



SuccessionStrength

Career Transition Readiness Assessment

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Personal and Confidential



SUBMISSION DATE

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## ASSESSMENT OVERVIEW

This report summarizes the results of the assessment you completed. It provides insight into your potential to successfully execute and thrive after a transition.

A business may look attractive to an outsider, but the majority of businesses sold or transferred are valued downward during due diligence for reasons related to the business' fundamentals or management.

An insider's perspective could help uncover unseen roadblocks and be used as a starting point for further work. That is why we assess the business' Transition Readiness.

The Overall Transition Readiness Score is a combination of 2 scores:

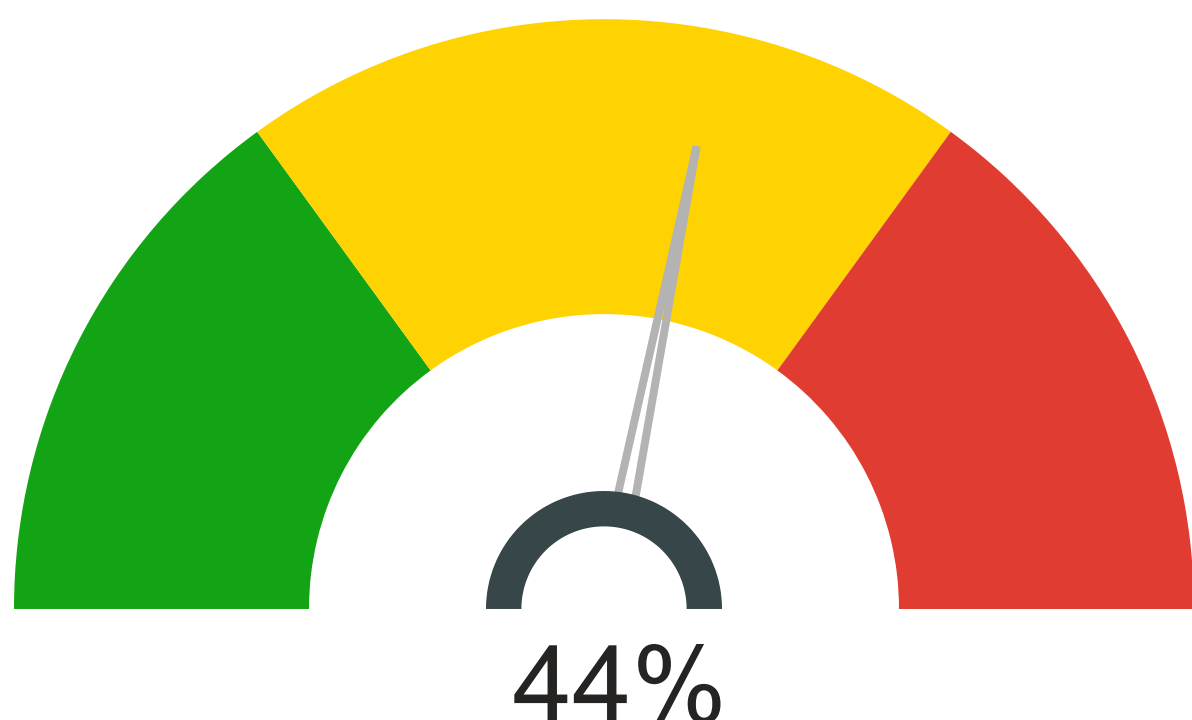
- Business Transition Readiness Score
- Personal Transition Readiness Score

**Business Transition Readiness:** provides your perspective on the business' Attractiveness and Transferability.

**Personal Transition Readiness:** provides a perspective on your Preparation and Wellbeing as indicators of your capability and commitment.



## OVERALL TRANSITION READINESS SUMMARY RESULTS

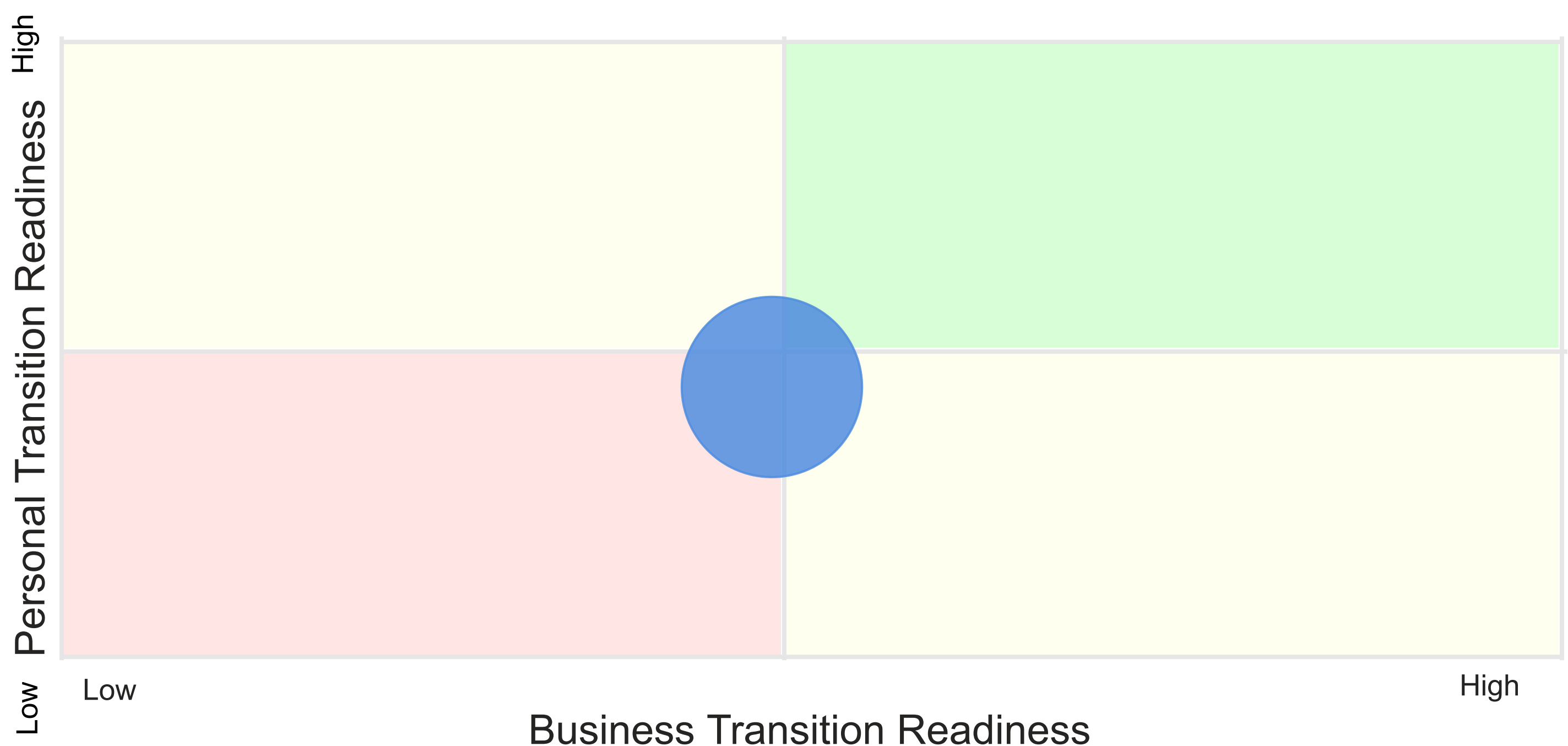


Overall Transition Readiness: **Needs**

There are elements in your Business and Personal Transition Readiness approach that may become hurdles in the transition process. These may prevent you from achieving your desired personal, financial and business goals.

