Partnership Health Check ## Ongoing Re-Evaluation for Active Partnerships --- ## Before You Start This checklist is designed for partners who are already working together and need to assess how the partnership is actually functioning. It's not about whether you should have become partners—that decision is made. It's about whether the partnership is still working and what needs to change. ### Partnership Context **Partnership start date:** _____ **How long have you been partners?** _____ **What triggered this re-evaluation?** (optional, but useful for context) ☐ Scheduled check-in (we do this regularly) ☐ Specific conflict or disagreement ☐ Performance issues or missed targets ☐ Changes in market or circumstances ☐ One partner raised concerns ☐ General sense that something needs to be addressed ☐ Other: _____

--- ## Introduction: Why This Matters Partnerships that fail don't usually fail because the people are incompatible—they fail because issues that could have been addressed early get ignored, minimized, or allowed to fester. This re-evaluation checklist serves a different purpose than the pre-partnership assessment. It's not about whether you should have become partners. It's about whether you're still working well together, whether patterns have changed, and whether you need to adjust how you're operating. The goal is simple: **Surface issues early, before they become relationship-ending problems.** --- ## How to Use This Checklist **Step 1: Both partners complete independently.** Don't discuss until both are finished. You need honest individual assessments. **Step 2: For each section, answer two types of questions:** - **How things are actually working** - What's your real experience? - **How things have changed** - Is this better or worse than when you started? **Step 3: Compare your answers.** Look for gaps between how you each experience the partnership. **Step 4: Discuss the gaps.** Use the gaps as data. They tell you where adjustment is needed. **Step 5: Decide together.** What needs to change? What's working well? Is this partnership still serving both of you? --- ## Section 1: How Leadership & Accountability Are Actually Working This section assesses how each person is actually

showing up as a leader and taking responsibility in the partnership. ### Self-Assessment: How I'm Actually Leading **On Taking Responsibility** ☐ When things go wrong, I take responsibility for my role in it. ☐ I acknowledge mistakes without making excuses. ☐ I follow through on commitments I make to my partner. ☐ I hold myself accountable when I fall short. **On This vs. When We Started** ☐ I'm taking more responsibility than I did initially. ☐ I'm taking about the same level of responsibility. ☐ I'm taking less responsibility than I did initially. **On Decision-Making** ☐ When I make decisions, I consider my partner's input. ☐ When my partner disagrees with me, I listen to their perspective. ☐ I'm willing to change my mind if they make a compelling case. ☐ I explain my reasoning so my partner understands my thinking. **On This vs. When We Started** ☐ I'm more open to input than I was initially. ☐ I'm about the same level of open to input. ☐ I'm less open to input than I was initially. **On Resilience and Problem-Solving** ☐ When facing setbacks, I keep working to find solutions. ☐ I don't quit when things get difficult. ☐ I stay focused on our goals even when the path is unclear. ☐ I maintain momentum and motivation through challenges. **On This vs. When We Started** ☐ I'm more resilient than I was initially. ☐ I'm about the same level of resilient. ☐ I'm less resilient than I was initially. **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. **On This vs. When We Started** ☐ I'm better at changing course than I was initially. ☐ I'm about the same at changing course. ☐ I'm worse at changing course than I was initially. ### Partner Assessment: How My Partner Is Actually Leading **On Taking Responsibility** ☐ When things go wrong, my partner takes responsibility for their role in it. ☐ My partner acknowledges mistakes without making excuses. ☐ My partner follows through on commitments they make to me. ☐ My partner holds themselves accountable when they fall short. **On This vs. When We Started** ☐ My partner is taking more responsibility than they did initially. ☐ My partner is taking about the same level of responsibility. ☐ My

partner is taking less responsibility than they did initially. **On Decision-Making** ☐ When my partner makes decisions, they consider my input. ☐ When I disagree with my partner, they listen to my perspective. ☐ My partner is willing to change their mind if I make a compelling case. ☐ My partner explains their reasoning so I understand their thinking. **On This vs. When We Started** ☐ My partner is more open to input than they were initially. ☐ My partner is about the same level of open to input. ☐ My partner is less open to input than they were initially. **On Resilience and Problem-Solving** ☐ When facing setbacks, my partner keeps working to find solutions. ☐ My partner doesn't quit when things get difficult. ☐ My partner stays focused on our goals even when the path is unclear. ☐ My partner maintains momentum and motivation through challenges. **On This vs. When We Started** ☐ My partner is more resilient than they were initially. ☐ My partner is about the same level of resilient. ☐ My partner is less resilient than they were initially. **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. **On This vs. When We Started** ☐ My partner is better at changing course than they were initially. ☐ My partner is about the same at changing course. ☐ My partner is worse at changing course than they were initially. ### Gap Analysis: Leadership & Accountability **Compare your answers.** Look for: - Where do you see yourself differently than your partner sees you? - Has anything gotten better or worse since you started? - Are there concerning trends (someone becoming less open to input, less resilient, less willing to change course)? **Write down the biggest gaps or concerns:** Gap 1:

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Gap 2:

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Gap 3:

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when circumstances change or it becomes inconvenient. **On This vs. When We Started** ☐ I'm more disciplined about honoring obligations than I was initially. ☐ I'm about the same level of disciplined. ☐ I'm less disciplined about honoring obligations than I was initially. **On Handling Disputes with Key Stakeholders** ☐ When I have a disagreement with an investor, manager, or vendor, I seek to resolve it directly. ☐ I don't look for fights with key stakeholders or use litigation as a first resort. ☐ I can disagree with someone in a position of power without becoming adversarial. ☐ I'm willing to mediate or find compromise solutions with stakeholders, not just win. **On This vs. When We Started** ☐ I handle stakeholder disputes more constructively than I did initially. ☐ I handle them about the same. ☐ I handle them more adversarially than I did initially. **On 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." **On This vs. When We Started** ☐ I'm more protective of reputation than I was initially. ☐ I'm about the same level of protective. ☐ I'm less protective of reputation than I was initially. ### Partner Assessment: How My Partner Actually Handles Conflict & Pressure **On Conflict and Disagreement** ☐ When I disagree with my partner, they listen to understand my perspective. ☐ 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 This vs. When We Started** ☐ My partner handles conflict better than they did initially. ☐ My partner handles conflict about the same. ☐ My partner handles conflict worse than they did initially. **On Managing Emotions Under Pressure** ☐ When things get stressful, my partner stays calm and focused. ☐ My partner doesn't blame me when things go wrong. ☐ My partner can handle criticism without becoming angry or withdrawn. ☐ My partner maintains respect for me even when frustrated. **On This vs. When We Started** ☐ My partner manages emotions better under pressure than they did initially. ☐ My partner manages emotions about the same. ☐ My partner

manages emotions worse under pressure than they did initially. **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 This vs. When We Started** ☐ My partner is better at problem-solving than they were initially. ☐ My partner is about the same at problem-solving. ☐ My partner is worse at problem-solving than they were initially. **On How They Treat Me When Upset** ☐ Even when frustrated, my partner treats me with respect. ☐ My partner doesn't berate or belittle me, even if they think I'm wrong. ☐ My partner doesn't use their position or authority to intimidate or control. ☐ My partner can be firm and direct without being harsh or cruel. **On This vs. When We Started** ☐ My partner treats me better when upset than they did initially. ☐ My partner treats me about the same when upset. ☐ My partner treats me worse when upset than they did initially. **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 This vs. When We Started** ☐ My partner is more disciplined about honoring obligations than they were initially. ☐ My partner is about the same level of disciplined. ☐ My partner is less disciplined about honoring obligations than they were initially. **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 This vs. When We Started** ☐ My partner handles stakeholder disputes more constructively than they did initially. ☐ My partner handles them about

the same. ☐ My partner handles them more adversarially than they did initially. **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." **On This vs. When We Started** ☐ My partner is more protective of reputation than they were initially. ☐ My partner is about the same level of protective. ☐ My partner is less protective of reputation than they were initially. ### Gap Analysis: Conflict & Pressure **Compare your answers.** Pay special attention to: - Are you handling conflict better or worse than when you started? - Is your partner's behavior under pressure improving or deteriorating? - Are there concerning patterns (someone becoming more defensive, more blaming, less respectful)? - Has anyone become less disciplined about honoring obligations? - Are disputes with stakeholders becoming more adversarial or more constructive? - Is either partner becoming less protective of reputation or more willing to rationalize unethical behavior? **Critical warning signs:** Pay special attention to the Integrity and Honoring Obligations, Handling Disputes with Key Stakeholders, and Reputation and Accountability sections. If you see deterioration in these areas—especially if someone is becoming more willing to breach obligations, pick fights with stakeholders, or damage reputation—that's a serious red flag. These patterns often accelerate and become harder to reverse. **Write down the biggest gaps or concerns:** Gap 1:

