

# Development Matrix for Agile Culture

**SEE HOW TO DEVELOP YOUR TEAM'S CULTURE**

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Do you want to know how agile your team's culture is, and how to develop it?

The Agile Culture Matrix allows you to easily understand your team's culture using five stages and the seven DNA elements of cultural agility. For each of the DNA elements of cultural agility (columns), work out what stage (rows) your team is operating at. The online Pulse Survey for Agile Culture or Agile Culture Assessment Cards are effective ways to measure where your team currently sits in the matrix.

Once you know where you currently sit, you can plan with your team what's appropriate in your context – and how you're going to get there.

For tools, resources and consultants who can help, visit:

<https://www.agilebusiness.org/knowledge-base/business-agility-toolkit/the-pulse-survey.html>

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# AGILE CULTURE DEVELOPMENT MATRIX



Level	Purpose and Results (PR)	Agile Leadership (AL)	Well-being and Fulfilment (WF)	Collaboration and Autonomy (CA)	Trust and Transparency (TT)	Adaptability to Change (AC)	Innovation and Learning (IL)
Transformational	The organisation's vision & purpose is clear and compelling	Our leader(s) act in a self-less and supportive way	People have a deep sense of fulfilment and achievement at work	People have an appropriate level of autonomy to carry out their work	There is complete honesty and transparency in day to day working	New ideas are quickly adapted if appropriate or discontinued if not	The organisation has a growth mindset, with strong commitment to reflection and learning
Thriving	Individual and team goals are aligned to the organisation's vision & purpose	Our leader(s) take responsibility for their actions and admit limitations	People feel valued and content with work-life balance	Cross-functional collaboration is how people work here	It is safe to challenge and question	Routine change is well handled but transformation is seen as 'too risky'	There is evidence of some experimentation- and learning built-in to how people work
Secure	Work is primarily driven by targets that make sense	Our leader(s) listen but do not always act on feedback	People get moderate support from the team	There is a tension between improvement activity and business as usual needs	People behaviours sometimes have an adverse impact on trust	There is a mix of reactive and proactive continuous improvement	Personal development is subordinated to operations
Stabilising	The organisation's vision & purpose and goals are not aligned	Our leader(s) are authoritative and give orders	People keep their heads down, focussing on delivering work	There are long established functional silos in the organisation	People have a feeling of not being heard	There is a view that 'if it is not broken, don't fix it'	Personal development is reserved mainly for high potentials
Surviving	Change in direction and priorities are chaotic	Our leader(s) are working in crisis mode	People feel demotivated and disengaged	People are working in crisis mode	There is no trust among our people	It is often the case that changes are chaotic and uncoordinated	It is common that mistakes are buried with little to no learning

Note: Indicative scoring alignment with Pulse survey results would be: 0=Disagree and Strongly Disagree, 1 = Slightly Disagree, 2 = Slightly Agree , 3 = Agree and 4 = Strongly Agree.



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