Your Overall Business Transition Readiness Score is: **Below**

Business Transition Readiness:	Attractiveness: <b>Above Average</b>
	Transferability: <b>Below</b>
Personal Transition Readiness:	Preparation: <b>Average</b>
	Wellbeing: <b>Average</b>



## ASSESSMENT DETAILS

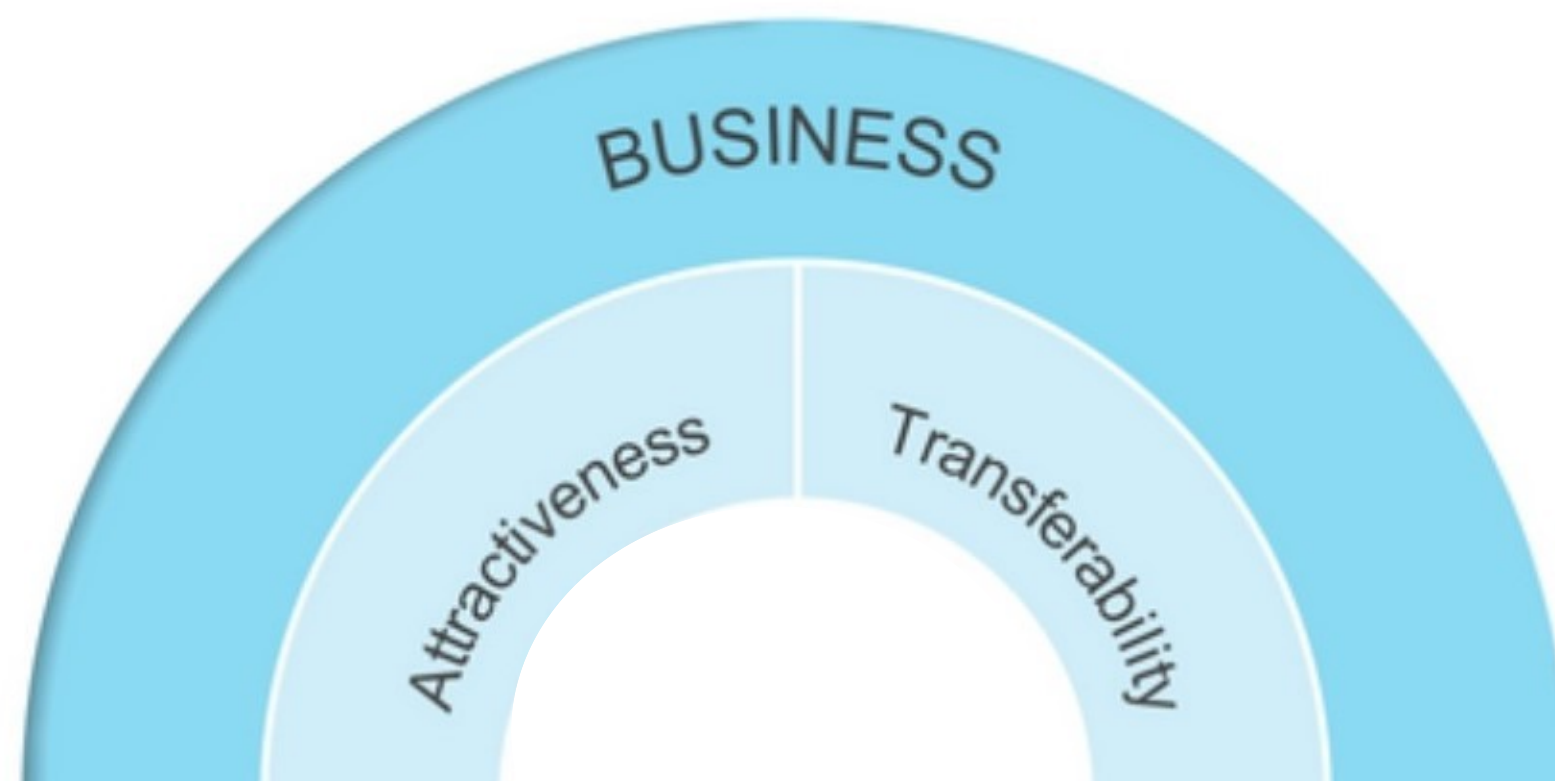
### BUSINESS TRANSITION READINESS

As a business prepares for an upcoming change in leadership via succession or sale, care needs to be taken to ensure that its value is maximized at the point of transfer for the benefit of all parties.

The Business Transition Readiness assessment provides an analysis of your business' current appeal to external investors and transferability. It includes a detailed review of 13 categories.

The Business Transition Readiness Score is a combination of 2 scores:

- Business Attractiveness
- Business Transferability

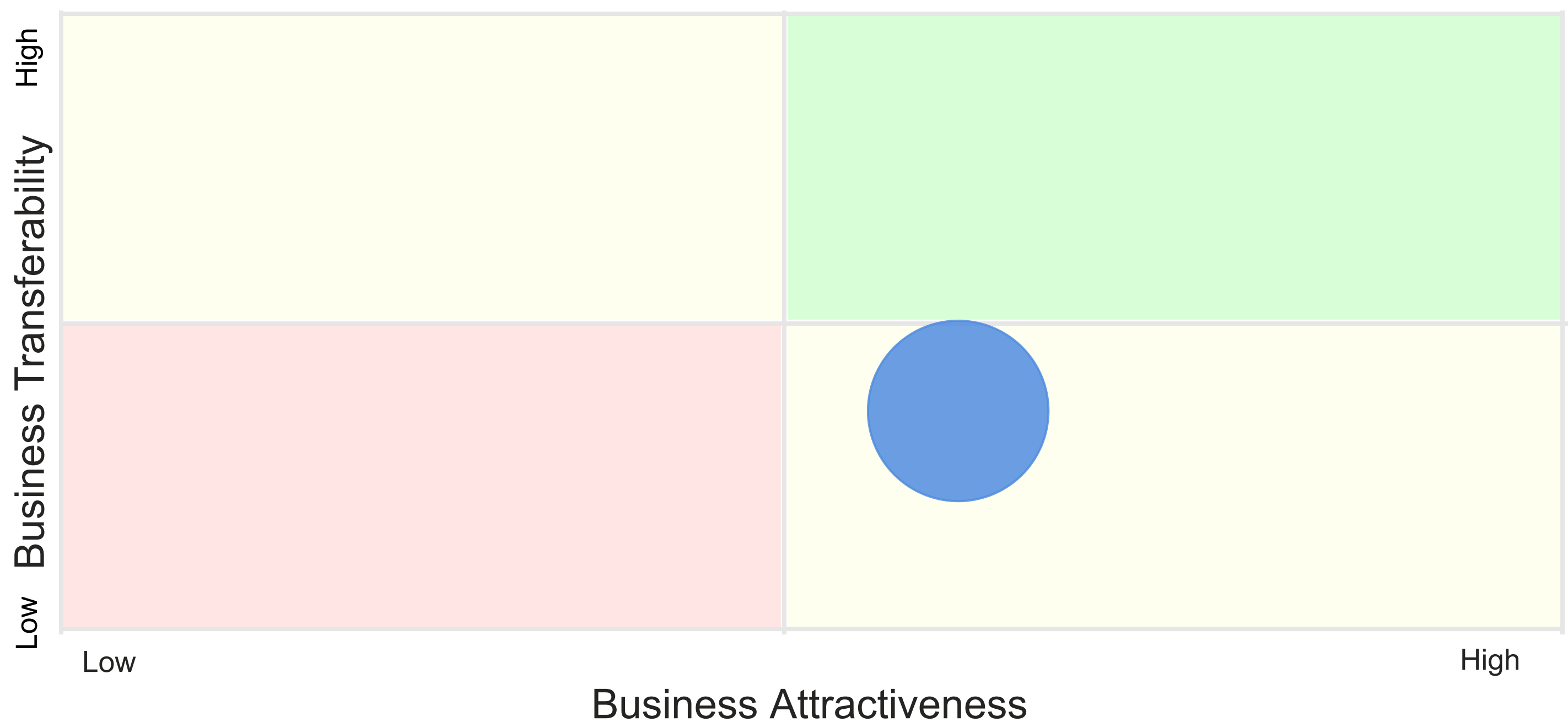


## SUMMARY BUSINESS TRANSITION READINESS RESULTS

After assessing your business responses, we can derive a Business Transition Readiness Score of **Average**

