

Team Health Check Template

A lightweight one-page workshop template inspired by Spotify's Squad Health Check model and structured around Lencioni's five dysfunctions.

How to Use

- Time: 45-60 minutes.
- Frequency: every 1-3 months.
- Format: each person scores individually first, then the team discusses patterns and agrees on 1-3 actions.

Part 1: Squad Health Snapshot

Rate each dimension with one color:

- Green Green = healthy, no urgent action needed.
- Yellow Yellow = mixed, could be better.
- Red Red = painful, needs attention.

Dimension	■ / ■ / ■	Notes
Trust & psychological safety		
Healthy conflict		
Clarity & commitment		
Peer accountability		
Focus on results		
Flow & delivery		
Technical health		
Team structure & collaboration		

Part 2: Lencioni Checklist

Score each statement from 1 to 5:

- 1 = strongly disagree
- 2 = disagree
- 3 = neutral
- 4 = agree
- 5 = strongly agree

1. Trust

Statement	Score
People openly admit when they do not know something.	
People can say "I made a mistake" without fear.	
Asking for help is seen as normal.	

2. Conflict

Statement	Score
People can disagree without it becoming personal.	
Important issues are discussed openly, not only afterwards.	
People feel safe challenging ideas from senior people.	

3. Commitment

Statement	Score
Decisions are clearly stated and written down.	
People support final decisions even when they disagreed.	
Priorities are clear.	

4. Accountability

Statement	Score
Team members call out missed commitments early.	
Behaviour or performance issues are addressed quickly.	
Standards are explicit and shared.	

5. Results

Statement	Score
The team has clear shared outcome metrics.	
Team wins matter more than individual heroics.	
Decisions are based on what is best for the whole team or product.	

Part 3: Discussion Prompts

Use these prompts after scoring:

- Which areas are the most red or lowest-scoring?
- Where is the biggest gap in perception across the team?
- What recent example explains that score?

- What is one small change that would improve this area in the next 2-4 weeks?

Part 4: Action Plan

Focus area	Action	Owner	Review date

Facilitation Notes

- Use this tool for improvement, not evaluation.
- Start with the weakest signal, not the easiest one.
- Keep actions small and testable.
- Re-run the check regularly and watch trends over time, not one-off scores.