

Owner Independence Assessment

Self-Scoring Paper Version

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This practical diagnostic shows you how well your business runs without you at the center of everything. It is not a personality test. It is a snapshot of owner independence and leadership rhythm protection.

The big idea: Decisions, results, knowledge, and relationships are the four areas where owner independence is won or lost. Protective factors protect the gains—they keep you from getting pulled back into day-to-day management.

Higher is better. A higher Owner Independence Score means your business is closer to running—and growing—without depending on you.

Instructions

Rate each statement based on how often it is true in your business today. Circle or mark one number from 0 to 5 for each statement.

0	1	2	3	4	5
Never		Sometimes			Always

Every statement works the same way: more often means more independence.

Part 1: Decision Independence

#	Statement	0	1	2	3	4	5
1	Important decisions get made even when I am away.	0	1	2	3	4	5
2	My people can handle important decisions even when I'm unavailable.	0	1	2	3	4	5
3	I am involved in only the decisions that truly need me.	0	1	2	3	4	5
4	My people know which decisions they can make without me.	0	1	2	3	4	5

Part 2: Results Independence

#	Statement	0	1	2	3	4	5
5	Day-to-day operations run well without my involvement.	0	1	2	3	4	5
6	When something goes wrong, my people handle it without me stepping in.	0	1	2	3	4	5
7	Work quality and speed hold steady when I am away.	0	1	2	3	4	5
8	The business can grow beyond what I can personally handle.	0	1	2	3	4	5

Part 3: Knowledge Independence

#	Statement	0	1	2	3	4	5
9	Things only I know are written down where others can find them.	0	1	2	3	4	5
10	My people can get the background and context they need without coming to me.	0	1	2	3	4	5
11	People get their questions answered by someone other than me.	0	1	2	3	4	5
12	My people can follow our processes without any help from me.	0	1	2	3	4	5

Part 4: Relationship Independence

#	Statement	0	1	2	3	4	5
13	Key customers and partners are connected to the business, not just to me personally.	0	1	2	3	4	5
14	Sales would stay solid if I stepped away from our major relationships.	0	1	2	3	4	5
15	Important relationships like customers and suppliers look to my team for what they need, not to me.	0	1	2	3	4	5
16	People important to our business don't have to work with me to get what they need.	0	1	2	3	4	5

Part 5: Independence Protection

#	Statement	0	1	2	3	4	5
17	My people hold regular problem-solving meetings that keep all but the most important issues away from me.	0	1	2	3	4	5
18	My people review the right numbers often enough to catch problems early.	0	1	2	3	4	5
19	My people have a consistent way to make, communicate, and follow through on decisions.	0	1	2	3	4	5
20	When something big goes wrong, my team can solve it without getting me involved.	0	1	2	3	4	5

How to Score Your Assessment

Add up all 20 answers. That total is your Owner Independence Score.

Your score will range from 0 to 100.

Each of the five parts has four items, so **each category scores 0 to 20.**

Score Interpretation

Higher is better. A higher Owner Independence Score means your business runs and grows with less of you at the center.

Owner Independence Score	Band	What it means
0-25	Owner-Trapped	Your business depends heavily on you. You are likely still the backup system for too much of the business, and the current leadership rhythm is probably not strong enough to protect your time and energy.
26-50	Owner-Centered	Your business still depends on you in meaningful ways. Decisions, results, knowledge, or relationships still flow through you, and your leadership rhythm may not yet be strong enough to offset that.
51-75	Owner-Supported	Your business runs without you in some important ways, and your leadership rhythm is starting to protect the gains. Focus next on your lowest-scoring category.
76-100	Owner-Independent	Your business shows strong owner independence, and your leadership rhythm is protecting you from getting pulled back into the center.

Your First Movement Priority

Start with your lowest-scoring category, unless leadership rhythm is clearly the urgent weakness. Do not try to fix every category at once.

Prompt	Your answer
My lowest-scoring category is:	
This means my business currently depends too much on me for:	
The one movement I should focus on first is:	
The person, role, or system that should receive more ownership is:	
The first action I will take in the next 7 days is:	

Tie-breaker: if two categories tie for lowest, choose the one you are most tempted to avoid.

Static Category Action Guide

Use the row that matches your lowest-scoring category. If your Part 5 total is **8 or below**, also choose the Leadership Rhythm row as a protection priority.

If your lowest score is in...	First move	Go deeper guide
Decision Independence	Pick one recurring decision your team currently brings to you. Decide who should own it and define the level of authority they have.	Read How to Stop Making All the Decisions . drivegrowthnow.com/tools/how-to-stop-making-all-the-decisions
Results Independence	Identify one result you are still personally responsible for that someone else should own. Define what "done" looks like, and who owns it end to end.	Read How to Stop Wearing All the Hats . drivegrowthnow.com/tools/how-to-stop-wearing-all-the-hats
Knowledge Independence	Choose one piece of knowledge people repeatedly come to you for. Document it in a form someone else can actually use.	Read Stop Being the Only One Who Knows . drivegrowthnow.com/tools/stop-being-the-only-one-who-knows
Relationship Independence	Pick one important outside relationship and make a deliberate plan to move more ownership of that relationship to someone else on your team.	Read How to Move Relationships . drivegrowthnow.com/tools/how-to-transfer-relationships
Low Leadership Rhythm Protection	Strengthen one part of your operating rhythm this week: meeting cadence, scorecard, follow-through, or team problem-solving without owner rescue.	Read Build a Leadership Rhythm That Keeps You Out of the Center .

PDQ Reflection

P The Problem I now know I need to solve

D The Decision I need to make to solve that problem

Q The Question I need answered before I can make that decision