

Resilience Scorecard

Measure and build team staying power over time

Rate your team across five resilience dimensions. Use this scorecard regularly (every 4–6 sprints) to track progress and identify where to focus coaching energy. A resilient team doesn't just survive setbacks — it learns and emerges stronger.

Growth Mindset Embracing uncertainty, viewing challenges as learning opportunities, treating failure as data.	Look for: "Not yet" language / experiments welcomed / failure discussed openly / stretch goals set voluntarily Low <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 High EVIDENCE / NOTES
Team Agency & Ownership Collective efficacy, proactive problem-solving, "We decided" vs. "We were told."	Look for: Team initiates improvements / decisions made without escalation / "We've got this" language / members volunteer for challenges Low <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 High EVIDENCE / NOTES
Reflective Practice Learning loops, effective retrospectives, double-loop learning, same mistake not repeated.	Look for: Actions from retros followed through / root causes explored / team raises process questions unprompted / learning documented Low <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 High EVIDENCE / NOTES
Purpose & Strengths Clarity of mission, leveraging team strengths, connecting change to "why we exist."	Look for: Team can articulate purpose / strengths deployed in crises / changes framed against purpose / appreciations exchanged regularly Low <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 High EVIDENCE / NOTES
Psychological Safety Trust, transparency, ability to take interpersonal risks, honest communication under stress.	Look for: Dissent voiced openly / mistakes admitted without fear / conflicts addressed directly / ideas challenged respectfully Low <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 High EVIDENCE / NOTES

Total Score / 25 5–10 Fragile · 11–17 Developing · 18–22 Resilient · 23–25 Thriving

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