

# The Partner-Fit Scorecard

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## Part Two — Owner-Dependent Fit *(1–5, no passing score)*

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### My tolerance for being outvoted

**1** = I would experience losing a vote as a loss of the company.

**5** = I want a partner specifically so somebody can stop me.

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### Identity separation from the agency

**1** = Criticism of the work feels like criticism of me.

**5** = The agency is something I built, not something I am.

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### Clarity on my actual weaknesses

**1** = I have public weaknesses I'm comfortable with and haven't looked past them.

**5** = I've traced my recurring problems to my own patterns and can name them plainly.

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### Conflict style - verified

**1** = I've never asked anyone how I behave when I'm upset.

**5** = Three people have told me, I didn't like the answer, and I believe them.

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### Exit horizon defined and shared

**1** = I don't know what I want in five years.

**5** = A written year, a written number, and a spouse who has read both.

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### Household financial reality named

**1** = I don't know what I take home or what I've guaranteed.

**5** = Normalized comp, current valuation, a full list of personal guarantees, and a downside conversation my spouse has heard.

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### Peer or executive?

**1** = I want capacity and I want the final vote.

**5** = I genuinely want a co-owner with real authority.

*(Note: a 1 here is a good answer. It means hire a great #2, not a partner.)*

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### What the loneliness actually is

**1** = I'm looking for relief from how I feel.

**5** = I have real peer support and a life outside the agency, and this is a business decision.

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### Tolerance for public disagreement

**1** = Being disagreed with in front of the team would undermine me.

**5** = I want the team to see two owners disagree well.

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### Willingness to do the paperwork properly

**1** = I want to keep it simple and handshake based.

**5** = I've already booked the attorney and the valuation professional.