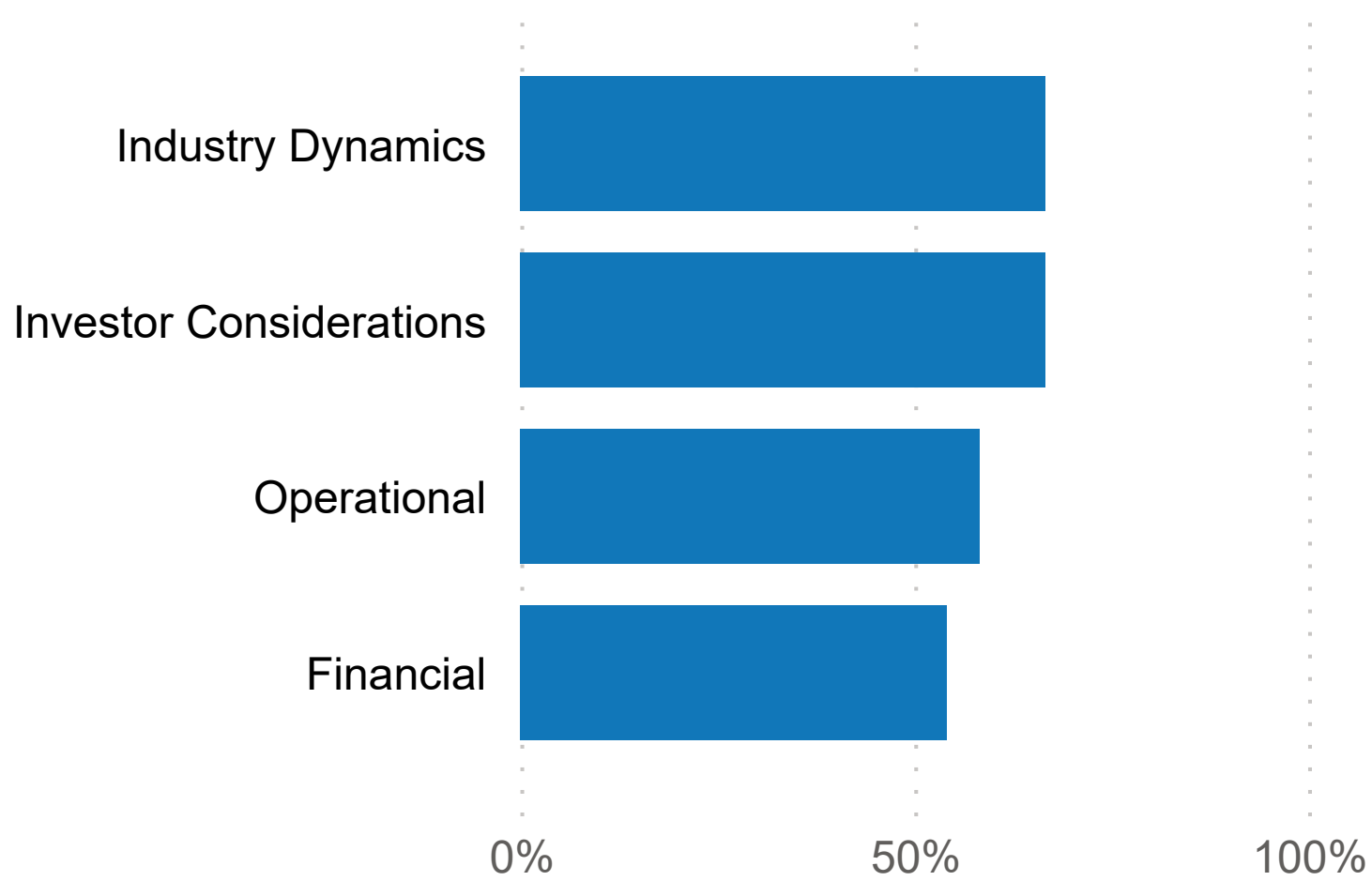
Your Business Attractiveness Score was calculated at **Above Average**

Your Business Transferability Score was calculated at **Below**

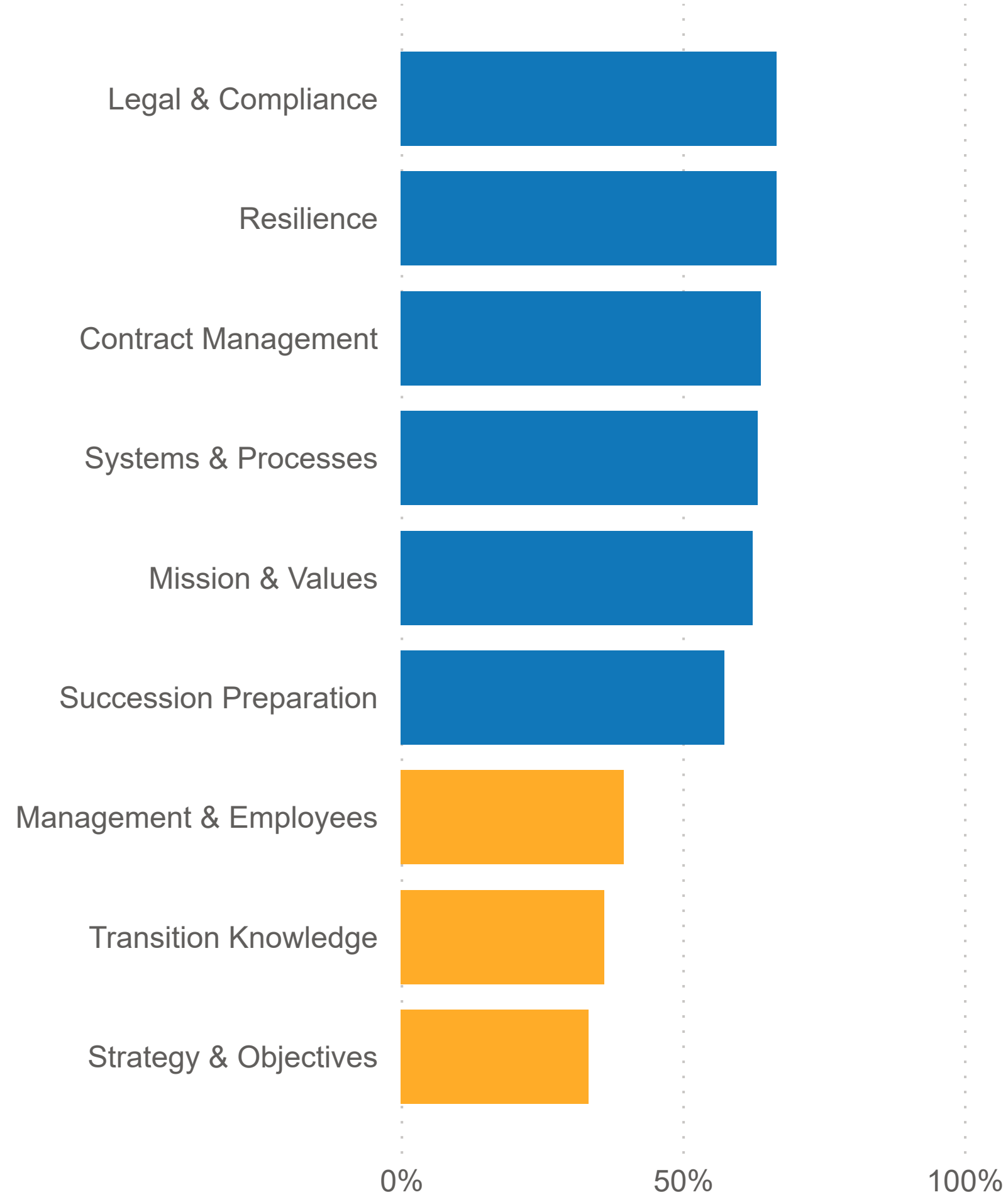


The following charts reflect your perception of the business' strengths, opportunities and attention needs. It represents your personal view of the business' attractiveness and transferability.

### Business Attractiveness



### Business Transferability



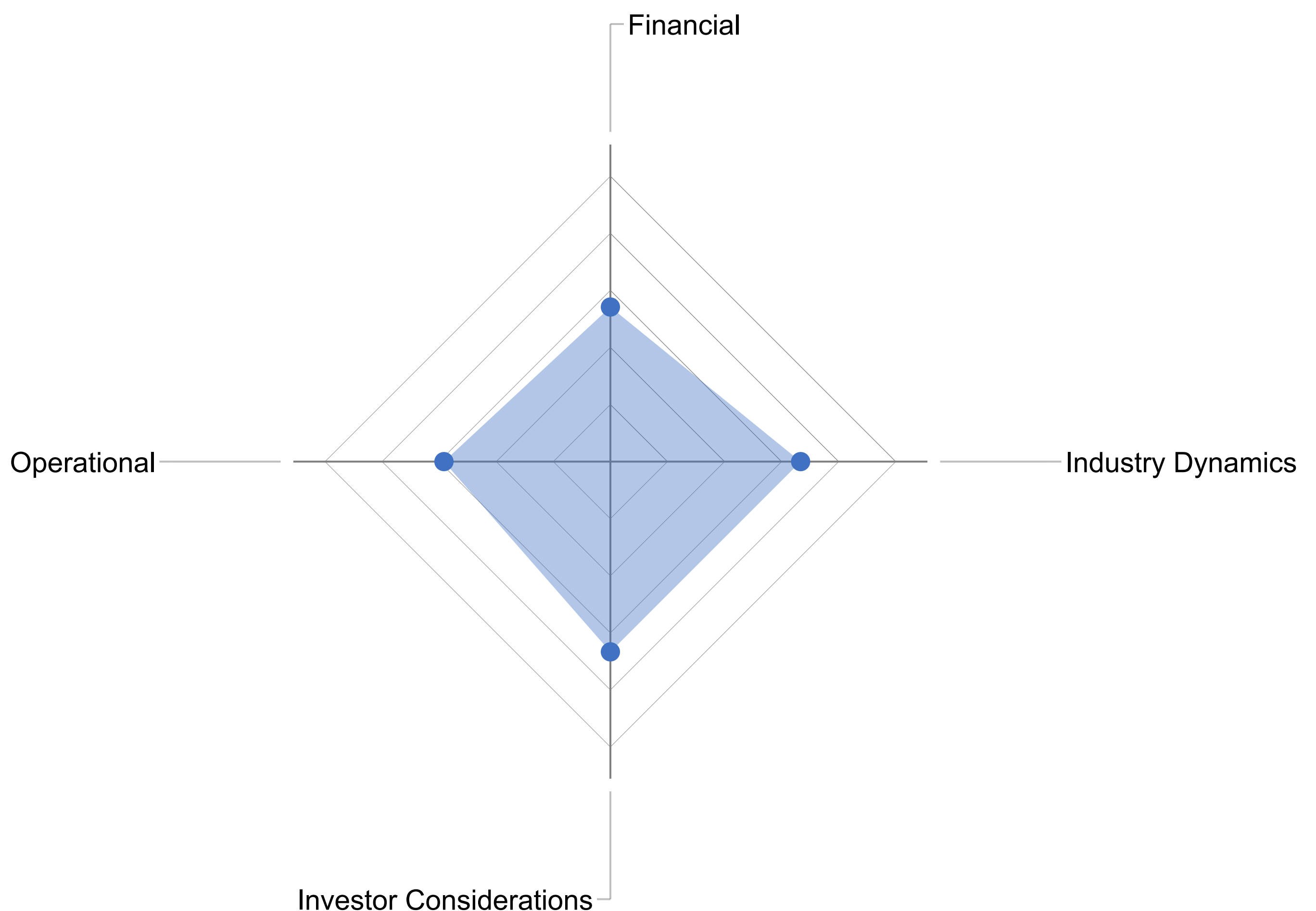
● Strong ● Needs Attention

## DETAILED BUSINESS TRANSITION READINESS RESULTS

**Business Attractiveness** 1 of 3

The Business Attractiveness Score measures the appeal of the company from the perspective of an outsider - usually an investor or potential buyer. Even for businesses not looking to sell, a business rated high in attractiveness is a typical indicator that the business would receive a higher valuation.

Your Business Attractiveness Score was calculated by evaluating 4 categories.



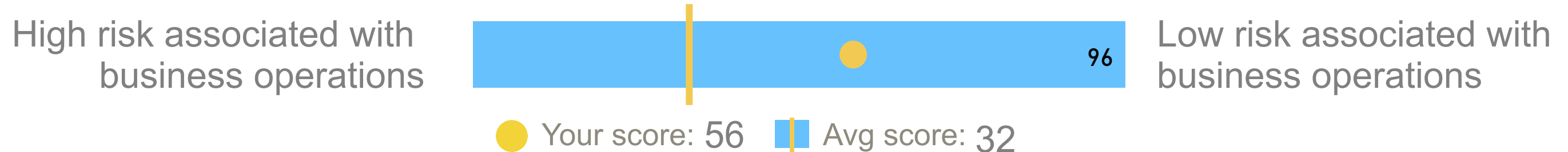


## DETAILS

### Business Attractiveness 2 of 3

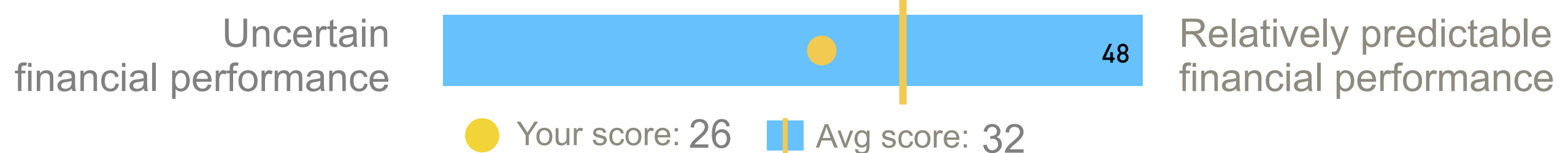
In the eyes of a buyer, a business with a higher perceived return on investment is seen as a more attractive business. Potential buyers are usually willing to pay more for an attractive business. An inside-out view of the business' attractiveness helps to uncover areas that may need to be addressed before a formal due-diligence.

#### Operational Factors



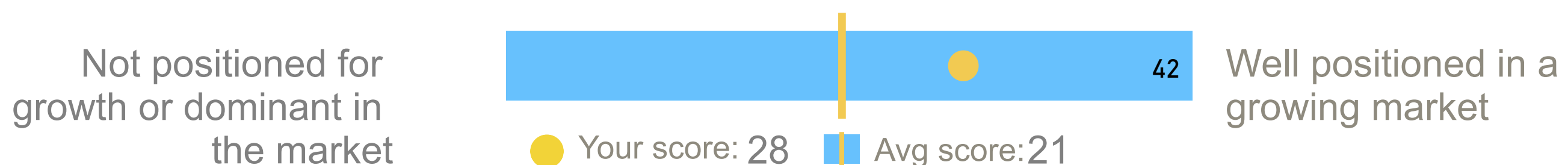
You see your business model as strong and defensible. Strong systems, processes and the quality and loyalty of customers are good indicators of robust business operations.

#### Financial Factors



You do not see the income that your business generates or business' financial performance as a certainty. A strong history of growth and recurring revenues is usually used as a predictor, to some degree, of future performance.

#### Industry Dynamics



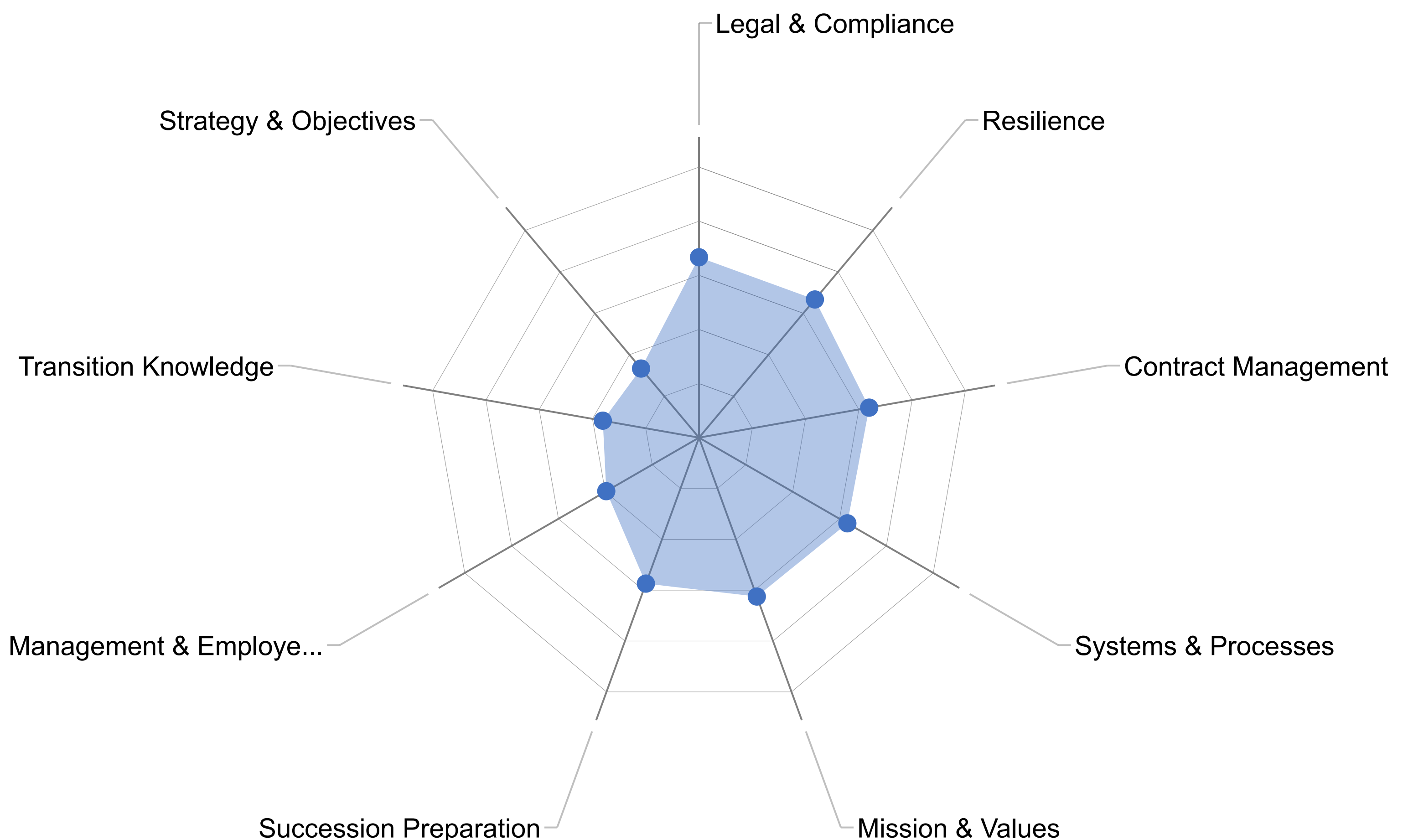
You believe that the business is a dominant player in a strong market or well positioned for defensible growth. It is preferable that a business operate in growth markets that have unlimited potential.

## DETAILED BUSINESS TRANSITION READINESS RESULTS

### Business Transferability 1 of 4

The Business Transferability Score measures the ease of moving the business from one set of leaders to another as smoothly as possible while still maintaining a desired level of performance. A business that scores high in transferability is usually a business that has put steps in place to prepare for the transition.

Your Business Transferability Score was calculated by evaluating 9 categories.



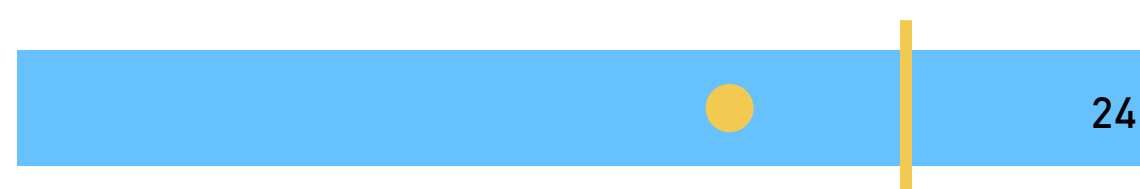
## DETAILS

### Business Transferability 2 of 4

The easier it is for a company to be passed to a new owner and maintain the same or a better level of performance, the higher the company will be valued. As an insider, your view on the professionalization of systems and processes provides a perspective on whether the business could be run independently of the existing leaders.

#### Mission & Values

Unclear or irrelevant mission and values



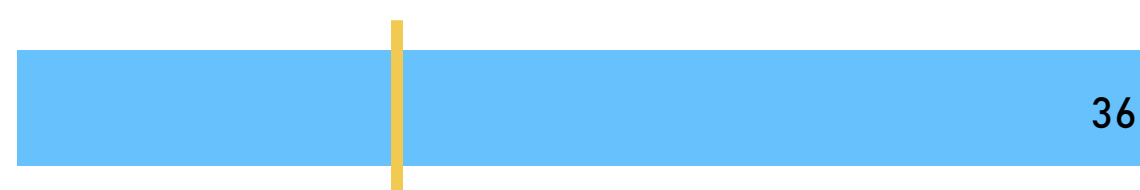
Clear and relatable mission and values

● Your score: 15    ■ Avg score: 19

You believe that the business' mission and values are clear, relatable and relevant. A business without a clear vision and mission may struggle to motivate employees and attract the right customers and stakeholders.

#### Transition Strategy & Objectives

Unclear strategy and/or objectives



Clear strategy with measurable objectives

● Your score: 12    ■ Avg score: 19

You do not believe that there is a clear strategy in place with measurable objectives. A business without a clear strategy and measurable objectives remains dependent on its existing leaders to dictate every step of the way forward.

#### Legal & Compliance

Legal or compliance encumbrances may be present



Relatively free from legal or compliance obligations

● Your score: 16    ■ Avg score: 13

You believe that the company is free from legal or compliance encumbrances. A buyer also inherits liabilities that may divert resources away from growing the business.

