

LEGACY

ADVISORY PARTNERS

Welcome to the Virtuous Team Assessment

This assessment is for business owners, founders, and key leaders. Honest answers around vices can help you discover the impact of vices on your performance, team, and company.

Uncovering Your Vulnerabilities

How prevalent is Founder's Syndrome in your leadership style? What vices, or root causes, most affect your decision-making and team interactions?

Let's uncover these potential areas of improvement. Below are questions related to the eight vices that can contribute to Founder's Syndrome. Respond to each using a 1-5 scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree).

Afterward, rank these vices based on your highest to lowest scores to identify your most significant vulnerabilities.

Here are the questions, circle the number that best represents your perspective.

Vice #1: Egotism

I believe I am the only one who can fix the company's problems.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #2: Busyness

I tend to take on more responsibilities than necessary, even when help is available.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #3: Distraction

I tend to get sidetracked by new ideas, disrupting current projects.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #4: Greed

I sometimes tolerate toxic behavior from top performers because they're "too valuable."

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #5: Anger

Keeping my composure during challenging situations can be difficult for me.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #6: Dishonesty

I tend to shy away from giving direct feedback, worrying it might affect relationships with valuable clients or team members.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #7: Territorialism

I feel threatened when others contribute to my areas of responsibility.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

Vice #8: Fear

I let the fear of failure hold me back from taking decisive actions that could benefit the company.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree

The Analysis

Now, let's look at your results. Add up all your responses to calculate your total score.

Refer to this guide to identify where you fit:

1-12: Code Green—Healthy Balance: You've struck a productive balance between personal control and team performance. But remain alert. Market conditions and business dynamics can change, increasing your susceptibility to Founder's Syndrome.

12-20: Code Yellow—Mild Symptoms: There are some indications of Founder's Syndrome, but it may not be significantly impacting your business yet.

20-32: Code Orange—Moderate to Severe Condition: Founder's Syndrome could be stunting your company's growth.

32-40: Code Red—Critical Condition: Founder's Syndrome may be causing significant harm to you and your company.

Ranking the Root Causes

Which root causes—or vices—expose you most to Founder's Syndrome?

Determine this by ranking your individual Vice Scores from 1-8, starting from the highest to the lowest:

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

Reflect on your results. What insights have you gained from this exercise?

Contact us to discuss how to build the virtues into your team.