What is PETALS?
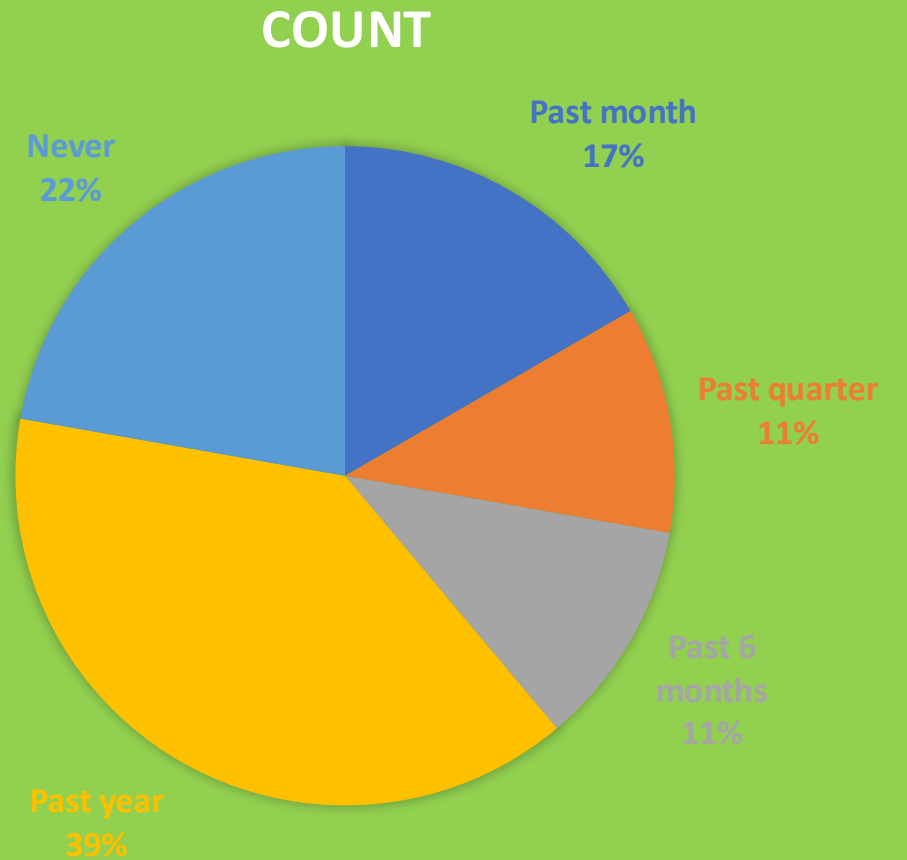
How you can improve your team health with a simple framework.

When did you last take a team health check?

Be honest.

COUNT

Past month
17%

Never
22%

Past quarter
11%

Past 6
months
11%

Past year
39%

Why are health checks important?

❤️ Encourages continuous improvement culture

👥 Understand how teams are FEELING on common factors

🏢 Leaders get early indication of celebrations, & concerns

What already exists?

Spotify Squad Health Check

🚦 Simple traffic light system across comprehensive list of 11 factors.

🕐 Requires at least 1 hour to go through all topics.

📅 Generally referenced every 3-6 months across multiple teams.

Atlassian Health Monitor

🎱 8 factors about team interactions and awareness.

💖 Deeper conversations about purpose, value and similar team morale topics for 2 hours.

🐢 Still slow feedback due to complex topics.

Google DORA

4️⃣ Four key metrics to measure devops performance.

👨‍💻 Tech-delivery topics focused on **deployment frequency, lead time for changes**, **change failure rate** and **time to restore service**.

📊 Regular checkpoints closer aligned to real-time metrics.

How can we get a regular pulse of team health?

How can teams safely share feelings on important factors?

How can we encourage teams to be more self-aware?

