

FOUNDER INDEPENDENCE SCORECARD

How Dependent Is Your Business on You?

Every founder believes they are irreplaceable. Most of them are right — and that is the problem. This scorecard tests whether your business can function without you, or whether you are the single point of failure standing between your company and a crisis. Be ruthlessly honest.

Score each statement: YES = the statement is true today NO = it is not true, or only partially true

#	STATEMENT	YES	NO
	OPERATIONS		
1.	If I took 30 days off with no phone and no email, the business would continue to operate without a crisis.		
2.	My top three customers would continue to buy from us even if they never spoke to me again.		
3.	There is at least one person in the company who can make decisions up to \$50,000 without asking me.		
	LEADERSHIP		
4.	My management team holds regular meetings that I do not attend — and those meetings produce real decisions.		
5.	I have at least two people who could credibly represent the company to a major customer or supplier without me in the room.		
6.	My team actively challenges my ideas rather than agreeing with everything I say.		
	RELATIONSHIPS		
7.	Our key supplier and vendor relationships are managed by someone other than me.		
8.	Our banking relationship and financial reporting would continue seamlessly if I stepped away.		
	KNOWLEDGE		
9.	I have documented the critical knowledge that exists only in my head — pricing logic, customer history, process workarounds.		
10.	I have a written succession plan that at least two other people have read and discussed with me.		
	TOTAL "YES" ANSWERS	/10	



8–10 YES: Your business has operational independence. You are in a strong position to plan a succession on your terms, not under duress. Focus on timing and legacy preservation — DEW Chapters 7–9.

4–7 YES: You have started building independence but critical dependencies remain. If you exited today, the business would stumble. This is where most founders sit — and where the real work begins. DEW Chapters 3–6 address each dependency category.

0–3 YES: You are the business. If something happens to you tomorrow — an accident, a health crisis, burnout — the company is in serious trouble. This is not a succession problem; it is a survival risk. Start with DEW Chapter 1 and treat this as urgent.

PERSONAL NOTES: