Business Partnership Assessment Checklist ## Bidirectional Assessment for Co-Founders, Business Partners, and M&A Partners --- ## Introduction: Why This Matters Partnership failures rarely happen because one person is bad. They happen because two capable people have fundamentally different views of how they work, what they value, and how they handle pressure. The problem: People are often blind to their own patterns. Common blind spots include: - Someone believes they listen to feedback and are open to input, but their partner experiences them as dismissive or as ultimately doing what they want anyway. - Someone thinks they're disciplined about capital and careful with spending, but their partner sees them spending beyond means or not thinking through financial consequences. - Someone believes they make fast, decisive decisions, but their partner experiences them as slow, indecisive, or overly cautious. - Someone thinks they communicate clearly and make strong arguments, but their partner struggles to understand their position or feels their perspective isn't clearly articulated. - Someone believes they follow through on commitments, but their partner sees inconsistent execution or unfinished work. - Someone thinks they stand up for their convictions and aren't afraid to push back, but their partner experiences them as conflict-avoidant or unwilling to advocate for their position. - Someone believes they're collaborative and open to others' input, but their partner experiences them as domineering or unwilling to compromise. - Someone thinks they manage people well and develop talent, but their team experiences them as harsh, dismissive, or focused only on results. These blind spots exist on both sides of any partnership. The person who thinks they're decisive might be paired with someone who thinks they're cautious. The person who believes they're collaborative might be paired with someone who experiences them as controlling. Neither person is wrong—they're experiencing the same person differently. **This checklist solves that problem through honest comparison.** Both partners complete the same assessment independently—answering questions about themselves and about each other. Then you compare. The gaps between how you see yourself and how your partner sees you reveal the truth. Those gaps are where the real conversation

happens. This isn't about finding perfect alignment. It's about surfacing the real differences so you can decide: Are these differences manageable? Or are they deal-breakers? --- ## How to Use This Checklist **Step 1: Both parties complete the checklist independently.** Do not discuss or share answers until both are finished. Honest self-assessment requires privacy. **Step 2: For each section, answer two types of questions:** - **Self-Assessment**: How do you see yourself? - **Partner Assessment**: How do you see your partner? **Step 3: Compare your answers.** Look for gaps between: - How you see yourself vs. how your partner sees you - How your partner sees themselves vs. how you see them **Step 4: Discuss the gaps.** The gaps are the data. They're not right or wrong—they're information. Use them to understand each other better. **Step 5: Decide together.** Are the gaps manageable? Do they represent different perspectives on the same reality, or do they represent fundamental misalignment? --- ## Section 1: Leadership & Accountability This section assesses how each person approaches responsibility, decision-making, and the willingness to own outcomes. ### Self-Assessment: How I Lead **On Responsibility and Accountability** ☐ When something goes wrong, I take full responsibility for my role in it. ☐ I can admit when I've made a mistake without making excuses. ☐ I follow through on commitments I make to my partner. ☐ I hold myself to the same standards I hold others to. **On Decision-Making** ☐ I make decisions thoughtfully, considering input from others. ☐ When I make a decision and someone disagrees, I listen carefully to their perspective. ☐ I can change my mind if someone makes a compelling case. ☐ I explain my reasoning when I make decisions, so others understand my thinking. **On Resilience and Persistence** ☐ When facing setbacks, I keep working to find solutions. ☐ I don't quit when things get difficult. ☐ I stay focused on the goal even when the path is unclear. ☐ I can maintain momentum and motivation through challenges. **On Knowing When to Change Course** ☐ I can recognize when my approach isn't working. ☐ I'm willing to try different strategies if the current one isn't producing results. ☐ I can admit when I was wrong about a direction or strategy. ☐ I don't keep doubling down on approaches that aren't working. ### Partner Assessment: How My Partner

