



FARM SUCCESSION READINESS INDICATOR

Name: _____ Date: _____

Score Your Current Situation: On a scale of 1-10 (1-Poor, 10-Excellent)

Farm Succession Strategy	Score
As a family, we understand our core values and these critical beliefs guide our actions and decisions	
My timeline to slow down and step back from farm leadership is understood	
There is a clear, documented vision for the future of the farm that is strongly aligned across multiple generations	
We have high trust for each other and are supportive versus caught up in competitiveness	
Everyone's roles and responsibilities on the farm are well defined and we have identified the pathway to ownership control for multiple generations	
Farm Succession Strategy Total	

Farm Succession Strategy Results	
40- 50	Your family is aligned for the future. You are well positioned to jump right into succession planning with a Farm Life advisor.
25-40	There is an opportunity to become more aligned as a family to ensure the vision of the future and how you work together is better defined. A strategic planning session may be of great value.
0-25	Commonly families are busy and focused on working day-to-day on the farm and may not have talked openly about the future. Start by exploring your future vision and begin the succession conversation with a Farm Life advisor.

Leadership Readiness	Score
The farm is prepared to run efficiently without me and there are no major dependencies on my talents or experience	
My successor(s) has the talent and knowledge required to succeed as a leader and owner	
I fully trust my successor(s) to make sound decisions and do not need to check up on them	
My successor(s) have been vetted against objective criteria to verify they're the right fit to run and own the farm business	
I feel prepared to release accountability, decision making and control to my successor	
Leadership Readiness Total	

Leadership Readiness Results	
40- 50	Your farm is well positioned for farm continuity with strong leadership. Leaders are on track to step into critical roles/duties. Successors feel like they have a strong voice and understand their leadership path.
25-40	Your family has taken positive steps to prepare the next generation. A Farm Life advisor may be of assistance to develop a more formalized plan and map out the leadership path.
0-25	Setting expectations for family leaders can be challenging. Your family would benefit from a facilitated discussion on preparing leaders for the future with a Farm Life advisor.

Farm Governance		Score
We have open and healthy conversations where we respect differences, debate ideas, and land on aligned decisions		
We consistently schedule farm business meetings that are productive and effective in running the business		
We each understand our role and it is clear what decisions will be made together versus independently		
We have full transparency on the inner workings of the farm, including the financials and human resource decisions		
We review the succession plan annually to guide our steps and ensure our assumptions and expectations are clear		
Farm Governance Total		

Farm Governance Results	
40- 50	Your family has strong structures in place to govern the farm. You have open and healthy dialogue and deal with conflict when it arises. You balance the needs of the family and the future of the farm.
25-40	Your family has developed some structures to guide the farm. A Farm Life advisor can bring a third-party perspective to help you identify gaps and determine how you could be more effective with your communication and decision-making approaches.
0-25	As the farm grows in size and complexity, balancing the needs of family and the farm can be a challenge. Developing governance structures with the help of a Farm Life advisor will help create healthier conversations and a plan to manage the growing complexity.

Financial Readiness		Score
I know what I need from the farm assets to maintain or reach my lifestyle goals		
We have a family philosophy on what fairness means that is understood by both farming & non-farming children		
I understand the financial viability of the farm to sustain the needs of both generations		
Our compensation is aligned to individual contribution and is based on the market value of their roles		
My successor(s) can afford to buy the business		
Financial Readiness Total		

Financial Readiness Results	
40- 50	You are clear on your financial needs and how you will fund transition. The next generation agrees with their compensation and you aren't concerned about differences between the needs of farming and non-farming children. If a second opinion would increase your confidence level, speak to a Farm Life advisor.
25-40	You are feeling fairly positive about the financial aspects of the farm. A Farm Life advisor can help you work through the gap areas to prepare the farm for the future and put your mind at ease.
0-25	You have some concerns about the financial aspects of your plans. A Farm Life advisor can help you better understand your financial situation and review options for continuity including affordability, retirement income needs, and addressing the interests of non-farming children.

Legal and Accounting		Score
I have implemented an ownership structure that is best suited for the transfer of the farm		
The farm valuation has been documented, is up-to-date and has been shared with, and agreed to, by the family		
I have actively involved my successor with my team of professionals		
I have consulted with a tax expert and we have created a tax efficient strategy for transition		
I have an updated will and power of attorney that reflects our plan in the event I become unable to work or die prematurely		
Legal and Accounting Total		

Legal and Accounting Results	
40- 50	You are clear on your financial needs and how you will fund transition. The next generation agrees with their compensation and you aren't concerned about differences between the needs of farming and non-farming children. If a second opinion would increase your confidence level, speak to a Farm Life advisor.
25-40	You are feeling fairly positive about the financial aspects of the farm. A Farm Life advisor can help you work through the gap areas to prepare the farm for the future and put your mind at ease.
0-25	You have some concerns about the financial aspects of your plans. A Farm Life advisor can help you better understand your financial situation and review options for continuity including affordability, retirement income needs, and addressing the interests of non-farming children.