

THE 10 DESTRUCTIVE FORCES

CHALLENGING FAMILIES of AFFLUENCE

I. Apathy & Complacency

- Sweeping Problems 'Under the Rug' to Fester
- Focusing More on the *Urgent* Rather than the *Important*
- Failure to Address Addictions and other Emotional/Mental Issues

II. Undeveloped Values and Belief System

- Lack of Forgiveness, Gratitude, and Generosity
- Limited Self-Exploration and Cloudy Moral Compass
- Undeveloped or Unclear Family Culture

III. Lack of Vision and Clarity

- Unclear Vision, Purpose, and Calling
- Unreasonable Personal and Family Expectations
- False Limiting Assumptions and Overlooked Potential

IV. Misalignment

- Conflicts Between Family Values and Guiding Principles
- Conflicts in Priorities, Objectives, and Goals
- Conflicts in Culture, Strategies, Structure, and Execution

V. Lack of Governance

- Competing Factions Within the Family
- Lack of Multi-Generational Communication and Trust
- Failure to Plan for Transitions and to Perpetuate Family Legacy
- Lack of a Sound Decision-Making Process In and Between the Family, Which Includes a System of Accountability

VI. Deficient Interpersonal Relationship Skills

- Poor Communication, Listening & Conflict Resolution Skills
- Low Levels of Trust and Emotional Intelligence
- Not Knowing Unique Abilities, 'Wiring', and Human Dynamics

VII. Money Centric Focus

- Failure to Invest in Non-Financial Wealth: *Human, Intellectual, Spiritual, Social and Entrepreneurial Capital*.
- Failure to Balance the *Currencies of Life: Time, Talent, Money, and Relationshipssm*.
- Focus on Technical Solutions Without First Understanding How It Will Impact Upon Individual and Family Dynamics

VIII. Mishandling of Family Financial and Business Matters

- Missing or Limited Leadership and Organizational Structure
- Lack of Collaboration and Cooperation by Advisors
- Inadequate Management and Control Systems

IX. Unclear Boundaries

- Blurred Lines Between Family Members and the Business
- Differentiation Between Equality vs. Equity (Fairness)
- Unresolved Codependency Relationships

X. Failure to Prepare the Rising Generations

- Lack of a Structured Plan and Process to Prepare Heirs
- Affluenza*: Entitlement Rather than Endowment
- Lack of a Family Employment Policy and Competency Requirements