Leads **On Responsibility and Accountability** ☐ When something goes wrong, my partner takes responsibility for their role in it. ☐ My partner can admit mistakes without making excuses. ☐ My partner follows through on commitments they make to me. ☐ My partner holds themselves to the same standards they hold others to. **On Decision-Making** ☐ My partner makes decisions thoughtfully, considering input from others. ☐ When my partner makes a decision and I disagree, they listen carefully to my perspective. ☐ My partner can change their mind if I make a compelling case. ☐ My partner explains their reasoning when they make decisions. **On Resilience and Persistence** ☐ When facing setbacks, my partner keeps working to find solutions. ☐ My partner doesn't quit when things get difficult. ☐ My partner stays focused on the goal even when the path is unclear. ☐ My partner can maintain momentum and motivation through challenges. **On Knowing When to Change Course** ☐ My partner can recognize when their approach isn't working. ☐ My partner is willing to try different strategies if the current one isn't producing results. ☐ My partner can admit when they were wrong about a direction or strategy. ☐ My partner doesn't keep doubling down on approaches that aren't working. ### Gap Analysis: Leadership & Accountability **Compare your answers.** Look for patterns: - Where do you see yourself differently than your partner sees you? - Where does your partner see themselves differently than you see them? - Are there areas where you both agree? Where you strongly disagree? **Key questions to discuss:** If you checked "I can change my mind if someone makes a compelling case" but your partner didn't check "My partner can change their mind," that's important information. It might mean you think you're open to feedback, but your partner experiences you as stubborn. If your partner checked "I recognize when my approach isn't working" but you didn't check that about them, that's also important. It might mean they think they're adaptive, but you see them as doubling down. **Write down the biggest gaps:** Gap 1:

Gap 2:

Gap 3:

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Reputation and Accountability** ☐ I care about my reputation and how I'm perceived by stakeholders. ☐ I'm not willing to damage my reputation to win a short-term dispute. ☐ I take responsibility for how my actions affect the partnership's reputation. ☐ I don't rationalize unethical behavior as "just business." ### Partner Assessment: How My Partner Handles Conflict & Pressure **On Conflict and Disagreement** ☐ When I disagree with my partner, they listen to understand my perspective, not just to respond. ☐ My partner can have difficult conversations without becoming defensive. ☐ My partner can disagree with me and still respect me. ☐ My partner doesn't take disagreement personally. **On Managing Emotions Under Pressure** ☐ When things get stressful, my partner stays calm and focused. ☐ My partner doesn't blame others when things go wrong. ☐ My partner can handle criticism without becoming angry or withdrawn. ☐ My partner maintains respect for me even when frustrated. **On Problem-Solving vs. Fighting** ☐ When there's a conflict, my partner focuses on solving the problem, not winning the argument. ☐ My partner is willing to compromise to find a solution that works for both of us. ☐ My partner doesn't escalate conflicts or look for fights. ☐ My partner can let go of being right if there's a better way forward. **On How They Treat People When Upset** ☐ Even when frustrated, my partner treats people with respect. ☐ My partner doesn't berate or belittle people, even if they think they're wrong. ☐ My partner doesn't use their authority or position to intimidate or control. ☐ My partner can be firm and direct without being harsh or cruel. **On Integrity and Honoring Obligations** ☐ My partner pays vendors and service providers on time, or communicates clearly if they can't. ☐ My partner honors commitments they make to investors, partners, and stakeholders. ☐ My partner doesn't use financial leverage or legal threats to avoid paying obligations. ☐ My partner follows through on agreements, even when circumstances change or it becomes inconvenient. **On Handling Disputes with Key Stakeholders** ☐ When my partner has a disagreement with an investor, manager, or vendor, they seek to resolve it directly. ☐ My partner doesn't look for fights with key stakeholders or use litigation as a first resort. ☐ My partner can disagree with someone in a position of power

without becoming adversarial. ☐ My partner is willing to mediate or find compromise solutions with stakeholders, not just win. **On Reputation and Accountability** ☐ My partner cares about their reputation and how they're perceived by stakeholders. ☐ My partner is not willing to damage their reputation to win a short-term dispute. ☐ My partner takes responsibility for how their actions affect the partnership's reputation. ☐ My partner doesn't rationalize unethical behavior as "just business." ### Gap Analysis: Conflict & Pressure **Compare your answers.** Look for critical gaps: - Do you see yourself as calm under pressure, but your partner doesn't experience you that way? - Does your partner think they listen in conflict, but you experience them as dismissive? - Do you see yourself as respectful even when upset, but your partner sees you differently? - Do you think you honor your obligations, but your partner sees you as willing to breach them? - Do you see yourself as seeking resolution with stakeholders, but your partner sees you as looking for fights? - Do you think you care about reputation, but your partner sees you as willing to damage it? **Pay special attention to the new subsections:** The questions on **Integrity and Honoring Obligations**, **Handling Disputes with Key Stakeholders**, and **Reputation and Accountability** are critical. These reveal whether someone is willing to: - Not pay vendors or investors - Use litigation or legal threats to avoid obligations - Pick fights with key stakeholders - Damage their reputation or the partnership's reputation to win a dispute - Rationalize unethical behavior These are not minor differences. They're fundamental character issues that will affect the partnership. **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

