

Family Business Best Practice Diagnostic (basic)

Are you building a successful and sustainable Family Business? Complete this Diagnostic to see where your family is heading and how it's going:

- For each factor, enter a separate score (1 to 5) in the right hand columns for your Family and your Business. [(1) = awful; (5) = perfect)]. Total the scores in each column.

Score guide: (1) = major concern; (2) = needs improvement; (3) = just OK; (4) = comfortably good; (5) = in excellent shape.

- Select the 3 factors in each column you consider most important, and circle them. These can/will be different for your family and your business.

Success Factors	Requirements	Family	Business
1. Clarity	We <i>have</i> a clear sense of purpose.		
	We <i>feel</i> highly <i>motivated</i> to achieve our purpose. (We <i>want</i> to do what we know needs to be done).		
2. Certainty	We <i>have</i> appropriate and clearly stated personal <i>roles</i> .		
	We <i>feel</i> included & heard. We <i>feel</i> we belong.		
3. Commitment	We <i>have</i> appropriate & clearly stated personal <i>responsibilities</i> .		
	We <i>feel</i> fully <i>activated</i> to do what we're expected to do. (We <i>will</i> do what we know needs to be done).		
4. Strategies & Succession	We <i>have</i> clear plans for the future, including Succession & Transition Plans. We approve these plans.		
	We <i>feel</i> confident that our plans are delivering the results we want & will guide us towards a successful future.		
5. Structures	We <i>have</i> appropriate bodies in place (Boards, Family Council etc) to develop, support, monitor & enforce our plans.		
	We <i>have</i> appropriate documents in place (Agreements, Codes, Constitutions, Wills etc) to help us manage our behaviours & interactions.		
	We <i>feel</i> confident that our physical, notional and written "Structures" will guide us towards a successful future.		

Success Factors	Requirements	Family	Business
6. Systems	We <i>have</i> appropriate written policies, procedures & systems in place to help us operate efficiently & with minimal conflict.		
	We <i>communicate</i> regularly, constructively, openly & honestly.		
	We <i>have</i> good governance systems in place. They are well known, understood & accepted by everyone.		
	We <i>have</i> good processes for solving problems & making decisions that also help us to prevent, manage & resolve conflict.		
	We <i>feel</i> included, safe, confident & adequately supported by our systems.		
7. Skills	We invest in our people & help them to develop their potential.		
	We <i>have</i> the right people, in the right roles, doing the right things, the right way, at the right times.		
	We admire & support our Leaders & Managers.		
	We <i>feel</i> personally happy, confident, successful and fulfilled.		
8. Values & Culture	We <i>have</i> an inclusive, collaborative & fair culture. Our values inform, guide & moderate our actions & behaviours.		
	We <i>feel</i> proud of the culture we've built.		
9. Stewardship	We <i>are</i> committed, and we are <i>doing what we need to do</i> , to create & sustain a legacy to benefit our current & future generations.		
Total Scores			

What happens next? If you've got low scores in important areas somebody needs to do something about it. The issues won't fix themselves.

Contact us for an obligation-free initial discussion of your needs. It may be the most important call make this year. Contact us here [<click>](#)