## BUSINESS TRANSITION READINESS FOCUS

The chart below provides an overall view of your Business' Transition Readiness. It identifies the areas where your approach is Strong (above average) along with those that Need Attention (below average).



● Strong ● Needs Attention

## **BUSINESS TRANSITION READINESS FOCUS**

In combination with the guidance provided by your advisor, the following areas are identified as needing more attention:

**Strategy & Objectives:** You do not believe that there is a clear strategy in place with measurable objectives. A business without a clear strategy and measurable objectives remains dependent on its existing leaders to dictate every step of the way forward.

**Transition Knowledge:** You do not know key details about the upcoming business transition. Businesses with a transition plan in place control for the elements that contribute to a smooth transition.

**Management & Employees:** Policies and processes are not in place to manage employee affairs. One sign of a professionally run business is seen in handling of staff affairs related to the hiring, onboarding and management of employees.

## ASSESSMENT OVERVIEW

Persons looking to take ownership of a company evaluate the capability and commitment of the existing management team to maintain the business' performance during and post-transition. This evaluation is also made of existing leaders who will be leaving the business.

The Personal Transition Readiness Score is a combination of 2 scores:

- Personal Preparation
- Personal Wellbeing

The assessment covers emotional, welfare and wellbeing indicators as well as the individual's preparation and understanding of the business transition process. Both have an impact on capability and commitment to thrive during and after a business transition. The assessment provides a detailed review of 18 categories.

Regardless of whether they will stay with the business, personalized plans should be created to help the leader better prepare for the transition, considering the best transition pathway to achieve their personal and professional goals even after the business transitions.

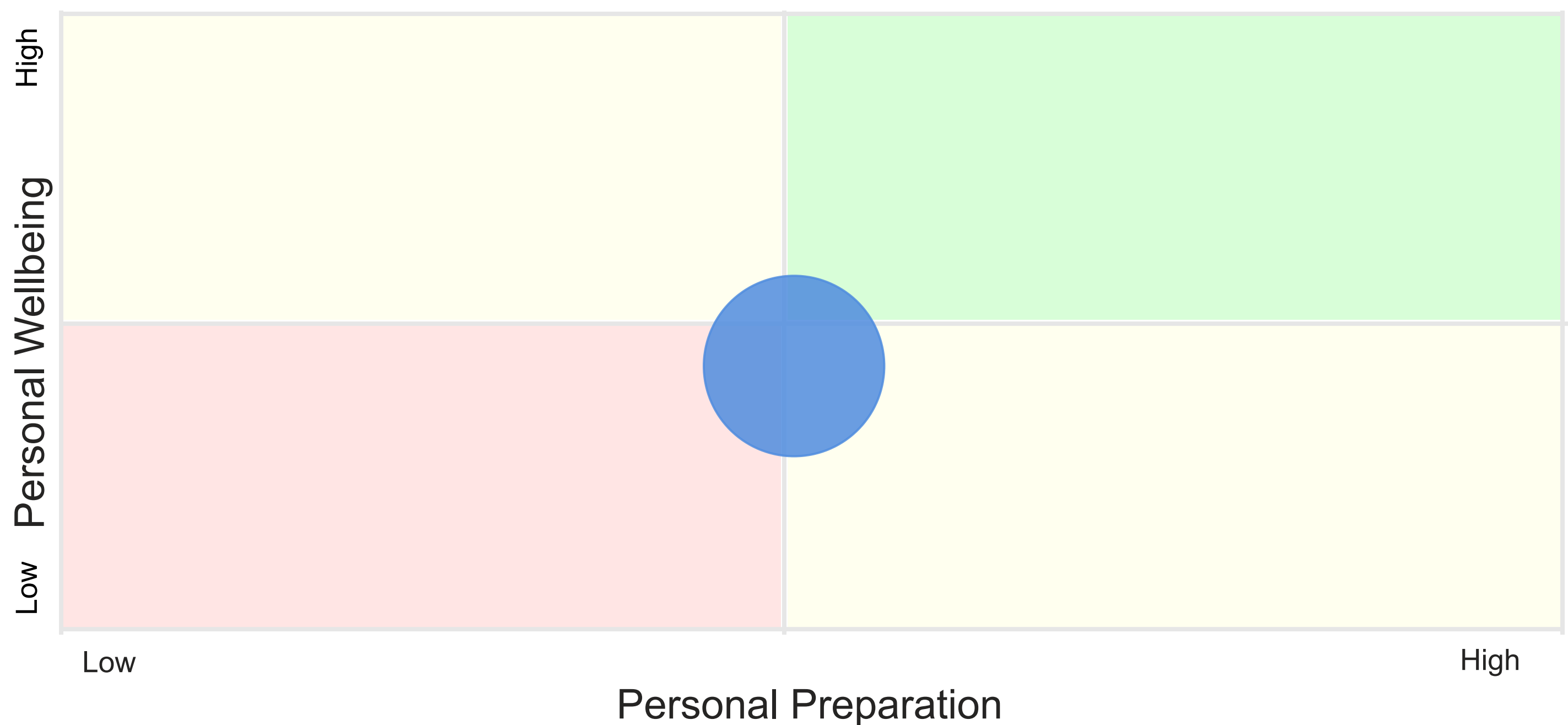


## SUMMARY TRANSITION READINESS RESULTS

After assessing your personal responses, we can derive a Personal Transition Readiness Score of **Average**