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Critical question: If there are significant gaps in how you handle conflict—especially around integrity, honoring obligations, and reputation—that's information about how you'll handle disagreements in the partnership. These gaps matter profoundly. --- ## Section 3: Financial Discipline & Capital

Allocation This section assesses how each person thinks about money, spending, risk, and capital conservation. ### Self-Assessment: How I Think About Money & Capital **On Spending and Capital Discipline** ☐ I think carefully about spending decisions before committing resources. ☐ I consider the downside and what happens if things don't go as planned. ☐ I maintain a financial buffer or runway for unexpected challenges. ☐ I don't spend beyond our means, even if I think it's necessary for growth. **On Risk and Growth** ☐ I balance the desire for growth with the need to conserve capital. ☐ I can make the case for why spending is necessary, and I can listen to pushback. ☐ I adjust my spending based on results and market conditions. ☐ I don't keep spending aggressively if it's not producing results. **On Financial Transparency** ☐ I'm transparent about financial decisions with my partner. ☐ I discuss major spending decisions before committing resources. ☐ I share financial information openly so my partner understands our position. ☐ I don't hide or minimize financial problems. **On Priorities and Tradeoffs** ☐ I think about what we're choosing to do and what we're choosing not to do. ☐ I can articulate why certain spending is a priority. ☐ I can adjust priorities if circumstances change. ☐ I don't assume that spending aggressively is always the right answer. ### Partner Assessment: How My Partner Thinks About Money & Capital **On Spending and Capital Discipline** ☐ My partner thinks carefully about spending decisions before committing resources. ☐ My partner considers the downside and what happens if things don't go as planned. ☐ My partner maintains a financial buffer or runway for unexpected challenges. ☐ My partner doesn't spend beyond our means, even if they think it's necessary for growth. **On Risk and Growth** ☐ My partner balances the desire for growth with the need to conserve capital. ☐ My partner can make the case for why spending is necessary, and they listen to pushback. ☐ My partner adjusts spending based on results and market conditions. ☐ My partner doesn't keep spending aggressively if it's not producing results. **On Financial Transparency** ☐ My partner is transparent about financial decisions with me. ☐ My partner discusses major spending decisions before committing resources. ☐ My partner shares financial information openly so I

understand our position. ☐ My partner doesn't hide or minimize financial problems. **On Priorities and Tradeoffs** ☐ My partner thinks about what we're choosing to do and what we're choosing not to do. ☐ My partner can articulate why certain spending is a priority. ☐ My partner can adjust priorities if circumstances change. ☐ My partner doesn't assume that spending aggressively is always the right answer. ### Gap Analysis: Financial Discipline & Capital Allocation **Compare your answers.** This section often reveals fundamental differences: - Do you think you're disciplined about capital, but your partner sees you as reckless? - Does your partner think they consider downside, but you see them as not thinking through consequences? - Are you transparent about financial decisions, or does your partner experience you as hiding problems? **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

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Critical question: Financial discipline is one of the most common sources of partnership conflict. If there are significant gaps here, you need to address them before committing to the partnership. --- ## Section 4: Management Style & How You Treat People This section assesses how each person manages, develops, and treats the people on their team. ### Self-Assessment: How I Manage & Treat People **On Feedback and Development** ☐ I give people feedback to help them improve, not to criticize or belittle them. ☐ I create space for people to learn and develop. ☐ I acknowledge people's strengths and contributions. ☐ I'm interested in helping people grow, not just getting results. **On Respect and Dignity** ☐ I treat all people with respect, regardless of their position or status. ☐ I don't use my authority to intimidate or control. ☐ I listen to people's concerns and perspectives. ☐ I value people's input, even when I disagree with them. **On Accountability** ☐ I hold people accountable for results, but I also support them in achieving those results. ☐ I don't blame people for problems; I help

