



# HOLD THE REINS, SHARE THE RIDE

TRUST AS A SUCCESSION STRATEGY

## SUCCESSION READINESS SCORECARD

A 10-MINUTE FOUNDER SELF-ASSESSMENT

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ADVISOR NAME

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FIRM OR TEAM

FOR ADVISOR USE ONLY

# See the Risk Before You Build the Plan

This assessment is designed to surface where succession risk is concentrated and which conversation needs to happen next.

## THE FIVE DIMENSIONS

### What the Scorecard Measures

1.

#### Transferable

Whether client trust, knowledge, and decision authority extend beyond the founder.

2.

#### Successor Clarity

Whether the right person is identified and aligned with the future needs of the practice.

3.

#### Train. Test. Trust.

Whether development has moved from observation to real responsibility and visible ownership.

4.

#### Visible Client Trust

Determine whether your clients know, respect, and increasingly rely on the successor.

5

#### Timeline and

Milestones, economics, roles, and immediate actions are defined in writing.

Complete the following scorecard individually before discussing it with a successor, partner, or team. Score each statement with a 1 through 5 score based on observable evidence, not intention. If you cannot point to evidence, score lower.

## GRADING SCALE

|                |             |             |              |                   |
|----------------|-------------|-------------|--------------|-------------------|
| 1              | 2           | 3           | 4            | 5                 |
| Not true today | Rarely true | Partly true | Usually true | Consistently true |

**Note for Founders:** Answer from your perspective, but do not answer for your successor or team. Mark any statement that requires their perspective and schedule the conversation

# Transferability and Successor Clarity

Mark or circle one score for each statement. Use what is happening now as the standard.

## DIMENSION 1

### TRANSFERABLE RELATIONSHIPS

Is the practice becoming less dependent on one person?

| Statement                                                                            | Score     |
|--------------------------------------------------------------------------------------|-----------|
| 1. Another advisor has a meaningful relationship with most of my top 20 clients.     | 1 2 3 4 5 |
| 2. Clients regularly seek advice from someone on the team other than me.             | 1 2 3 4 5 |
| 3. Critical client knowledge and relationship history are documented and accessible. | 1 2 3 4 5 |

TOTAL DIMENSION SCORE:

/15

## DIMENSION 2

### SUCCESSOR CLARITY

Is there a credible person and an honest agreement about what the future requires?

| Statement                                                                                      | Score     |
|------------------------------------------------------------------------------------------------|-----------|
| 4. I have named a successor or set a clear process and date to identify one.                   | 1 2 3 4 5 |
| 5. The person I have in mind is aligned with the future needs of the practice and client base. | 1 2 3 4 5 |
| 6. We have candidly discussed roles, expectations, economics, and mutual commitments.          | 1 2 3 4 5 |

TOTAL DIMENSION SCORE:

/15

### EVIDENCE CHECK

What evidence supports these scores? What are you assuming rather than knowing?

# Development and Client Trust

Mark or circle one score for each statement. Use what is happening now as the standard.

## DIMENSION 3

### TRAIN. TEST. TRUST.

Has development moved from exposure to real responsibility?

| Statement                                                                                               | Score     |
|---------------------------------------------------------------------------------------------------------|-----------|
| 7. My successor has a development plan tied to real client responsibilities                             | 1 2 3 4 5 |
| 8. My successor regularly leads meaningful client conversations while I observe.                        | 1 2 3 4 5 |
| 9. I allow my successor to own outcomes without interrupting, redoing, or taking the relationship back. | 1 2 3 4 5 |

TOTAL DIMENSION SCORE:

/15

## DIMENSION 4

### VISIBLE CLIENT TRUST

Can clients see and feel the transfer of trust?

| Statement                                                                                    | Score     |
|----------------------------------------------------------------------------------------------|-----------|
| 10. Top clients understand the continuity plan and know the successor beyond name and title. | 1 2 3 4 5 |
| 11. Clients are segmented by transition risk, with a tailored trust transfer approach.       | 1 2 3 4 5 |
| 12. Clients increasingly turn to my successor for judgment, decisions, and follow through.   | 1 2 3 4 5 |

TOTAL DIMENSION SCORE:

/15

## EVIDENCE CHECK

What evidence supports these scores? What are you assuming rather than knowing?

# COMMITMENT & READINESS SCORE

Mark or circle one score for each statement. Use what is happening now as the standard.

## DIMENSION 5

### TIMELINE AND COMMITMENT

Has development moved from exposure to real responsibility?

| Statement                                                                                      | Score     |
|------------------------------------------------------------------------------------------------|-----------|
| 13. My transition horizon, key milestones, and intended role after the handoff are in writing. | 1 2 3 4 5 |
| 14. Compensation, authority, ownership, and incentives are aligned with the milestones.        | 1 2 3 4 5 |
| 15. The next 90 days include specific actions, owners, dates, and accountability.              | 1 2 3 4 5 |

TOTAL DIMENSION SCORE:

/15

## YOUR READINESS PROFILE

### TURN THE SCORE INTO A CONVERSATION

Your total matters. Transfer your Total Dimension Scores below to find your total readiness score.

|                                         |     |
|-----------------------------------------|-----|
| DIMENSION 1: Transferable Relationships | /15 |
| DIMENSION 2: Successor Clarity          | /15 |
| DIMENSION 3: Train. Test. Trust.        | /15 |
| DIMENSION 4: Visible Client Trust       | /15 |
| DIMENSION 5: Timeline and Commitment    | /15 |

TOTAL READINESS SCORE:

/75

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SUCCESSION READINESS

## INTERPRET YOUR SCORE

**61 to 75**

### STRONG FOUNDATION

Core elements are present. Test the weakest dimension and confirm that execution is visible to clients and the team.

**46 to 60**

### EMERGING PLAN

Several pieces exist, but they are not yet integrated across successor readiness, client trust, economics, and timing.

**31 to 45**

### MATERIAL EXPOSURE

Meaningful gaps create risk to client retention, successor commitment, enterprise value, and your intended timeline.

**15 to 30**

### FOUNDER DEPENDENCE

Relationships, decisions, and value remain concentrated in you. Delay is increasing the difficulty and risk of the handoff.

## IDENTIFYING ACTION AREAS:

My lowest scoring dimension: \_\_\_\_\_

The statement I scored lowest on: \_\_\_\_\_

Whose perspective I must hear: \_\_\_\_\_

First conversation and date: \_\_\_\_\_

One action I will complete in 30 days: \_\_\_\_\_

LIFT INSPIRE THRIVE

## FROM SCORE TO STRATEGY

This scorecard shows where succession risk is concentrated. Bring it to a Succession Readiness Diagnostic with Lisa Cregan to identify the three most significant risks and the right next step for your practice.

▣ Private diagnostic   ▣ Founder intensive   ▣ Founder and successor intensive   ▣ Team workshop



Go to [LIFTINSPIRETHRIVE.NET/SUCCESSION-PLANNING](https://LIFTINSPIRETHRIVE.NET/SUCCESSION-PLANNING) to learn more, find the right engagement for you and to schedule a discovery call.

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