



Checklist

NPR 5333: Self Assessment

Evaluate how ready your organization (or department) is to adopt the Dutch NPR 5333:2025 standard (“Output-based measurement, performance management and contracting of agile teams”)

Introduction

In 2025, the Dutch standardization institute NEN published NPR 5333 – the first national guideline that finally breaks with the outdated habit of measuring, managing, and paying agile teams based on hours logged spent and hourly rates. Instead, it introduces a mature, transparent, and fair alternative: measuring, contracting and steering agile work on objectively measured output and leading indicators of real value.

For too long, many organizations – both clients and suppliers – have been stuck in contracts that reward activity rather than impact. Time-and-materials agreements incentivize slow delivery, fixed-price deals shift all risk to the supplier and encourage scope fights, and even many “agile” contracts still revolve around subjective metrics that tell us little about what the customer actually gains. NPR 5333 changes the game by making measurable results the centrepiece of collaboration, risk sharing, and payment. It enables true output-based contracting, short feedback cycles, and a partnership model in which both client and supplier win when real business value is delivered early and continuously.

The following self-assessment helps you determine – in less than ten minutes – whether your organization (or department) is already equipped to successfully adopt NPR 5333, or where the most important preparation work still lies. Answer the 12 questions honestly, count your “Yes” responses, and discover immediately if you are ready to leave the old hour- and effort-based practices behind and move to genuine outcome-driven agile delivery.



Self-Assessment Questionnaire

This practical self-assessment questionnaire is specifically designed to evaluate how ready an organization (or department) is to adopt the Dutch NPR 5333:2025 standard (“Output-based measurement, performance management and contracting of agile teams”).

The questionnaire consists of 12 yes/no questions grouped into 5 key readiness areas.

A score of ≥ 10 “Yes” = well prepared | 7–9 “Yes” = moderately prepared, some work needed | ≤ 6 “Yes” = significant preparation required.

1. Mindset & Culture (shift from effort to outcome)

1. Do leadership and key stakeholders explicitly accept that “working according to the rules” (time & materials) is no longer the primary success criterion?
☐ Yes ☐ No
2. Is there broad support for measuring and rewarding delivered business value/impact instead of story points or velocity alone?
☐ Yes ☐ No

2. Outcome Definition & Measurement Capability

3. Are you able to define clear, measurable outcomes/results (instead of only functional requirements or user stories) together with the client/business?
☐ Yes ☐ No
4. Do you already have (or can you quickly set up) leading indicators/key results (OKRs, value metrics, outcome KPIs) that reflect real business value?
☐ Yes ☐ No
5. Do you have access to reliable data/sources to measure these outcomes on a frequent (weekly/bi-weekly) basis?
☐ Yes ☐ No

3. Contracting & Governance

6. Are your procurement/legal departments already familiar with (or willing to use) output-based or outcome-based contract forms instead of classic fixed-price or T&M contracts?
☐ Yes ☐ No
7. Is there willingness to work with flexible scope and “target cost + pain/gain share” mechanisms as recommended in NPR 5333?

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☐ Yes ☐ No

8. Do you have experience with (or are you open to) short contract cycles (3–6 months) with explicit go/no-go moments based on measured results?

☐ Yes ☐ No

4. Team & Delivery Maturity

9. Do your agile teams already work with stable, cross-functional teams that have end-to-end responsibility for outcomes?

☐ Yes ☐ No

10. Do product owners/business representatives have sufficient mandate and availability to continuously validate outcomes with end users?

☐ Yes ☐ No

5. Tooling & Transparency

11. Do you have tooling/dashboards in place (or can implement quickly) that make outcome metrics transparent in real time for both supplier and client?

☐ Yes ☐ No

12. Are you able to generate the mandatory NPR 5333 reporting (progress on outcomes, forecast, risk & mitigation) without major manual effort?

☐ Yes ☐ No

Scoring & Recommendation

- Count the number of “Yes” answers.
- 10–12 Yes → Your organization is well equipped to start with NPR 5333 today.
- 7–9 Yes → Moderate readiness; focus improvement on the “No” areas first (especially questions 3–8).
- 0–6 Yes → Significant cultural, contractual and measurement changes are needed before NPR 5333 can be applied successfully.

