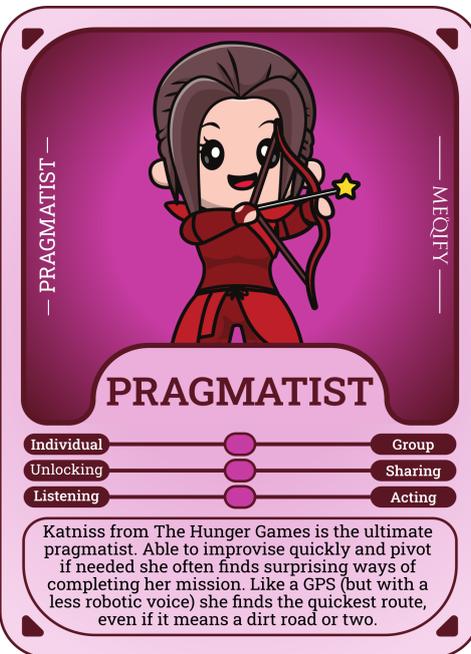




COACH

Individual: 0.5, Group: 0.5  
 Unlocking: 0.2, Sharing: 0.8  
 Listening: 0.5, Acting: 0.5

The Genie from Aladdin is dedicated, passionate about his team's success, and he always tries his best to make their wishes come true. He helps the team navigate through challenges by building up their confidence and skillset so they can face them on their own in the future.



PRAGMATIST

Individual: 0.5, Group: 0.5  
 Unlocking: 0.5, Sharing: 0.5  
 Listening: 0.5, Acting: 0.5

Katniss from The Hunger Games is the ultimate pragmatist. Able to improvise quickly and pivot if needed she often finds surprising ways of completing her mission. Like a GPS (but with a less robotic voice) she finds the quickest route, even if it means a dirt road or two.



FACILITATOR

Individual: 0.5, Group: 0.5  
 Unlocking: 0.2, Sharing: 0.8  
 Listening: 0.5, Acting: 0.5

M. James Bond's superior, makes sure everything runs smoothly and efficiently. She ensures everyone in the team knows the mission, customs and how things work, without telling them how to do it. She keeps the car running while the team is saving the day.



MENTOR

Individual: 0.5, Group: 0.5  
 Unlocking: 0.5, Sharing: 0.5  
 Listening: 0.5, Acting: 0.5

Yoda is wise, experienced, and has a wealth of knowledge to share with his team members. He offers guidance and advice so that they can unlock the force within them and become agile masters themselves one day.

### Scrum Master Stances The Game

The concept stances was introduced by Barry Overeem in the article "The 8 Stances of a Scrum Master" (2017)

This has been refined as movie characters by MEQIFY (2023)

Pragmatist was introduced by Comic Agile (2020)  
 Actively Doing Nothing was introduced by Bas Vodde (2019)

MEQIFY's vision is to unleash creative powers for sustainable delivery, with people at the heart. Read more about us at [www.meqify.se](http://www.meqify.se)

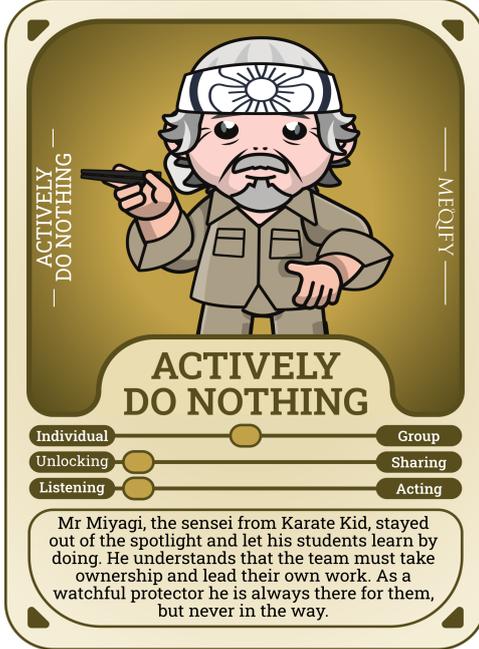
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 1) Always reference to MEQIFY and [www.meqify.se](http://www.meqify.se)  
 2) Modifications must be released under the same license (CC-BY-SA)



TEACHER

Individual: 0.5, Group: 0.5  
 Unlocking: 0.5, Sharing: 0.5  
 Listening: 0.5, Acting: 0.5

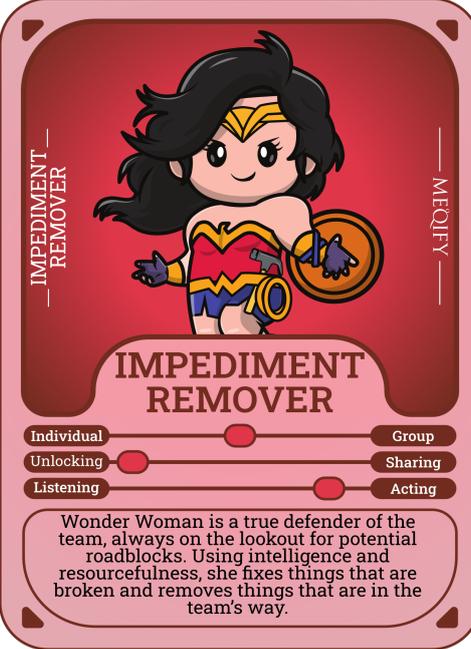
Dumbledore, the professor from Harry Potter, is patient, understanding, and always willing to take the time to explain things to the team. Starting out with magic is hard, but his expertise makes sure that team of wizards are ready to take on the world.



ACTIVELY DO NOTHING

Individual: 0.5, Group: 0.5  
 Unlocking: 0.5, Sharing: 0.5  
 Listening: 0.5, Acting: 0.5

Mr Miyagi, the sensei from Karate Kid, stayed out of the spotlight and let his students learn by doing. He understands that the team must take ownership and lead their own work. As a watchful protector he is always there for them, but never in the way.



IMPEDIMENT REMOVER

Individual: 0.5, Group: 0.5  
 Unlocking: 0.5, Sharing: 0.5  
 Listening: 0.5, Acting: 0.5

Wonder Woman is a true defender of the team, always on the lookout for potential roadblocks. Using intelligence and resourcefulness, she fixes things that are broken and removes things that are in the team's way.

We are based in Lund, Sweden and have since 2015 helped product companies, often outside the software industry, with team and organisational development.

## MEQIFY

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Sounds Interesting? Let's chat!  
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 About MEQIFY

