The Family Performance Review

The Family Performance Review provides a framework to help you identify where your Family Performance is currently at in terms of a Family Quality Life and its succession planning. Participation in the process by your family will help balance the important facets of your family life that ultimately contribute to the enhancement of your total family's wealth and the cohesiveness of its future.

Pulse Check on Your Family

Exercise: This is the first step for you to think about how content you currently are with the overall direction of your family's Quality Life and its succession planning. Use this form to rate each area, where 1 is the lowest rating and 10 is the highest rating. Your Wealth Mentor, family member or other trusted guide will then be able to help you prioritize and address the specific areas that you highlight as requiring further discussion and development of the family's performance. Be sure to also recognize the areas where your family is going well.



The Family Performance Review - continued

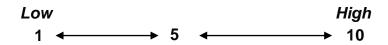
Family Performance Objectives

		Low 1	•			5	←				High 10
1	Cohesive Family Purpose	1	2	3	4	5	6	7	8	9	10
2	Quality Family Relationships	1	2	3	4	5	6	7	8	9	10
3	Wealth Creation Strategy	1	2	3	4	5	6	7	8	9	10
4	Wealth Transfer Strategy	1	2	3	4	5	6	7	8	9	10
5	Planned Giving Strategy	1	2	3	4	5	6	7	8	9	10
6	Family Business Stability	1	2	3	4	5	6	7	8	9	10
7	Family Governance	1	2	3	4	5	6	7	8	9	10



The Family Performance Review - continued

Family Performance Drivers



8	Written Family Mission Statement	1	2	3	4	5	6	7	8	9	10
9	Interactive Family Dialogue	1	2	3	4	5	6	7	8	9	10
10	Behavioral Investment Policy Statement	1	2	3	4	5	6	7	8	9	10
11	Clear Family Estate Plan	1	2	3	4	5	6	7	8	9	10
12	Family Giving Plan	1	2	3	4	5	6	7	8	9	10
13	Family Business Leadership Plan	1	2	3	4	5	6	7	8	9	10
14	Defined Conflict Management Rules	1	2	3	4	5	6	7	8	9	10
15	High Family Trust	1	2	3	4	5	6	7	8	9	10



The Family Performance Review - Glossary

	Glossary	y of Terms					
	Family Perforn	nance Objectives					
- Hear different family messages	1. Cohesive F	Family Purpose	- Clarity of who the family is				
- No family purpose	1	10	- Family purpose				
- Family feuds	2 Quality Fam	ily Relationships	- Open interaction				
- Dysfunctional relationships	1	10	- Regular family outings/ gatherings				
-Disorganized	3.Wealth Cre	eation Strategy	- Achieving goals				
-No plan	n 1 10		- Very stable				
- No direction	- No direction 4. Wealth Transfer Strategy						
- Secretive	1	10	- Clear direction				
- "Our money is our money"	5. Planned G	Siving Strategy	- Generous giving				
- Others who are wealthy can do the giving	1	10	- Charitable purpose				
- Low growth	6. Family Bu	siness Stability	- Achieving growth plan				
- Poor cash flow	1	10	- Very stable				
- Low transparency	7 Family	Governance	- Framework in place				
-Serious conflicts prevail	1. Family	Governance 10	- Policies and protocols followed				
ochous confincts prevail	'	10	1 olloles and protocols followed				



The Family Performance Review - Glossary

		y of Terms inued					
	Family Perfo	rmance Drivers					
- No action plan 8. Family Mission Staten			- Clear action plan to reach goals				
- No framework for making decisions	1	10	- Rules for making decisions				
- Limited family discussion	9. Interactive	Family Dialogue	- Open discussions				
- Family members not heard	1 4	1 0	- Family issues addressed				
- Emotional decision-making	<u>10. Beha</u>	avioral IPS	- Financial direction				
- Scattered investments	1	10	- Disciplined decisions				
- Wills not in place	11. Clear Fan	nily Estate Plan	- Written plan to give legal effect to intentions				
- Family members not involved	1 🔸	1 0	- Family understand the plan				
- Token giving	12. Family	Giving Plan	- Generous giving				
- Others who are wealth can give	1	10	- Family member involvement				
- Lack of clarity on direction	13. Business	Leadership Plan	-Accountability				
- Business a drain on family	1	10	- Family member succession planned				
- Unresolved disputes	14. Conflict Ma	nagement Rules	- Dispute resolution mechanisms				
- Communication breakdowns	1	10	- Communication protocols				
- Suspicious of each other	<u> 15. High F</u>	amily Trust	- Family members approachable				
- Distrust	- Mutual trust						

