

**Commitment:**The team commits to the goal and they take their commitment seriously by delivering working software. It is their pledge to do their best with what they have. Commitment is the driver in sprint planning and continues to be visible at the daily stand up meetings. The organization commits to support the team and stay out of the way.

**Openness:** Transparency is one of the three legs underpinning Scrum, with inspection and adaption being the other two. Scrum requires everyone being transparent and thereby provides opportunities to inspect and adapt at various ceremonies such as Sprint Planning Meeting, Daily Scrum, Sprint Review, Sprint Retrospective.

**Respect:** Everyone gives and feels the respect they deserve as a valued team member. Developers respect the expertise of the customers and vice versa. Management respects team's right to accept responsibility and receive authority over team's work.

**Courage:** Courage is necessary in Scrum. It takes courage to identify impediments, ask for help. We will tell the truth about progress and estimates. We don't fear anything because no one ever works alone. For Scrum to work, the organization needs to honor and encourage courageous behavior.

**Focus:** We will do what is needed and asked for, but no more. This will maximize the value created for the investment made to date. We will take small simple steps towards our goal and mitigate failures as they happen. The Product Owner helps the team to focus on right things to works on. The ScrumMaster protect the team and keep them focused on the tasks at hand.

**What are three major problems slowing down your team?**

**What value(s) may be lacking in your team that is contributing to the problems above?**

**Possible actions for bringing those value(s) to your team:**