

OWNER DEPENDENCY ASSESSMENT

How dependent is your business on you? | A quick assessment for CEOs, founders and business owners.

Instructions Rate each statement from 1 to 5: 1 Strongly disagree · 2 Disagree · 3 Partly true · 4 Agree · 5 Strongly agree

ASSESSMENT STATEMENTS	RATING (1-5)
1 OWNER DEPENDENCY	
1. My company can operate effectively for several weeks without my daily involvement.	_____
2. Important operational decisions can be made without my personal approval.	_____
3. My team clearly understands which decisions they own and which need to be escalated.	_____
SUBJECT SUBTOTAL (3-15)	____ / 15
2 LEADERSHIP CAPACITY	
4. I have capable leaders who can handle responsibilities that once depended on me.	_____
5. My team regularly brings me solutions rather than simply bringing me problems.	_____
6. The leaders who report to me are developing leadership capability in others.	_____
SUBJECT SUBTOTAL (3-15)	____ / 15
3 TIME & PRIORITIES	
7. I consistently dedicate time to strategic thinking rather than spending most of my time solving operational problems.	_____
8. Most of my calendar is focused on activities that genuinely require my level of responsibility.	_____
9. I am comfortable delegating or eliminating activities that should no longer depend on me.	_____
SUBJECT SUBTOTAL (3-15)	____ / 15
4 SYSTEMS & SCALABILITY	
10. Our key processes are clear enough that they do not depend primarily on knowledge held by one individual.	_____
11. The company could significantly increase revenue without requiring my personal workload to grow at the same rate.	_____
12. If I stepped away from day-to-day operations for 30 days, the business could continue performing at a strong level.	_____
SUBJECT SUBTOTAL (3-15)	____ / 15

TOTAL SCORE: _____ / 60

INTERPRET YOUR SCORE 48-60 Low dependency · 36-47 Moderate · 24-35 High · 12-23 Critical

Higher scores indicate greater business independence from the owner. Compare the four subtotals to identify where to focus first.

Reflection: Is your current leadership model capable of supporting the company's next stage of growth?