Your Personal Preparation Score was calculated at **Average**

Your Personal Wellbeing Score was calculated at **Average**

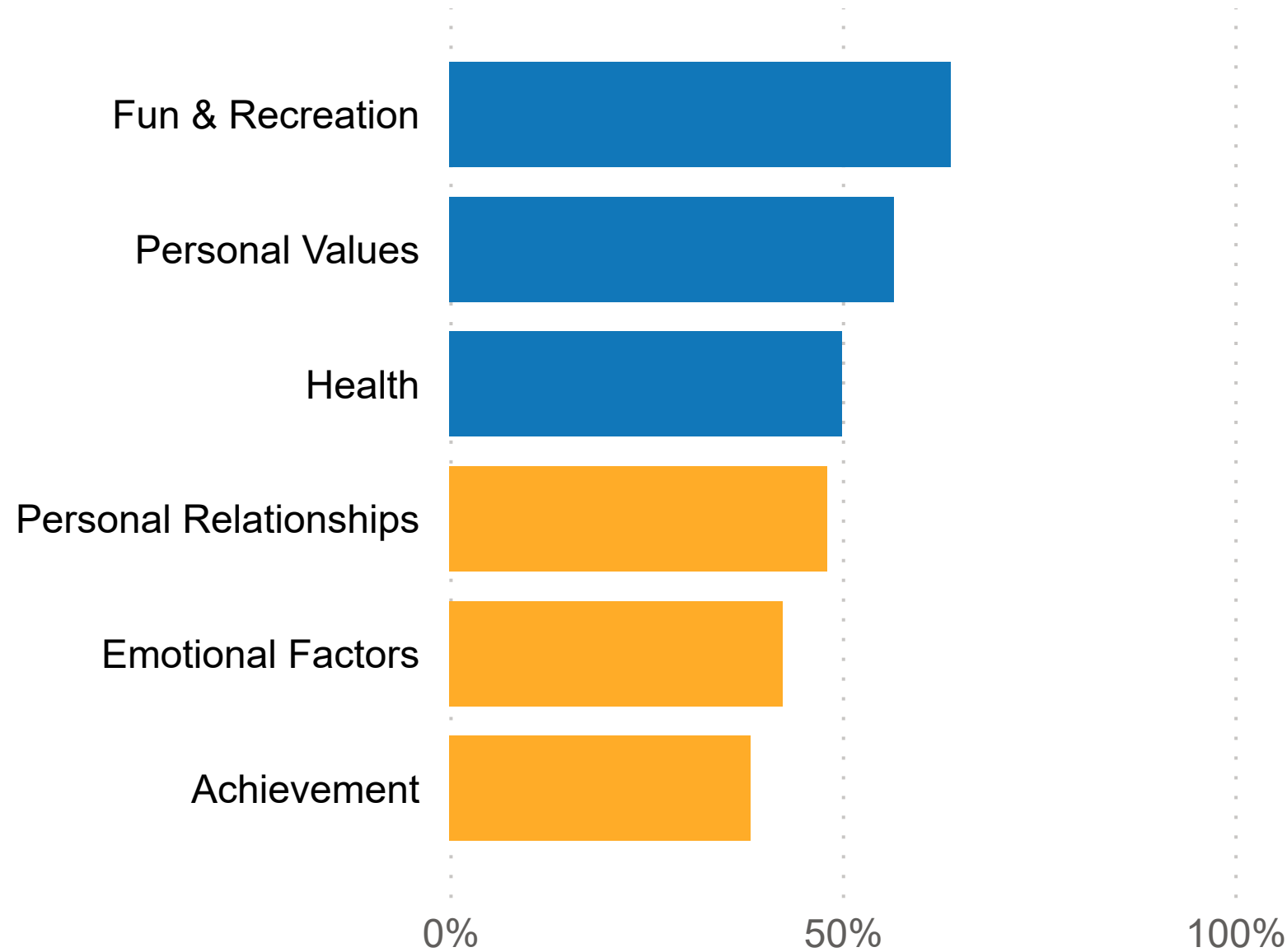


The charts below reflect your perspective on your own strengths, opportunities and attention needs related to the business' transition. They indicate whether your current approach within the Personal Preparation and Wellbeing sub-categories is Strong (Above Average) or Needs Attention (Below Average).

### Personal Preparation



### Personal Wellbeing



● Strong ● Needs Attention

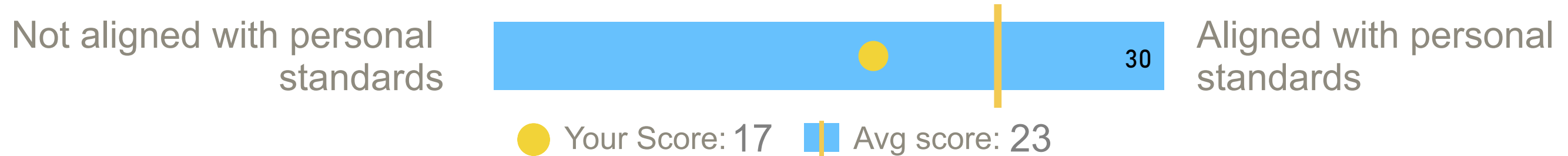


## DETAILS

### Personal Wellbeing 2 of 3

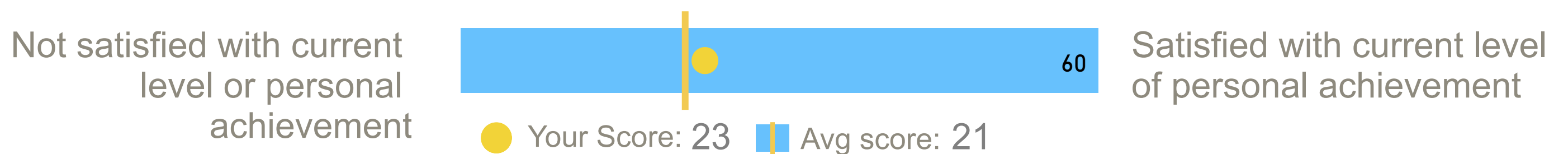
A number of factors can influence your energy levels and impact your ability to remain inspired and passionate during and after an inherently stressful business transition. A personal assessment of some of the contributing success factors can help uncover hidden roadblocks.

#### Personal Values



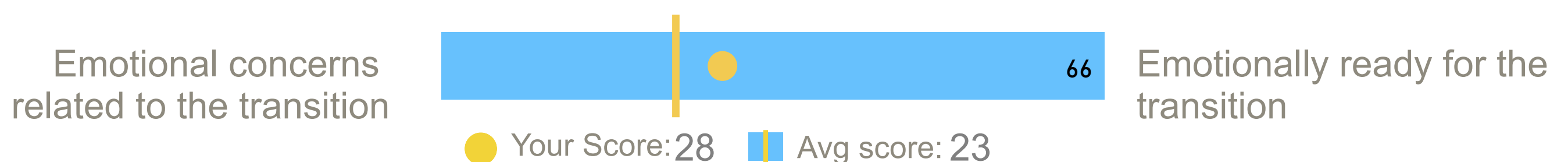
You do not believe that you are living in alignment with your personal values. Performing tasks that are in accordance with our own set of personal standards or values reduces stress by ensuring that we are living in integrity with ourselves.

#### Achievement



You are not currently satisfied with your level of achievement. A great level of fulfillment can be felt when dedication and desire are invested in work and/or personal goals that are in alignment with inner needs and motivations.

