Family Communication Assessment

Rate the quality of communication within your business family on a 1 to 10 scale, 1 being strongly disagree, 3 disagree, 5 neutral, 8 agree, 10 strongly agree.

For ratings of 7 or less on any of the following statements, list the contributing factors or comments.

1. **I understand my role in our family and in our family business.**

```
1 2 3 4 5 6 7 8 9 10
```

Contributing factors or steps to improve include:

____________________________________________________________________________________

2. **My role is valued in the family and in our business.**

```
1 2 3 4 5 6 7 8 9 10
```

Contributing factors or steps to improve include:

____________________________________________________________________________________

3. **I feel safe to ask questions regarding issues in our family and our business.**

```
1 2 3 4 5 6 7 8 9 10
```

Contributing factors or steps to improve include:

____________________________________________________________________________________

4. **We have written set of communication ground rules, understood and agreed upon by all family members regarding family business communication and adhere to these rules faithfully.**

```
1 2 3 4 5 6 7 8 9 10
```

Contributing factors or steps to improve include:

____________________________________________________________________________________

5. **When we are discussing family issues everyone’s view point is taken into account.**

```
1 2 3 4 5 6 7 8 9 10
```

Contributing factors or steps to improve include:

____________________________________________________________________________________
6. We are good listeners, even when we disagree with one another.

   1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

7. All family members are treated with respect.

   1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

8. I look forward to going to work each morning and feel passionate about my role.

   1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

9. I see other family members engaged and passionate about our family and its business.

   1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

10. As a family we openly and honestly discuss the inevitable conflicts and/or obstacles that stand between us and our goals.

    1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

11. When difficult decisions need to be made we have a system in place to work through issues successfully.

    1  2  3  4  5  6  7  8  9  10

Contributing factors or steps to improve include:

__________________________________________________________________________________

12. We hold regular family meetings where we actively work on our family and business issues.

    1  2  3  4  5  6  7  8  9  10
Contributing factors or steps to improve include:__________________________________________
__________________________________________________________________________________

13. As a family, we do not have scapegoats when difficulties arise.

1               2               3               4               5               6               7               8               9               10
Contributing factors or steps to improve include:__________________________________________
__________________________________________________________________________________

14. We have fun together as a family.

1               2               3               4               5               6               7               8               9               10
Contributing factors or steps to improve include:__________________________________________
__________________________________________________________________________________

15. Our family genuinely loves and respects one another. We don’t “gang up” on one another.

1               2               3               4               5               6               7               8               9               10
Contributing factors or steps to improve include:__________________________________________
__________________________________________________________________________________

Think of a time as a family where you worked together to successfully solve a problem. How did the process of moving to a resolution feel?
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

Identify conflicts – or potential conflicts- within your family business. Describe the conflict and list potential solutions to resolve the conflict.

Family conflicts
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

Business conflicts
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________
Ownership conflicts


Role conflicts


Time conflicts