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Gap 2:

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Gap 3:

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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 This vs. When We Started** ☐ I'm more disciplined about capital than I was initially. ☐ I'm about the same level of disciplined. ☐ I'm less disciplined about capital than I was initially. **On Adjusting Based on Results** ☐ I adjust my spending based on results and market conditions. ☐ I don't keep spending aggressively if it's not producing results. ☐ I'm willing to cut spending if circumstances change. ☐ I can pivot quickly when the market or our results change. **On This vs. When We Started** ☐ I'm more adaptive with spending than I was initially. ☐ I'm about the same level of adaptive. ☐ I'm less adaptive with spending than I was initially. **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 This vs. When We Started** ☐ I'm more transparent than I was initially. ☐ I'm about the same level of transparent. ☐ I'm less transparent than I was initially. ### Partner Assessment: How My Partner Is Actually Managing 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 This vs. When We Started** ☐ My partner is more disciplined about capital than they were initially. ☐ My partner is about the same level of disciplined. ☐ My partner is less disciplined about capital than they were initially. **On Adjusting Based on Results** ☐ My partner adjusts spending based on results and market conditions. ☐ My partner doesn't keep spending aggressively if it's not producing results. ☐ My partner is willing to cut spending if circumstances change. ☐ My partner can pivot quickly when the market or our results change. **On This vs. When We Started** ☐ My

partner is more adaptive with spending than they were initially. ☐ My partner is about the same level of adaptive. ☐ My partner is less adaptive with spending than they were initially. **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 This vs. When We Started** ☐ My partner is more transparent than they were initially. ☐ My partner is about the same level of transparent. ☐ My partner is less transparent than they were initially. ### Gap Analysis: Financial Discipline & Capital Allocation **Compare your answers.** Look for: - Is financial discipline improving or deteriorating? - Are you aligned on spending decisions? - Is there transparency, or are financial issues being hidden? - Are you both adapting to market changes, or is one person stuck in an old strategy? **Write down the biggest gaps or concerns:** Gap 1:

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Gap 2:

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Gap 3:

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disagree with them. **On This vs. When We Started** ☐ I treat people better than I did initially. ☐ I treat people about the same. ☐ I treat people worse than I did initially. **On Accountability and Support** ☐ 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 This vs. When We Started** ☐ I'm better at balancing accountability and support than I was initially. ☐ I'm about the same. ☐ I'm worse at balancing accountability and support than I was initially. ### Partner Assessment: How My Partner Is Actually Managing & Treating 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 This vs. When We Started** ☐ My partner is a better manager than they were initially. ☐ My partner is about the same as a manager. ☐ My partner is a worse manager than they were initially. **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 This vs. When We Started** ☐ My partner treats people better than they did initially. ☐ My partner treats people about the same. ☐ My partner treats people worse than they did initially. **On Accountability and Support** ☐ 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 This vs. When We Started** ☐ My partner is better at balancing accountability and support than they were initially. ☐ My partner is about the same. ☐ My partner is worse at balancing accountability and support than they were initially. ### Gap Analysis: Management Style &

Treatment of People **Compare your answers.** Look for: - Are you both improving as managers, or is one person deteriorating? - Is your partner treating people with respect, or are there concerning patterns? - Are you aligned on how to develop and hold people accountable? **Write down the biggest gaps or concerns:** Gap 1:

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Gap 2:

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Gap 3:

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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. **On This vs. When We Started** ☐ I make better decisions under pressure than I did initially. ☐ I make about the same quality decisions. ☐ I make worse decisions under pressure than I did initially. ### Partner Assessment: How My Partner Is Developing Judgment **On Learning from Setbacks** ☐ When we face setbacks, my partner reflects on what went wrong and what they could have done differently. ☐ My partner can identify their role in setbacks without just blaming external factors. ☐ My partner has changed their approach based on what they've learned. ☐ My partner is not making the same mistakes repeatedly. **On This vs. When We Started** ☐ My partner is learning and adapting better than they were initially. ☐ My partner is learning about the same. ☐ My partner is learning and adapting worse than they were initially. **On Seeing Patterns** ☐ My partner can see patterns in how we operate and what works or doesn't work. ☐ My partner can articulate what they're learning about the partnership. ☐ My partner applies lessons from one situation to new situations. ☐ My partner is not just reacting; they're thinking strategically. **On This vs. When We Started** ☐ My partner is better at seeing patterns than they were initially. ☐ My partner is about the same at seeing patterns. ☐ My partner is worse at seeing patterns than they were initially. **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 me when I have knowledge they lack. ☐ My partner is humble about the limits of their knowledge. ☐ My partner doesn't pretend to understand things they don't understand. **On This vs. When We Started** ☐ My partner is more humble about their limitations than they were initially. ☐ My partner is about the same level of humble. ☐ My partner is less humble about their limitations than they were initially. **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. **On This vs. When We Started** ☐ My partner makes better decisions under pressure than they did initially. ☐ My partner makes about the same quality decisions. ☐ My partner makes worse decisions under pressure than they did initially. ### Gap Analysis: Judgment & Learning **Compare your answers.** Look for: - Are you both learning from experience, or is one person stuck in old patterns? - Is your partner becoming more humble or less humble about what they don't know? - Are decisions improving or deteriorating under pressure? - Are you seeing the same patterns, or do you have different perceptions of what's happening? **Write down the biggest gaps or concerns:** Gap 1:

