

APPENDIX

A Few Quick Aids to Help Identify Those Habits that Need to Change

30 Personal Negative Habits in the Context of a Family Business

1. Poor time management because of being unable to prioritize tasks effectively and create realistic and actionable plans.
2. Procrastination due to fear, insufficient motivation, or ineffective time management.
3. Fear of vulnerability, taking risks, or stepping outside of the comfort zone.
4. Inconsistent work ethic, unreliable, and a lack of self-discipline.
5. Inadequate goal setting and failure to establish clear objectives.
6. Poor communication skills, including ineffective listening and expressing oneself.
7. Lack of self-confidence and self-belief.
8. Negativity, negative self-talk, and/or pessimistic mindset.
9. Inability to adapt to change and resistance to new ideas.
10. Lack of self-improvement and ignoring partner/spouse feedback. Having an “I’m perfect” mindset and not willing to change/evolve.
11. Narcissistic: excessive self-focus, an excessive need for respect and validation, and a lack of empathy for others.

12. Lack of accountability and unwillingness to take responsibility for mistakes.
13. Unable to manage, restrain or control one's emotions or impulses in heated situations.
14. Lack of resilience and inability to bounce back from setbacks.
15. Overreliance on others for decision-making and lack of independent thinking.
16. Inability to handle stress and/or difficulty managing emotions related to anxiety.
17. Poor integrity. Inconsistency between your stated beliefs and actions.
18. You make the conscious decision of being grumpy and irritable to your partners because you feel poorly treated and unappreciated.
19. Jealousy of partners and/or neighbors. Lack of gratitude for what you have.
20. Inconsistent self-care and neglecting personal well-being.
21. Inability to delegate tasks and believe you are the only one that can do it right.
22. Poor conflict resolution skills and avoidance of difficult conversations.
23. Lack of focus or integrity. Overpromising and underdelivering on commitments.
24. Inability to let go of control so you micromanage and interfere with other's work.
25. Putting energy into worrying about what you can't control (past mistakes or partner's behavior) rather than what you can control.

26. Lack of curiosity about new ideas, new technology and trends.
27. Lack of life purpose and personal/professional goals, which greatly affects your motivation.
28. Lack of forgiveness. Holding onto past grievances and letting them become a wedge that destroys relationships.
29. Inability to set boundaries and manage work-life balance effectively.
30. Seeing farming relations/lifestyle as a right, not a privilege which has to be constantly earned.

Beside each of the above habits, score yourself like a student on a scale of A to F, where a score of F reveals a weakness that you need to transform. What are your weaknesses?

If you were to pick one of these weaknesses to start changing, what would it be?

What would be a new habit that would turn this from a weakness into a strength?

30 Family Business Team Negative Habits

1. Lack of effective communication: Failing to communicate clearly and openly within the team.
2. Poor collaboration: Not working together or sharing responsibilities to achieve common goals.
3. Poor time management: Consistently missing deadlines, or not prioritizing tasks effectively.
4. Lack of accountability: Not taking responsibility for actions or following through on promises.
5. Resistance to change: Teammates being unwilling to adapt and embrace new ideas or approaches.
6. Inadequate planning: Failing to plan and strategize effectively for projects and goals.
7. Inability to transparently budget or solve problems related to personal or business finances.
8. Lack of goal alignment: Teammates not working towards the same objectives.
9. Complaining: Focusing on problems rather than seeking solutions with a positive attitude.
10. Poor listening skills: Not actively listening to others' ideas, feedback, or concerns.
11. Lack of trust due to unresolved conflicts, favoritism, betrayal, or lack of transparency.
12. Inconsistent work ethic: Inequal distribution of effort and productivity within the team.

13. Lack of respect: Treating teammates disrespectfully, unempathetically, or unprofessionally.
14. Poor conflict resolution: Failing to address conflicts in a constructive and timely manner.
15. Personality differences: Misunderstandings due to personality/world view differences.
16. Inability to groom others, limiting business scalability and/or business succession.
17. Inconsistency of expectations/performance from self, family, and non-family employees.
18. Lack of innovation: Failing to embrace creativity and explore new ideas to drive growth.
19. Everyone makes decisions as they want. It's better to ask for forgiveness, than permission.
20. Procrastination: Delaying tasks, leading to inefficiencies, and missed opportunities.
21. Partners lacking self-awareness, self-regulation, empathy, motivation, and social skills.
22. Questionable Integrity: Inconsistency between beliefs or speech and actions or behavior.
23. Intense emotional reactions and erratic behavior disrupt decision making and causes turmoil.
24. Unable to forgive past mistakes and/or make changes so that mistakes are not reoccurring.

25. Inconsistent decision-making: Making decisions inconsistently or without a clear process.
26. Lack of celebration and recognition: Failing to appreciate team members' contributions.
27. Only problem-solving short-term issues, causing root problems/strategy to never be fixed.
28. Little consideration for partner's work/life balance leading to risks in marriages or health.
29. Ineffective meetings: Conducting unproductive or disorganized meetings that waste time.
30. Lack of transparency/consensus on long-term business strategy, including ownership.

Beside each of the above habits, score yourself like a student on a scale of A to F, where a score of F reveals a weakness that you need to transform. What are your weaknesses?

If your team was to pick out one of these bad habits to start changing, what would it be?

What would be a new habit that would turn this from a weakness into a strength? _____

10 Real Examples of Habit Changes from Farmers Who

Accepted the Stubborn Challenge

1. Old Habit: Not appreciating others

New Habit: **Recognize little wins daily**

Fix: Each day I will recognize one thing my direct reports and key partners did correctly that was difficult to do or is a positive aspect of their personality that they don't always recognize about themselves.

2. Old Habit: Always late for work

New Habit: **Be on time, every time**

Fix: Set timer on phone for 15 minutes before I need to leave for work, not when I should be at work.

3. Old Habit: Being closed-minded

New Habit: **Think outside the box**

Fix: Call a different colleague (i.e., friend in a similar business) every other day to pick their brain for new ideas on how to improve efficiency.

4. Old Habit: Procrastinating

New Habit: **Do one hard thing every day**

Fix: Every morning before leaving for work, I will write out one task that I detest but needs to be done for the business to succeed. Get it done before sunset.

5. Old Habit: Leaving tools around

New Habit: **Always finish the job and tidy up after**

Fix: Tidy up for 5 minutes at the end of each job before going onto the next task or leaving work.

6. Old Habit: Ignoring people

New Habit: **Respond quickly**

Fix: Reply to emails and calls before having lunch or leaving work at day's end. No ifs, ands, or buts.

7. Old Habit: Always being negative

New Habit: **Be fun to work alongside**

Fix: At the end of the day, grade (A-F) how fun I was to work with throughout the day. Would I have liked me today?

8. Old Habit: No time for family

New Habit: **Make time for your kids**

Fix: Every morning I will write out one 15-minute fun, non-routine thing to do with my kids that day.

9. Old Habit: Living an unhealthy lifestyle

New Habit: **Invest time to extend your lifetime**

Fix: I will restrict my food to a meal plan and spend 30 minutes exercising each day.

10. Old Habit: Needing to be in control

New Habit: **Listen to your partner's perspective**

Fix: Give my partner an extra five minutes to talk by habitually asking the question, "Is there anything else you want to say?"

Final Challenge:

Pick one of these 10 bad habits that could easily describe yourself. Volunteer to your partners to turn this bad habit into a strength over the next thirty days by filling out the pledge on the next page.

Show leadership and catalyze a change in your family's business culture over the next month!

Don't point your finger at your partner(s), instead look at the fingers pointing back at you. Take the first step to making real changes happen within your family business culture!