them solve them. ☐ I'm clear about expectations and what success looks like. ☐ I follow through on what I promise. **On Hiring and Team Building** ☐ I hire people who bring diverse perspectives and skills. ☐ I'm thoughtful about team composition and complementary strengths. ☐ I don't just hire people like me. ☐ I build teams that can challenge me and each other. ### Partner Assessment: How My Partner Manages & Treats People **On Feedback and Development** ☐ My partner gives people feedback to help them improve, not to criticize or belittle them. ☐ My partner creates space for people to learn and develop. ☐ My partner acknowledges people's strengths and contributions. ☐ My partner is interested in helping people grow, not just getting results. **On Respect and Dignity** ☐ My partner treats all people with respect, regardless of their position or status. ☐ My partner doesn't use their authority to intimidate or control. ☐ My partner listens to people's concerns and perspectives. ☐ My partner values people's input, even when they disagree with them. **On Accountability** ☐ My partner holds people accountable for results, but also supports them in achieving those results. ☐ My partner doesn't blame people for problems; they help them solve them. ☐ My partner is clear about expectations and what success looks like. ☐ My partner follows through on what they promise. **On Hiring and Team Building** ☐ My partner hires people who bring diverse perspectives and skills. ☐ My partner is thoughtful about team composition and complementary strengths. ☐ My partner doesn't just hire people like them. ☐ My partner builds teams that can challenge them and each other. ### Gap Analysis: Management Style & Treatment of People **Compare your answers.** Pay special attention to: - Do you see yourself as respectful and developmental, but your partner sees you as harsh or critical? - Does your partner think they hire for diversity, but you see them hiring people like themselves? - Do you think you support people, but your partner experiences you as blaming? **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

Critical question: How you treat people reflects your character and your judgment. If there are significant gaps here—especially if your partner sees you as harsh or dismissive when you see yourself as firm—that's important information about how you'll treat each other under pressure. --- ## Section 5: Judgment & Learning from Setbacks This section assesses how each person develops judgment, learns from mistakes, and applies frameworks to complex decisions. ### Self-Assessment: How I Develop Judgment **On Learning from Setbacks** ☐ I can point to significant setbacks or failures I've experienced. ☐ When I talk about those setbacks, I focus on what I learned, not just what happened. ☐ I can identify my role in the setback, not just external factors. ☐ I've changed my approach based on what I learned. **On Frameworks and Thinking** ☐ I use frameworks or systems to organize complex information. ☐ I can explain my thinking process when making decisions. ☐ I look for patterns across different situations and apply lessons. ☐ I'm willing to challenge my own assumptions. **On Knowing What You Don't Know** ☐ I can admit when I don't have expertise in an area. ☐ I seek input from people who know more than I do. ☐ I'm humble about the limits of my knowledge. ☐ I don't pretend to understand things I don't understand. **On Judgment Under Pressure** ☐ When stakes are high, I slow down and think carefully. ☐ I don't make reactive decisions when I'm emotional. ☐ I can see multiple perspectives on complex problems. ☐ I know when to make a decision and when to gather more information. ### Partner Assessment: How My Partner Develops Judgment **On Learning from Setbacks** ☐ My partner can point to significant setbacks or failures they've experienced. ☐ When my partner talks about those setbacks, they focus on what they learned, not just what happened. ☐ My partner can identify their role in the setback, not just external factors. ☐ My partner has changed their approach based on what they learned. **On Frameworks and Thinking** ☐ My partner uses frameworks or systems to organize complex information. ☐ My partner can explain their thinking process when making decisions. ☐ My partner looks for

patterns across different situations and applies lessons. ☐ My partner is willing to challenge their own assumptions. **On Knowing What They Don't Know** ☐ My partner can admit when they don't have expertise in an area. ☐ My partner seeks input from people who know more than they do. ☐ My partner is humble about the limits of their knowledge. ☐ My partner doesn't pretend to understand things they don't understand. **On Judgment Under Pressure** ☐ When stakes are high, my partner slows down and thinks carefully. ☐ My partner doesn't make reactive decisions when they're emotional. ☐ My partner can see multiple perspectives on complex problems. ☐ My partner knows when to make a decision and when to gather more information. ### Gap Analysis: Judgment & Learning **Compare your answers.** Look for: - Do you see yourself as learning from setbacks, but your partner sees you as making the same mistakes? - Does your partner think they're humble about what they don't know, but you see them as overconfident? - Do you think you slow down under pressure, but your partner sees you as reactive? **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