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Gap 2:

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Gap 3:

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aligning on priorities than I was initially. **On Execution Discipline** ☐ I stick with a strategy long enough to see if it's working, not jumping to new ideas constantly. ☐ I hold myself and my partner accountable to the strategy we've agreed on. ☐ When we commit to a direction, I follow through. ☐ I don't get emotionally attached to strategies that aren't producing results. **On This vs. When We Started** ☐ I'm more disciplined about execution than I was initially. ☐ I'm about the same level of disciplined. ☐ I'm less disciplined about execution than I was initially. **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 can admit when I was wrong about a strategic direction. ☐ I don't keep pushing strategies that aren't producing results. **On This vs. When We Started** ☐ I'm better at knowing when to pivot than I was initially. ☐ I'm about the same at knowing when to pivot. ☐ I'm worse at knowing when to pivot than I was initially. ### Partner Assessment: How My Partner Is Approaching Strategy & Execution **On Strategic Thinking** ☐ My partner is thinking strategically about how we'll achieve our goals, not just reacting tactically. ☐ My partner can articulate our strategy and explain why it matters. ☐ My partner is measuring progress against clear metrics so we know if the strategy is working. ☐ My partner can distinguish between a strategy that needs more time and one that isn't working. **On This vs. When We Started** ☐ My partner is more strategic now than they were initially. ☐ My partner is about the same level of strategic. ☐ My partner is less strategic now than they were initially. **On Alignment and Priority Setting** ☐ Before committing resources to a new priority, my partner aligns with me on 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 This vs. When We Started** ☐ My partner is better at aligning with me on priorities than they were initially. ☐ My partner is about the same at aligning on priorities. ☐ My partner is worse at aligning on priorities than they were initially. **On Execution Discipline** ☐ My partner sticks with a strategy long

enough to see if it's working, not jumping to new ideas constantly. ☐ My partner holds themselves and me accountable to the strategy we've agreed on. ☐ When we commit to a direction, my partner follows through. ☐ My partner doesn't get emotionally attached to strategies that aren't producing results. **On This vs. When We Started** ☐ My partner is more disciplined about execution than they were initially. ☐ My partner is about the same level of disciplined. ☐ My partner is less disciplined about execution than they were initially. **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 can admit when they were wrong about a strategic direction. ☐ My partner doesn't keep pushing strategies that aren't producing results. **On This vs. When We Started** ☐ My partner is better at knowing when to pivot than they were initially. ☐ My partner is about the same at knowing when to pivot. ☐ My partner is worse at knowing when to pivot than they were initially. ### Gap Analysis: Strategic Planning & Execution **Compare your answers.** Look for critical patterns: - Are you aligned on strategy, or do you have different visions of what you're building? - Is one person more strategic and the other more tactical? - Are you both willing to pivot when evidence suggests a change is needed, or is one person more rigid? - Are you holding each other accountable to the strategy you've agreed on? - Has strategic alignment improved or deteriorated since you started? **Write down the biggest gaps or concerns:** 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 for ongoing health. --- ## Section 7: What's Working Well Before you focus on problems, identify what's actually working. This matters because

it tells you what to preserve and what foundation you're building on. ### Self-Assessment: What's Working Well **What's working well in this partnership?** (List 3-5 things) 1.

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What's my partner doing well? (List 2-3 specific things) 1.

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3.

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What am I doing well? (List 2-3 specific things) 1.

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2.

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3.

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Partner Assessment: What's Working Well **What's working well in this partnership?** (List 3-5 things) 1.

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3.

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5.

