

<p>A team member frequently procrastinates on their tasks, leading to last-minute rushes and frequent errors, which are causing stress and discord within the team.</p>	<p>A team member's work consistently falls below the expected quality standards.</p>	<p>A team member has been late or missed for the daily scrum for the last four days.</p>
<p>A team member's work deviates significantly from the agreed-upon sprint goal, potentially jeopardizing the sprint's success.</p>	<p>A team member inappropriately takes credit for the work or ideas of others.</p>	<p>Even though your team agreed on daily code integration, a team member hasn't checked in code for two weeks.</p>
<p>Two members of the team have a running feud. The spillover is affecting the rest of the team. Give feedback to one of them.</p>	<p>A team member consistently over-commits to tasks during sprint planning, leading to unfinished work and potentially impacting sprint goals.</p>	<p>A team member greets every new idea with "Yes, but..."</p> <p>You've noticed that the team's spirits are starting to slip and the flow of ideas has slowed to a trickle.</p>
<p>A team member has attended not participated in the previous two sprint retrospectives.</p>	<p>A team member dominates discussions in sprint planning, preventing others from sharing their ideas.</p>	<p>You are in the daily scrum and one of a team member says they have "done" what they were working on yesterday - but you know that it's not finished.</p>

EASY

<p>A team member listens to their voice mail messages on speakerphone in the team room. They have a new partner, and you are learning more about their personal life than you are comfortable knowing.</p>	<p>A team member smells like they haven't take a bath for a week - every week You don't want to pair with them, and neither does anyone else. In fact, team members are starting to avoid all contact.</p>	<p>A team member has been engaging in gossip and backstabbing, creating a toxic work environment and damaging relationships between team members.</p>
<p>One of the team doesn't cover their nose and mouth when they sneeze.  You just got sprayed.</p>	<p>A team lead or senior member shows clear favouritism towards certain team members, creating resentment and impacting team morale and fairness.</p>	<p>A team member is regularly undermining decisions made by the team, even after consensus has been reached, eroding team cohesion and trust.</p>
<p>A team lead or senior member is using their position of power to intimidate, bully, or manipulate other more junior team members.</p>	<p>One of the team has a strong religious faith. They have made several invitations for you to join social activities at their congregation, invitations you've declined.  This morning when you came into work, you discovered a religious pamphlet on your chair. You're pretty sure they left it for you. You're comfortable with your own beliefs and don't welcome this proselytizing.</p>	<p>A team member is withholding critical information from the team, either intentionally or through negligence, impacting progress and potentially causing harm.</p>
<p>A team member regularly uses foul language in the office environment and during calls, which is causing team disharmony.</p>	<p>In the last sprint retrospective and one of the team got very animated about their views on the quality of someone else's work. The accused team member became visibly upset during the meeting.</p>	<p>A team member makes subtle but offensive remarks or jokes that create a hostile environment for certain team members.</p>

HARD

HARD