



## Family Business Assessment

Family Assessment Questions		Choose one		
1	We clearly and fairly evaluate the performance of family members working in the business.	Yes	No	Sometimes
2	We have a business plan that works and is updated regularly.	Yes	No	Sometimes
3	We are able to resolve major conflicts and differences with one another.	Yes	No	Sometimes
4	We have clear policies about how family members can become employed in the business, which are understood and followed.	Yes	No	Sometimes
5	The buy-sell for our family business is up-to-date, and those who will be affected understand it.	Yes	No	Sometimes
6	We have a board of competent advisors who meet regularly and give us thoughtful and candid advice about our company.	Yes	No	Sometimes
7	The younger generation of our family seems to be acquiring strong values from the older generations.	Yes	No	Sometimes
8	There is a written succession plan for the next generation.	Yes	No	Sometimes
9	Our family can enjoy holidays and other gatherings without focusing on the business.	Yes	No	Sometimes
10	Family members are involved in charitable activities.	Yes	No	Sometimes
11	Each family member employed in the business has a growth plan to prepare him/her systematically for their future responsibilities.	Yes	No	Sometimes
12	Family members in the business are paid at market value for their contributions to the company.	Yes	No	Sometimes
13	Family and non-family managers share authority appropriate to their responsibility.	Yes	No	Sometimes
14	Management decisions are not influenced by family dynamics.	Yes	No	Sometimes
15	There is family agreement on the appropriate use of profits.	Yes	No	Sometimes
16	We do not try to achieve success at another family member's expense.	Yes	No	Sometimes
17	Our family's values are in harmony with our business policies and operations.	Yes	No	Sometimes
18	Past conflicts have been settled without buildup of ongoing resentment or negative feelings.	Yes	No	Sometimes
19	We can communicate openly about sensitive or uncomfortable issues.	Yes	No	Sometimes
20	Non-family managers in the business feel comfortable raising difficult issues to the family leaders.	Yes	No	Sometimes