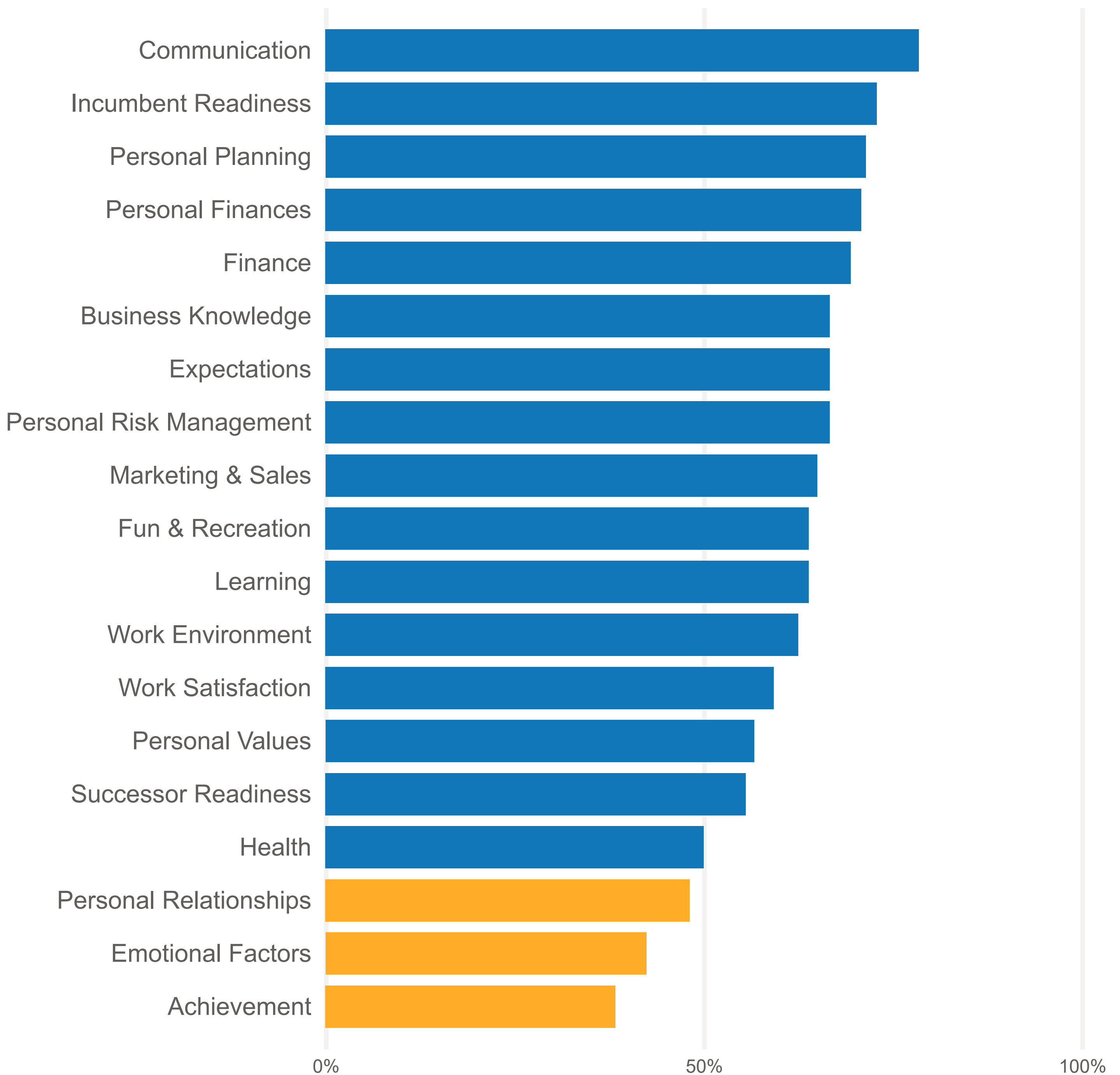
#### Emotional Factors



You anticipate that emotional factors may impact your transition.

## PERSONAL TRANSITION READINESS FOCUS

The chart below provides an overall view of your Personal Readiness for the transition. It identifies the areas where your approach is Strong (above average) along with those that Need Attention (below average).



● Strong ● Needs Attention

## PERSONAL TRANSITION READINESS FOCUS

In combination with the guidance from your advisor, here are the areas identified as needing more attention:

**Achievement:** You are not currently satisfied with your level of achievement. A great level of fulfillment can be felt when dedication and desire are invested in work and/or personal goals that are in alignment with inner needs and motivations. The right guidance from the right coaches, and advisors may help you uncover blindspots and advance in this area.







**Emotional Factors:** You anticipate that emotional factors may impact your transition from the organization. Guidance from the right professionals, eg therapists and other professionals could help you manage the upcoming transition.



**Relationships:** You are not satisfied with the strength of your personal relationships. The strength of support from family, friends and loved ones has an impact on an individual's satisfaction with their quality of life during and after a business transition.

Your close circle of friends and family will also be impacted by your transition. Ensure that those relationships are strong enough to absorb the impact of the change on your life and theirs.

## OVERALL TRANSITION READINESS FOCUS

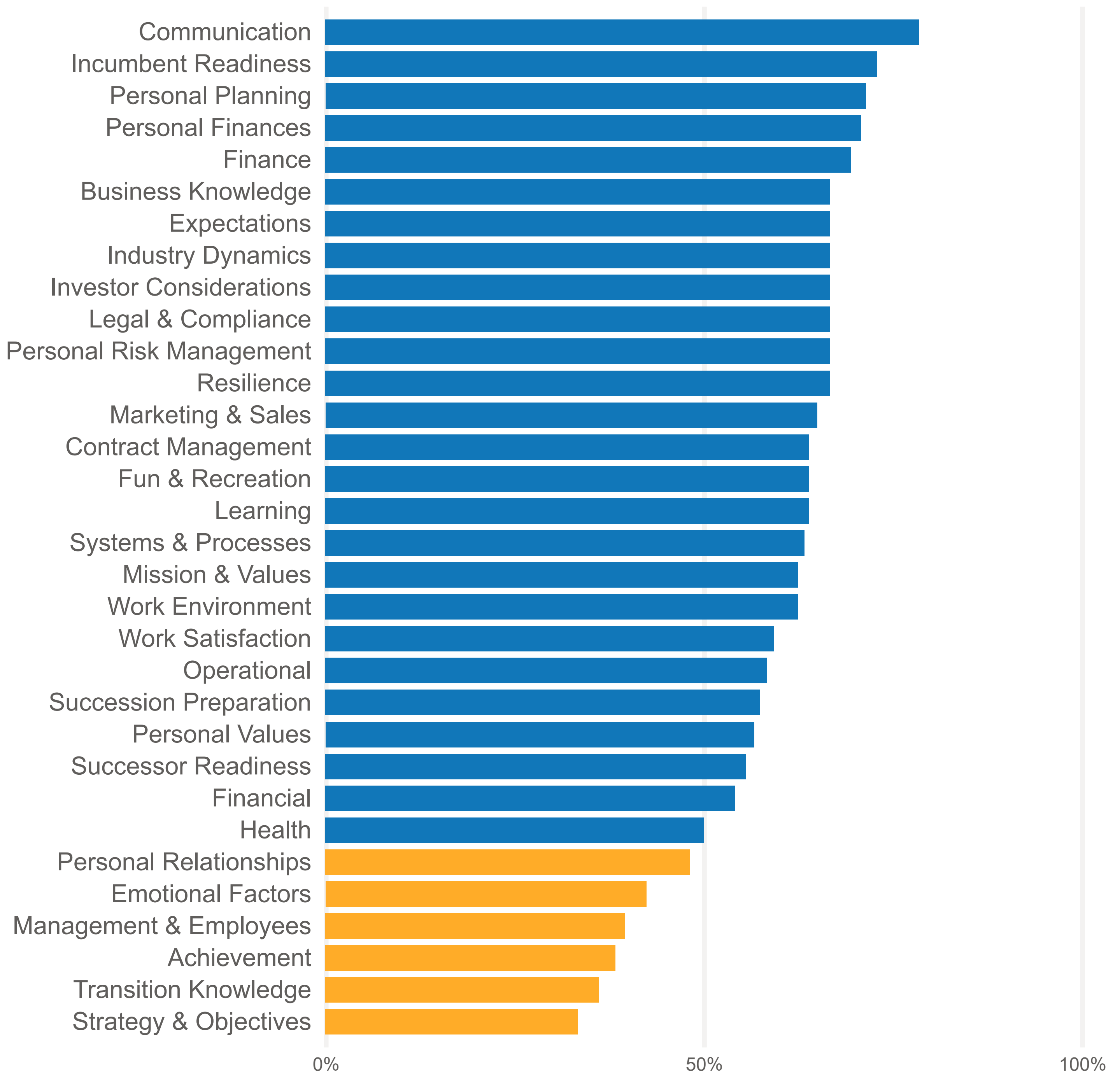
Based on your responses, creating an action plan to address the categories listed below would improve your overall business transition readiness:

 Needs Attention	 Strong
	 <b>Business Attractiveness</b>
 <b>Business Transferability</b>	
 <b>Personal Preparation</b>	
 <b>Personal Wellbeing</b>	

-  Indicates an area of strength that will enhance your business' transition
-  Indicates an area of relative weakness that would benefit from attention or development

## OVERALL TRANSITION READINESS FOCUS

The chart below provides a combined view of your Business and Personal readiness for the business transition. It identifies the areas where your approach is Strong (above average) along with those that Need Attention (below average).



● Strong ● Needs Attention

## OVERALL TRANSITION READINESS FOCUS

In combination with the guidance from your advisor, here are the areas identified as needing more attention:

**Strategy & Objectives:** You do not believe that there is a clear strategy in place with measurable objectives. A business without a clear strategy and measurable objectives remains dependent on its existing leaders to dictate every step of the way forward.

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Succession**Strength**

## **About Succession Strength**

Succession Strength prepares impactful individuals to transition smoothly to the next phase of their lives whether in or out of their organization.

[www.SuccessionStrength.com](http://www.SuccessionStrength.com)

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