

Agentic Team Readiness Checklist

Are your developers using agents individually, or operating as an agentic engineering team?

Coding-agent adoption begins with individuals. A team capability emerges when the work becomes shared, reviewable, measurable, and able to improve over time.

Use this checklist with one engineering team or stream of delivery work. Check each statement that is consistently true today. Leave it unchecked if the practice is inconsistent or still being developed.

READINESS / SHARED WORK

1 The work is shared and visible

- ☐ Agentic work is connected to issues on the team's normal project board.
- ☐ Issues make the intended outcome, constraints, and acceptance criteria visible.
- ☐ Designs, plans, and important decisions exist outside individual agent sessions.
- ☐ Another teammate can understand the state of the work without depending on the original developer.

2 Collaboration happens before implementation

- ☐ Humans and agents research and shape the solution together.
- ☐ Important assumptions, constraints, and alternatives are explored before substantial implementation begins.
- ☐ The proposed solution and implementation plan are available for teammate review.
- ☐ The people involved are aligned on what will be built and how before implementation is delegated.

READINESS / ACCOUNTABILITY & EVIDENCE

Build a shared, measurable practice.

3 Delegation is bounded and reviewable

- ☐ Implementation is divided into clear, verifiable increments.
- ☐ Humans remain responsible for consequential product, architecture, security, and release decisions.
- ☐ Agent-produced changes move through the team's established review, testing, CI, and release controls.
- ☐ Changes to the agreed approach and important new decisions are surfaced and recorded.

4 Knowledge outlives the agent session

- ☐ Architecture, conventions, terminology, and important decisions are documented close to the code.
- ☐ People and agents can access the same current project knowledge.
- ☐ Useful lessons from completed work are captured for future issues.
- ☐ Another developer or agent can continue the work with the context the team has already earned.

5 Performance is observable and connected to goals

- ☐ The team has agreed on the business outcomes and engineering goals its work is meant to support.
- ☐ Velocity and delivery flow are measured from actual work using relevant signals such as throughput, cycle time, lead time, and completed outcomes.
- ☐ Quality is measured alongside speed using indicators appropriate to the project, such as defects, rework, change failures, maintainability, or production reliability.
- ☐ Agentic effort is visible in the context of delivered work, including relevant measures of sessions, active time, model activity, or tool usage.
- ☐ Agentic consumption and cost can be examined by issue, project, or team, with the basis of each number clearly understood.
- ☐ The organization can follow the evidence from agent activity to engineering work, and from engineering work to features, customers, or business outcomes.

READINESS / EVIDENCE & IMPROVEMENT

Use evidence to improve.

6 Measurement helps the team improve

- ☐ The team has a baseline for assessing how its agentic delivery practice changes over time.
- ☐ The team reviews performance across different types and sizes of work to identify useful patterns.
- ☐ Unusual results create opportunities to understand what happened and improve the working approach.
- ☐ Delivery evidence informs coaching, planning, forecasting, and investment decisions.
- ☐ The team uses its findings to refine how people and agents collaborate.
- ☐ Leaders can explain how agentic development is contributing to engineering and business goals.

The two defining questions

TEAM OWNERSHIP

Could another teammate understand, challenge, continue, and maintain this work without depending on the original developer or replaying their agent sessions?

TEAM PERFORMANCE

Can the team tell whether this way of working is improving delivery against its engineering and business goals?

An agentic engineering team needs both.

NEXT STEPS / TEAM DISCUSSION

Where should you focus next?

Review the unchecked statements. Which three opportunities would make the greatest difference to the team's delivery?

01 _____

02 _____

03 _____

Discuss

- Where does important agentic work become difficult for the team to see or understand?
- Which decisions depend most heavily on one developer?
- What knowledge should be available to the next person or agent?
- Where would earlier teammate involvement improve delivery?
- Which measures would best show progress against the team's engineering and business goals?
- What is one working practice the team could make shared and repeatable next?

Turn the gaps into a team capability

If your developers are succeeding individually but the team practices are still emerging, CodeLantern can help.

Our human-steered methodology, codified in the CodeLantern Platform, helps teams make agentic work shared, reviewable, measurable, and reusable. Through [Spark](#), our four-week engagement, we work alongside one small team on real software to establish the workflow, project knowledge, and measurement foundations needed to deliver together agentially.

Bring us a software project. We'll help you assess where to start.

[Talk to CodeLantern](#) → codelantern.ai