Team Retrospective
Retrospective goals

Figure 13.1: RETROSPECTIVES FORM A BRIDGE BETWEEN ITERATIONS
Constructive environment

• No blame
  – focus on behavior (roles/actions)
• Create better communication
  – inquiry over advocacy
  – dialog over debate
  – empathy over sympathy
• Achieve better understanding
  – decisions are best made when not in crisis
Data: Individual Thoughts

On index card answer the following:

1. Status: behind, on target, or ahead of schedule?
2. Future: finish easily, on track, or need heroic effort?
3. Internal communication: too much, just right, not enough?
4. Client communication: too much, just right, not enough?
5. Improvement: what can you do to be a better team mate?
6. Satisfaction: how satisfied are you with your team role(s)?
7. Now: what is the project’s biggest priority?
8. Next: what is the project’s most important extension?

Your opinion, not what you think others want to hear.
Project Timeline

• Create a story of the project as a timeline
  – stimulate memories of critical events
  – create a picture of project from many perspectives
  – examine assumptions about who did what when
  – find patterns

• Note feelings for each event
Data: Project Event Cards

On index cards (one per event), describe:

1. A personal meaningful event
2. Your emotion about the event
   Successful, stressful, confused, happy, frustrated, overloaded, etc.

• Team: include all deadline events
  – sprint demos, client meetings
• Individual: 3 other personally meaningful events
Action: Assemble Project Timeline

• Put team’s index cards in chronological order
  – okay to have duplicate cards, just keep one
  – represents project’s significant moments

• All members add their feelings to all events
  – put “NA/WOW” if you were not aware of an event
  – may see events in a new way, try to empathize
Discuss: Team Feelings

• Select 3 interesting events from the timeline:
  – ones that have negative or variety of feelings
  – “walk in their shoes” to understand other’s feelings
  – listen for understanding
Discuss: Align Team Goals

• Discuss individual questions from beginning
• What is biggest team concern?
  – Communication, i.e., listening or respecting
  – Team roles, i.e., participation or roles
  – Client collaboration, i.e., contact or clarity
  – Making working software, i.e., learning or complexity
Action: Brainstorm

What can be done to improve the team?
On index card

A Problem that came up during retrospective
1. Your suggested solution

Pass card among team, taking turns to write new solutions until no more ideas
Action: Take Responsibility

• Take responsibility to solve one of the problems
• Write action in specific format
  – Long term goal: e.g., Improved communication
  – Now-action: e.g., Write better commit messages
  – Help: e.g., who associated with project can help you
Planning: Project managers

• Do we need to move people around?