



OBSTACLES ASSESSMENT

From *Who Comes Next?* by Mary C. Kelly, PhD and Meredith E. Powell, MBA

Each statement represents a mental or emotional obstacle related to stepping down as a board member or senior executive. Check the boxes that apply and use your responses to guide a candid conversation about your concerns with the succession planning committee.

- #1 I am worried about not being replaceable.
- #2 I am worried about being easily replaced.
- #3 I am worried about a loss of identity.
- #4 I am worried about loss of prestige or power.
- #5 I am worried about not having purpose and meaning in my life.
- #6 I am worried about being bored.
- #7 I am worried about the future success of the organization.
- #8 I don't completely trust anyone else to take over.
- #9 I don't think anyone else will be as dedicated to this board as I am.
- #10 I'm worried that my replacement won't have the knowledge or experience to do the job.