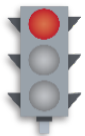




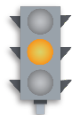
# COP SELF ASSESSMENT



## LEARNING & GROWTH

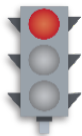


I'm bored. I'm never excited about learning something new. I don't get to practice old skills I value.

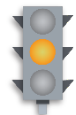


I feel I grow in my mastery and skills. I feel that I learn new things and get better.

## HELP

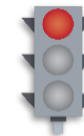


I rarely offer to help. I don't get asked to help or contribute.

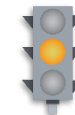


I actively offer help to others and feel I have the time to do so. I receive help when needed.

## SAFETY



I don't feel safe to ask questions. I'm afraid of wasting other people time. I'm afraid of being judged.



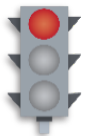
I feel safe to raise ideas and concerns. I feel that my opinions and suggestions are respected/considered.



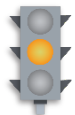
# COP SELF ASSESSMENT



## COLLABORATE

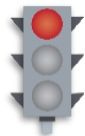


We work as individuals.

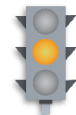


We work together within team and cross teams.

## SHARE KNOWLEDGE & LEARNINGS

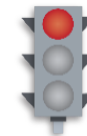


We don't take time to share or participate in sharing-opportunities.

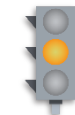


We teach. We mentor. We do presentations. We share what we do.

## ALIGN ON LONG-TERM STRATEGIES



We have no shared roadmap, or different competing roadmaps.



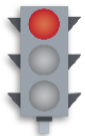
We discuss and align on long-term strategies that affect us as a group (example: our best practices, design principles, ...)



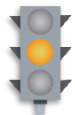
# COP SELF ASSESSMENT



## ALIGN ON HOW WE DO WORK

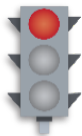


Free for all. No synergies. Difficult to integrate.

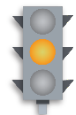


We are aligned on how we view quality, and how we work on improving quality. We honor our working agreement.

## FUN

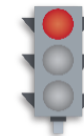


Boooooored. Where's the fun?

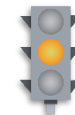


I enjoy being part of this Community of Practice. I love to collaborate with my peers.

## FEEDBACK



I don't get any feedback on my behaviours, contribution or work. Nor do I provide feedback.



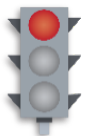
I get better with the feedback I receive, both appraisal and constructive feedback.



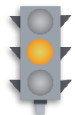
# COP SELF ASSESSMENT



## ABILITY TO DECIDE

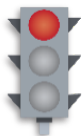


We always get stuck in debates in search for perfection.

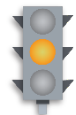


I see that we are willing, and have the courage, to decide and try.

## MOTIVATION



I don't care.  
Isolated. "Where's my paycheck?"



I feel engaged and part of a purpose. I feel motivated to act responsible and honor commitments.