

Here are some coaching questions tailored to help improve the maturity of team performance across each of the **five pillars of the Team Agility Framework**. These questions are designed to facilitate reflection, encourage dialogue, and guide teams toward actionable improvements.

1. Appropriate Team Composition

- What specific skills and roles are essential for our current project?
- How do we assess the skills and strengths of our team members?
- What steps can we take to ensure our team composition aligns with project goals?
- How can we actively promote diversity in our team composition?
- Are there any missing roles or expertise that could enhance our effectiveness?

2. Effective Team Leadership

- What are the clear goals and vision we have for our team, and how well are they communicated?
- How frequently do we provide constructive feedback to each other, and what could improve this process?
- In what ways can leaders empower team members to take ownership of their tasks?
- How can we foster a culture of open communication where everyone feels safe to share their ideas?
- What development opportunities exist for our leaders to enhance their skills in supporting the team?

3. Balanced Team Chemistry

- How do we currently address conflicts, and what improvements could we make in our approach?
- What activities or practices can we implement to strengthen our interpersonal relationships?
- How can we create an environment where team members feel comfortable sharing their strengths and weaknesses?
- What are the key factors that contribute to our team's trust, and how can we enhance them?
- How do we celebrate our successes as a team, and how does this impact our chemistry?

4. Appropriate Team Context

- What resources do we currently have, and how effectively are we utilizing them?
- How organized is our work environment, and what changes could improve it?
- In what ways can we ensure our workflows support collaboration and efficiency?
- How often do we review and adapt our context to better meet team needs?
- What feedback do team members have regarding the alignment of our context with organizational goals?

5. Effective Team Coaching

- What formal or informal coaching opportunities do we currently have, and how effective are they?
- How can we create a structured approach to coaching that meets the needs of all team members?
- What specific skills or knowledge areas do we need to focus on for future development?
- How do we encourage a culture of continuous learning and improvement within the team?
- What mentorship opportunities can we explore to support individual and team growth?

Reflection and Action

Encouraging team members to engage with these questions during regular check-ins, retrospectives, or coaching sessions can facilitate open discussions about their current performance and areas for improvement. The aim is to create a safe space where team members can express their thoughts, brainstorm solutions, and collaboratively develop strategies for enhancing their maturity in each of the five pillars of the Team Agility Framework.

By systematically addressing these questions, teams can foster an environment of continuous improvement and ultimately achieve higher performance levels.