Time for PETALS

Acronym for 5 common factors of healthy teams

Productivity
Enjoyment
Teamwork
(**A**verage)
Serenity

Visualise the data

✍️
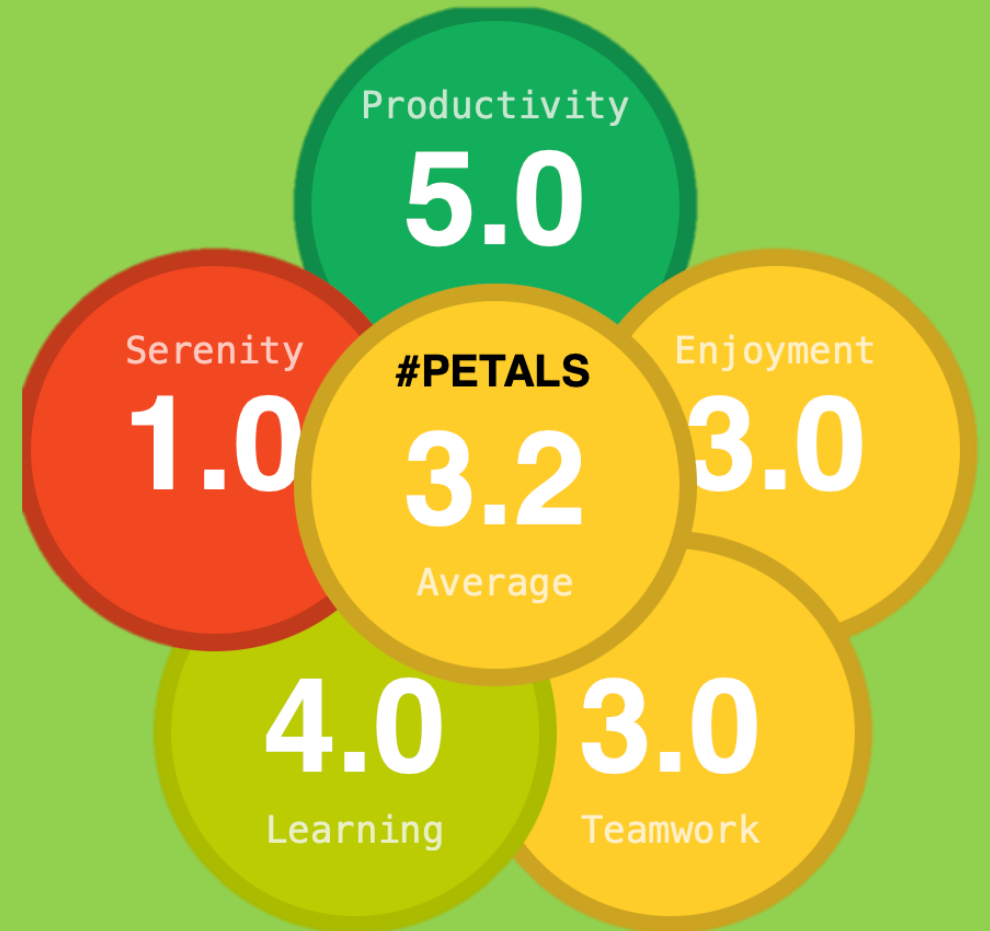Ask all team members to quickly rate each factor out of 5

🧮
Calculate specific and overall averages from all team contributions.

🎚️
Colour-code live results with traditional red-amber-green spectrum in flower arrangement.

📊
Plot all results over time on a line chart to see trends.

Productivity
5.0

Serenity
1.0

#PETALS
3.2
Average

Enjoyment
3.0

Learning
4.0

Teamwork
3.0

Now discuss!

Observe at overall **averages**, **trends** over time and **outliers**.

Teams are encouraged to **talk** through individual scores with **personal reasons**.

Note down actions, **improvement areas** and breakout discussions for follow-up.

Scores are **subjective** and arbitrary. You **can't** compare teams.

Who is already using PETALS?

HINT: It's already quite popular.

Demand is growing...

There is a web app

Prototype version is already available with redesign coming Q1 2025.

Learning what works and needs iterating from user feedback to provide the ultimate PETALS UX.

Get exclusive early access at
https://petals.team/app

Who created PETALS?

Si Jobling is an Engineering Manager @ Rightmove, former Delivery Lead @ Alibaba & Agile Delivery Manager @ ASOS.

Leading teams of software engineers since 2017 using engineering background to relate.

Passionate about collaboration, communication and culture across all disciplines.

Questions?

Email help@petals.team to arrange a call with Si.