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Critical question: Judgment is what carries partnerships through difficult times. If you have fundamentally different approaches to learning and decision-making, that will affect how you navigate challenges together. --- ## Section 6: Strategic Planning & Execution This section assesses how each person approaches strategy development, priority alignment, execution discipline, and knowing when to pivot. ### Self-Assessment: How I Approach Strategy & Execution **On Strategy Development** ☐ I think strategically about how we'll achieve our goals, not just tactically about what to do next. ☐ I can articulate a clear strategy and explain the reasoning behind it. ☐ I'm willing to invest time upfront in planning before rushing to execution. ☐ I can distinguish between a long-term strategy and short-term tactics. **On Alignment and Priority Setting** ☐ Before committing resources, I align with

my partner on priorities and strategy. ☐ I can explain why certain priorities matter and what we're choosing not to do. ☐ I listen to my partner's perspective on priorities before finalizing decisions. ☐ I don't unilaterally change strategic direction without discussion. **On Execution and Discipline** ☐ I stick with a strategy long enough to see if it's working, not jumping to new ideas constantly. ☐ I can distinguish between a strategy that needs more time and one that isn't working. ☐ I measure progress against clear metrics so we know if the strategy is working. ☐ I hold myself and my partner accountable to the strategy we've agreed on. **On Knowing When to Pivot** ☐ When evidence suggests a strategy isn't working, I'm willing to change course. ☐ I can make the case for why we should pivot, with data to support it. ☐ I don't get emotionally attached to strategies that aren't producing results. ☐ I can admit when I was wrong about a strategic direction. ### Partner Assessment: How My Partner Approaches Strategy & Execution **On Strategy Development** ☐ My partner thinks strategically about how we'll achieve our goals, not just tactically. ☐ My partner can articulate a clear strategy and explain the reasoning behind it. ☐ My partner is willing to invest time upfront in planning before rushing to execution. ☐ My partner can distinguish between a long-term strategy and short-term tactics. **On Alignment and Priority Setting** ☐ Before committing resources, my partner aligns with me on priorities and strategy. ☐ My partner can explain why certain priorities matter and what we're choosing not to do. ☐ My partner listens to my perspective on priorities before finalizing decisions. ☐ My partner doesn't unilaterally change strategic direction without discussion. **On Execution and Discipline** ☐ My partner sticks with a strategy long enough to see if it's working, not jumping to new ideas constantly. ☐ My partner can distinguish between a strategy that needs more time and one that isn't working. ☐ My partner measures progress against clear metrics so we know if the strategy is working. ☐ My partner holds themselves and me accountable to the strategy we've agreed on. **On Knowing When to Pivot** ☐ When evidence suggests a strategy isn't working, my partner is willing to change course. ☐ My partner can make the case for why we should pivot, with data to support it. ☐ My partner doesn't get

emotionally attached to strategies that aren't producing results. ☐ My partner can admit when they were wrong about a strategic direction. ### Gap Analysis: Strategic Planning & Execution **Compare your answers.** Look for critical gaps: - Do you think you're strategic, but your partner sees you as tactical or reactive? - Does your partner think they align with you on priorities, but you feel they make unilateral decisions? - Do you think you stick with strategies, but your partner sees you as constantly changing direction? - Do you think you know when to pivot, but your partner sees you as either too rigid or too reactive? **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

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Critical question: Strategic misalignment is one of the most damaging partnership problems. If you can't agree on strategy, can't execute together, or don't know when to change course, the partnership will struggle. This section is essential. --- ## Section 7: Values & Vision Alignment This section assesses whether you share core values and have compatible visions for what you're building. ### Self-Assessment: My Values & Vision **On Core Values** ☐ I can clearly articulate my core values in business. ☐ I have non-negotiable principles I won't compromise on. ☐ My actions are consistent with my stated values. ☐ I'm willing to make short-term sacrifices for long-term principles. **On Definition of Success** ☐ I have a clear vision for what success looks like. ☐ I can explain why this vision matters to me. ☐ My vision includes both financial and non-financial elements. ☐ I'm willing to adjust my vision based on what we learn, but I won't abandon my core principles. **On Risk and Ambition** ☐ I'm clear about how much risk I'm willing to take. ☐ I'm honest about my ambition level. ☐ I understand the tradeoffs between growth and stability. ☐ I can articulate why I'm willing to take the risks I'm willing to take. **On Long-Term Commitment** ☐ I'm committed to making this partnership work. ☐ I'm willing to invest time and energy into the relationship. ☐ I'm not looking for an easy exit. ☐ I can see myself working with this

