

FAMILY BUSINESS READINESS ASSESSMENT

How prepared is your family business for the future?

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

ASSESSMENT STATEMENTS	RATING (1–5)
1 ROLES & RESPONSIBILITIES	
1. Our family clearly distinguishes between our roles as family members, owners and executives.	_____
2. Family members working in the business have clearly defined responsibilities.	_____
3. Family members employed by the company are held to professional expectations and performance standards.	_____
SUBJECT SUBTOTAL (3–15)	____ / 15
2 GOVERNANCE	
4. We have clear rules for making major business and ownership decisions.	_____
5. We understand which decisions belong to management, which belong to ownership and which belong to the family.	_____
6. We have formal forums for discussing family matters related to the business.	_____
SUBJECT SUBTOTAL (3–15)	____ / 15
3 COMMUNICATION & CONFLICT	
7. We can discuss difficult issues without permanently damaging family relationships.	_____
8. We have clear mechanisms for resolving significant disagreements.	_____
9. Important problems are generally discussed rather than avoided for long periods of time.	_____
SUBJECT SUBTOTAL (3–15)	____ / 15
4 SUCCESSION & NEXT GENERATION	
10. We have a reasonably clear understanding of who could lead the business in the future.	_____
11. The next generation is receiving real opportunities to learn, make decisions and assume responsibility.	_____
12. We have discussed what will happen to leadership and ownership when the current generation is no longer active.	_____
SUBJECT SUBTOTAL (3–15)	____ / 15
5 OWNERSHIP & LEGACY	
13. Family members understand the difference between being a family member, an owner and an employee.	_____
14. We have clear criteria regarding family employment, compensation and participation in the business.	_____
15. We have explicitly discussed what we want to preserve for future generations — financially, relationally and culturally.	_____
SUBJECT SUBTOTAL (3–15)	____ / 15

TOTAL SCORE: _____ / 75

INTERPRET YOUR SCORE 60–75 Strong readiness · 45–59 Developing readiness · 30–44 Significant vulnerability · 15–29 High governance risk

Compare your five subject subtotals to identify where greater clarity, governance and preparation are needed.

Reflection: What should your family clarify today to protect both its relationships and its business tomorrow?