Reinforce iterative development Promote value of agile teams/groups Focus on team-level improvements Establish team operating principles Use team or group level adaptability 	Product Lean Leadership <ul style="list-style-type: none"> Work with willing products/projects Develop product team of team skills Reinforce quarterly planning Promote value of agile products Focus on product improvements Apply product operating principles Use product level adaptability 	Portfolio Lean Leadership <ul style="list-style-type: none"> Work with willing portfolios Develop portfolio team skills Reinforce roadmap planning Promote value of agile portfolios Focus on portfolio improvements Apply portfolio operating principles Use portfolio level adaptability