person for the long term. ### Partner Assessment: My Partner's Values & Vision **On Core Values** ☐ I understand my partner's core values in business. ☐ My partner has non-negotiable principles they won't compromise on. ☐ My partner's actions are consistent with their stated values. ☐ My partner is willing to make short-term sacrifices for long-term principles. **On Definition of Success** ☐ My partner has a clear vision for what success looks like. ☐ My partner can explain why this vision matters to them. ☐ My partner's vision includes both financial and non-financial elements. ☐ My partner is willing to adjust their vision based on what we learn, but won't abandon their core principles. **On Risk and Ambition** ☐ My partner is clear about how much risk they're willing to take. ☐ My partner is honest about their ambition level. ☐ My partner understands the tradeoffs between growth and stability. ☐ My partner can articulate why they're willing to take the risks they're willing to take. **On Long-Term Commitment** ☐ My partner is committed to making this partnership work. ☐ My partner is willing to invest time and energy into the relationship. ☐ My partner is not looking for an easy exit. ☐ My partner can see themselves working with me for the long term. ### Gap Analysis: Values & Vision **Compare your answers.** Look for: - Do you have compatible definitions of success? - Are your risk tolerances aligned? - Do you share core values, or are there fundamental differences? - Are you both committed to the long term? **Write down the biggest gaps:** Gap 1:

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Gap 2:

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Gap 3:

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Critical question: If you have fundamentally different visions of success or core values, you can still make a partnership work—but only if you're both aware of the differences and have explicitly agreed on how to navigate them. --- ## The Comparison Conversation Now that both parties have completed the assessment independently, it's time to compare and discuss. ### Step 1: Individual Review Before meeting, each person should review their own answers and the gaps they identified. Think about: - Where do I see myself

differently than my partner sees me? - What surprised me about my partner's answers? - Where do we have the biggest disagreements? ### Step 2: The Comparison Meeting Meet together and go through each section. For each section: 1. **Share your self-assessments.** How does each person see themselves? 2. **Share your partner assessments.** How does each person see the other? 3. **Identify the gaps.** Where do you see things differently? 4. **Discuss the gaps.** What does the gap mean? Is it a misunderstanding that can be cleared up? Or is it a real difference in how you operate? ### Step 3: Categorize the Gaps For each gap, decide: Is this a **manageable difference** or a **deal-breaker**? **Manageable differences** are gaps where: - You understand the difference and can work with it - You have different approaches, but they're complementary - You can establish processes to navigate the difference - You both acknowledge the difference and are willing to address it **Deal-breakers** are gaps where: - You have fundamentally different values or principles - One person is unwilling to acknowledge or address the gap - The gap reflects dishonesty or lack of integrity - You can't imagine working together despite the gap ### Step 4: Make a Decision Based on your comparison: - Do you have enough alignment to move forward? - Are the gaps manageable, or are they deal-breakers? - Do you need more time to understand each other better? - Do you need to work with a mediator or coach to navigate the gaps? --- ## Red Flags & Green Flags ### Red Flags (Warning Signs) **During the assessment process:** - One person refuses to complete the assessment honestly - One person becomes defensive about the results - One person dismisses the gaps as unimportant - One person blames the other for the gaps instead of taking responsibility **In the gaps themselves:** - Significant disagreement about how you treat people (especially if one person sees the other as harsh or disrespectful) - Significant disagreement about financial discipline (especially if one person sees the other as reckless) - Significant disagreement about honesty or integrity - Significant disagreement about commitment to the partnership - One person sees the other as unwilling to learn or change ### Green Flags (Positive Indicators) **During the assessment process:** - Both people complete the assessment honestly and thoughtfully - Both people are

willing to hear hard truths about themselves - Both people can acknowledge gaps without becoming defensive - Both people are curious about understanding the other better **In the gaps themselves:** - Gaps are about different approaches, not about fundamental values - Both people can articulate why they see things differently - Both people are willing to adjust their perspective based on new information - Gaps are in areas where complementarity is possible (e.g., different risk tolerance that can be balanced) - Both people are committed to working through the gaps --- ## Final Thoughts This checklist is not about finding perfect alignment. It's about surfacing the real differences so you can make an informed decision. The best partnerships are built on a foundation of honesty—honesty about yourself, honesty about your partner, and honesty about whether you can work together. This checklist creates the conditions for that honesty. Use it not as a test to pass, but as a tool to understand each other. The goal is not to check every box. The goal is to have the conversations, do the work, and gain the clarity you need to decide: Can we work together? And if so, how do we navigate our differences? --- *Sourced from www.aakifahmad.com*