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What's my partner doing well? (List 2-3 specific things) 1.

_____

2.

_____

3.

_____

What am I doing well? (List 2-3 specific things) 1.

_____

2.

_____

3.

_____

Comparison: What's Working Well **Compare your answers.** Look for: - Do you agree on what's working well? - Are you acknowledging each other's contributions? - Is there more agreement here than in the problem areas? **Areas of agreement (what you both see as working well):** 1.

_____

2.

_____

3.

_____

--- ## The Re-Evaluation 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 identify: - Where do I see myself differently than my partner sees me? - What surprised me about my partner's answers? - What's gotten better since we started? - What's gotten worse? - What needs to change? ### Step 2: The Comparison Meeting Meet together and go through each section. For each section: 1. **Share what's working well.** Start here. Acknowledge what you're doing right. 2. **Share your self-assessments.** How does each person see themselves? 3. **Share your partner

assessments.** How does each person see the other? 4. **Identify the gaps.** Where do you see things differently? 5. **Discuss the trends.** Is anything getting better or worse? 6. **Identify what needs to change.** What specific adjustments would help? ### Step 3: Categorize the Issues For each issue or gap, decide: Is this something we can fix together, or is this a fundamental problem with the partnership? **Fixable issues** are gaps where: - You both acknowledge the problem - You can identify specific changes that would help - You're both willing to make those changes - The issue is about behavior or approach, not fundamental values **Fundamental problems** are gaps where: - One person refuses to acknowledge the problem - You can't identify how to fix it - One or both people are unwilling to change - The issue reflects fundamental misalignment on values or vision ### Step 4: Make a Decision Based on your comparison: - **Stay the course**: The partnership is working well. Continue with minor adjustments. - **Adjust and recommit**: There are issues, but they're fixable. Agree on specific changes and recommit to the partnership. - **Serious reconsideration**: There are fundamental problems. You need to decide whether to invest in fixing this or whether it's time to exit the partnership. --- ## Red Flags & Green Flags (In an Active Partnership) ### Red Flags (Warning Signs) **During the re-evaluation process:** - One partner refuses to complete the assessment honestly - One partner becomes defensive about the results - One partner dismisses concerns as unimportant - One partner blames the other instead of taking responsibility - One partner won't commit to discussing the results **In the results:** - Significant deterioration in how you're treating each other - One partner becoming less open to input, less resilient, less willing to change course - Financial discipline breaking down - One partner becoming more harsh or dismissive in management style - One partner refusing to learn from setbacks or admit mistakes - Fundamental misalignment on whether the partnership is still working **Patterns that suggest serious problems:** - Everything is getting worse, not better - One partner has checked out emotionally - You're having the same conflicts repeatedly without resolution - Trust has eroded significantly - One partner is already looking for an exit ### Green Flags (Positive Indicators) **During the re-evaluation 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 each other better - Both people are willing to commit to specific changes **In the results:** - You agree on what's working well - Most issues are getting better, not worse - Both people are learning and adapting - You're both willing to take responsibility for your part - You can identify specific changes that would help - You both still want to make this work **Patterns that suggest the partnership is healthy:** - You're learning together - You can disagree and still respect each other - You're both willing to adjust and improve - You're making progress on issues that matter - You still see a future together --- ## What Comes Next **If you decide to stay and adjust:** 1. Identify 2-3 specific changes you're committing to 2. Agree on how you'll know if the changes are working 3. Schedule a follow-up re-evaluation in 3-6 months 4. Hold each other accountable to the changes **If you decide to seriously reconsider:** 1. Get external help (mediator, coach, advisor) to assess whether this can be fixed 2. Be honest about whether both people want to fix it 3. If you decide to exit, do it thoughtfully and professionally 4. If you decide to stay, commit fully to rebuilding trust **If you decide to exit:** 1. Agree on how to unwind the partnership professionally 2. Clarify financial and legal terms 3. Communicate clearly with stakeholders 4. Part on as good terms as possible 5. Learn from the experience for future partnerships --- ## Final Thoughts Partnership re-evaluation isn't about finding problems. It's about maintaining the health of something you've built together. The best partnerships are those where both people are willing to look honestly at how things are working and make adjustments when needed. This checklist creates the conditions for that honesty. Use it not as a judgment tool, but as a diagnostic tool. The goal is not to prove that you're right or your partner is wrong. The goal is to understand how the partnership is actually functioning and decide together whether it's still serving both of you. --- *Sourced from www.aakifahmad.com*