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Why AgileBenchmark Is Your Ideal Partner

At AgileBenchmark.com, we didn't just watch this standard emerge—we helped build it. With deep expertise in:

- Agile team performance benchmarking (using ISBSG, Nesma, and proprietary data).
- Functional sizing (we're certified in COSMIC, Nesma, and now Easy Functional Sizing (EFS)).
- IT sourcing & contracting strategy support.
- KPI design and dashboarding.

we are uniquely positioned to help you transition from T&M chaos to NPR 5333 excellence.

Whether you're a **client wanting fair, outcome-driven contracts** or a **supplier ready to differentiate on performance**, we'll guide you with:

- NPR 5333 readiness assessments.
- Setting realistic KPI targets per team and contract.
- EFS training and rollout for your teams.
- Benchmarking your delivery rate vs. industry peers.
- Contract templates and KPI frameworks.
- Ongoing performance coaching.

It's Time to Contract for Value, Not Hours

The era of paying for effort without evidence is over. NPR 5333 + Easy Functional Sizing gives you the tools. AgileBenchmark gives you the expertise.

Stop rewarding presence. Start paying for performance.

[Contact us today](#) and learn how to restructure your agile contracts around real, measurable value.

EFS sizes the value. NPR 5333 enforces it. AgileBenchmark makes it happen.

Check the Contracting Services (NPR 5333) page here: [link](#) and/or Subscribe to the AgileBenchmark.com newsletter for weekly insights, benchmark reports, and expert tips delivered to your inbox: [link](#).

ABOUT US

AgileBenchmark

AgileBenchmark is a specialized IT management consultancy firm dedicated to data-driven solutions for software development, with a focus on software cost estimation, agile team benchmarking, output-based contracting (aligned with NPR 5333), and code quality measurement. Founded by Drs. Harold van Heeringen, a globally recognized expert with over 25 years of experience in IT and application development, AgileBenchmark empowers organizations worldwide to achieve excellence in agile software development.

Leveraging deep expertise, internationally acclaimed certifications (ICEAA Software Cost Estimation, Nesma CFPA, COSMIC, CAST), and innovative methodologies like the Easy Functional Sizing method, we deliver precise measurements, insightful benchmarking, and tailored solutions to optimize team performance and value delivery. Operating as a flexible, scalable consultancy from the Netherlands, AgileBenchmark serves mid-sized to large enterprises with custom software cost and value needs, offering primarily remote services with occasional onsite support to drive sustainable success for our clients.

About the Founder

Drs. Harold van Heeringen, the founder of AgileBenchmark, brings over 25 years of distinguished experience in the IT industry, specializing in application development and data-driven consultancy. With a 17-year tenure at Sogeti Nederland B.V., Harold progressed from a Cobol programmer to leading the metrics desk, where he honed his expertise in software cost estimation and project metrics for fixed-price, fixed-date projects.

Over the past decade at IDC Metri, as a Senior and Principal Consultant, he delivered high-quality consultancy services to a diverse range of Dutch and international clients, focusing on IT Intelligence services such as Software Cost Estimation, Agile Team Performance Measurement, Software Code Quality Measurement, and Lifecycle Management (LCM), and Project Portfolio Management (PPM) maturity assessments for clients like the Dutch Ministries of I&W and J&V. As President of Nesma and Immediate Past President and board member of ISBSG, Harold has built a stellar international reputation, backed by certifications like ICEAA Software Cost Estimation and Nesma Certified Function Point Analyst (CFPA).

Nesma (Netherlands Software Metrics Association) and ISBSG (International Software Benchmarking Standards Group) are globally recognized organizations dedicated to advancing software measurement and benchmarking. Nesma, where Harold van Heeringen serves as President, is a leading authority in software metrics, promoting standards like the Easy Functional Sizing method and the NPR 5333 guideline for output-based measurement of agile development teams. ISBSG, where Harold is Immediate Past President and board member, maintains a comprehensive repository of software project data, enabling organizations worldwide to benchmark performance and improve cost estimation and productivity.

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Together, these organizations underpin AgileBenchmark's data-driven approach, ensuring clients benefit from industry-leading standards and insights.

His extensive publications, white papers, and presentations at global conferences, combined with training in management, project management, financial, and communication skills, position him uniquely to deliver innovative, high-impact solutions through AgileBenchmark.



AgileBenchmark Founder Harold van Heeringen



AgileBenchmark

H.S. van Heeringen, founder/owner

Email: info@agilebenchmark.com

Phone: +31 6 523 273 30

Chamber of Commerce (KvK) nr: 98694650

VAT ID nr: NL002748025B35