

Self-assessment & action plan

The following questions will help you to determine areas of family dynamics in need of improvement within your family business.

Communication

1. Do you feel that your business has a decision-making process that works well for *all* of the owners?
2. Are key business decisions usually discussed and agreed upon between at least two people?
3. Do all of the owners feel comfortable in openly discussing issues/conflicts that arise in the day-to-day operation of the business?
4. When conflict arises in the business is it addressed immediately and in a productive manner?
5. Do all of the owners have a clear understanding of their specific roles and responsibilities within the organization?

Give yourself 1 point for your 'Yes' answers and zero points for 'No' answers.

Yes No

Yes No

Yes No

Yes No

Yes No

Score: _____

Work/Balance

1. When at work, do you discuss home/family issues?
2. When at home, do you discuss work-related issues?
3. Do you feel that you need to improve the balance between your work and your home life?
4. Do you feel that you need to build in more time for fun with your family outside of work?
5. Do you find yourself having to work frequently "after hours" to keep your business running?

Give yourself 1 point for your 'No' answers and zero points for 'Yes' answers.

Yes No

Yes No

Yes No

Yes No

Yes No

Score: _____

Trust

1. Do you have trust issues with any family members involved in your business?
2. Is a non-family member your most trusted business advisor?
3. Do you think your employees question whether your family trusts and respects one another?

Give yourself 1 point for your 'No' answers and zero points for 'Yes' answers.

Yes No

Yes No

Yes No

Score: _____

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Succession Planning

- | | | |
|--|------------------------------|-----------------------------|
| 1. Have you identified your successor in the business? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. Do you feel that your successor has at least as much passion for your business as you do? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 3. Do you have a properly drafted and funded Buy-Sell Agreement in place to ensure the continuity of your business in the event of the death or disability of one of the owners? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 4. Have you taken any steps to protect your business in the event that you or one of the other owners should divorce? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 5. Have you worked with your attorney and a financial professional to create an estate plan? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Give yourself 1 point for your 'Yes' answers and zero points for 'No' answers.

Score: _____

Add up all of your scores from the four sections for your total score: _____

How did you do?

15-18 Your family is meant to be in business together.

10-14 Things may not always be perfect, but you should feel confident in your family's ability to run a business together.

0-9 Think about ways in which you can improve the family dynamics in your business.

Based on your answers to the questions above and the information detailed in this guide, think of five ways you can have a positive influence on the family dynamics in your business right now. Consider these as action steps you can take immediately for a more successful family business.

1. _____
2. _____
3. _____
4. _____
5. _____