

# Team Health Check Template

Dimension		Current Rating Red   Yellow   Green	Description of current practice in this area and reasons for the rating	Action steps to enhance this dimension
	Shared Direction	Red   Yellow   Green   		
	Psychological safety	Red   Yellow   Green   		
	Effective Communication	Red   Yellow   Green   		
	Adaptive Execution	Red   Yellow   Green   		
	Evidence Use	Red   Yellow   Green   		

# Using the Team Health Check

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Engage in regular rhythm of reflection, sense-making and action

## 1. Schedule and set up a Team Health Check

Identify a time and space for the team to complete the Health Check. Ensure everyone has had an opportunity to examine the 5 dimensions and ask clarifying questions about the tool and process.

## 2. Do ratings and engage in respectful and open dialogue

Support individuals to rate each dimension. Facilitate a team conversation about the ratings and gain new perspectives. Discuss the underlying reasons for these ratings with a spirit of openness.

## 3. Discuss and Decide. Identify micro-actions to focus on

Choose one or two of the dimensions rated yellow or red. Consider actions that could be taken to strengthen the work of the team. Consider the dimensions in green. How might these be better leveraged?

## 4. Take action and identify and celebrate growth

Document the outputs of the Health Check and commit to implementing the identified actions. Follow through on action steps. Review progress during normal team meetings.

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