



The Family Readiness Decision Tree

The Long Game™ | Four Daughters™

Use this tool **privately and honestly** before beginning any family succession conversation.
There are no right or wrong answers — only honest ones.

Where are you right now, honestly?

01 Am I thinking more about family and business, and concerned about how both will play out in the future?

No

Not Yet Ready

- Reflect on why not — privately and without judgement
- Talk to your partner or a trusted person outside the business
- **Revisit in 12 months.** That's okay.

Yes

02 Where do I see myself in 10 years time? I wonder where other family members see themselves in 10 years time?

Do I want to start the conversation with my family, to understand their wants and needs?

Yes



Wellbeing Check

Are we currently all getting on? Is the family in a good emotional place?

Not Really

II Pause First

- Emotional wellbeing needs to come first
- Seek a mediator, counsellor or trusted person
- Work through it as a family, then return to the conversation

Yes

✓ You Are Ready to Begin

START HERE

- Share the process openly with the whole family
- Keep it transparent — no side conversations

REMEMBER

- Include all family members and partners
- Time and patience allow for genuine collaboration
- Generational thinking and shared problem-solving is powerful. It is eye opening to see what ideas and options are possible, when open and respectful communication is encouraged.
- The family culture shifts. A collaborative team culture is born.
- **THE POWER OF WE to achieve what the ME wants begins.**

Succession begins when the older generation leads — through Values, then Culture, then Communication.