

# Agile Skills Maturity Questions



The questions below use the Seven Stage maturity model found in Meilir Page-Jones article on the Seven Stages of Expertise. These questions are intended to establish the skills maturity of participants to understand how one's familiarity with a topic can influence their response to several problem scenarios that will be distributed later. Numbers in brackets at the end of each question indicate the slide number where a more detailed answer to the question can be found in the accompanying presentation **Maturing Your Organization's Agile Adoption**.

*The results of your responses to these questions are yours and will not be shared/distributed.*

1. **Agile Teams:** How experienced are you with working on self-organized, empowered, trust based teams with shared outcomes and supported by constructive disagreement on important issues. (33)



2. **Agile Leadership:** How experienced are you leading agile teams developing communities of advanced citizens, adapting to change and establish a team-centric culture and values? (36)



3. **Agile Project Management:** How familiar are you with applying Agile Planning/Estimating approaches (tradeoffs, prioritization, relative estimating, releases etc.)? (25)



4. **Agile Communication/Promotion:** How effective are you at identifying the 'rings of decision making' for teams, product owners, managers and communicating ideas/concepts to senior managers? (35)



5. **Business Value:** How familiar are you with associating business value to requirements? (25)



6. **Risk Management:** Have you managed risk in projects by delivering value incrementally? (25)



# The Seven Stages of Expertise Overview

**Innocent:** An individual at this level is unaware of Agile practices.

**Aware:** Is aware that Agile Practices may be relevant to them. Despite lack of knowledge and practical experience, this individual actively seeks to learn more.

**Apprentice:** Has attended workshops in which they have applied Agile techniques to problems or have applied some specific skills in an informal way to a real world project. At this point they are ready to apply their skills to a real project. While this is a critical level of learning, the apparent realism of the classroom projects can be deceptive. An Apprentice level associate is often overconfident, and will usually have difficulty scaling techniques up to real projects.

**Practitioner:** Achieving this level requires the learner to apply Agiles techniques to a significant real project. The leap from classroom projects to those of real world complexity, combined with deadlines, moving requirements, and emotionally charged situations causes many would be Practitioners to discard the new techniques and slip back permanently to their old way of working. More on this and the 'J-Curve effect' later.

**Journeyman:** At this level, real-world experience has embedded Agile techniques as the learner's natural way of working. Unlike those at lower levels, there is little risk of an Journeyman slipping back to their old ways. Once an individual attains this level, they may be suitable to become a mentor or coach.

**Master:** The master level has applied Agile techniques in a variety of settings and can draw upon a range of experiences to address real-world project challenges. In addition, a true Master has the ability to teach these techniques to Apprentices and help them as they navigate their first real-world experiences.

**Researcher:** At this level, the experiences, knowledge and interest of the individual is focused on sharing knowledge with a broader community. Often this involves writing books, articles and presenting at conferences as well as acting as an internal champion within their organization for further extending the benefits of Agile techniques.

To read the original article on the Seven Stages of Expertise by Meilir Page-Jones click [here](#).