



Founder Pain Point Diagnostic

Clarity • Leadership • Scale

Founder Pain Point Diagnostic (Fillable)

1. Everything depends on the founder	Not an Issue Moderate	Mild Severe
2. Teams work hard but not in the same direction	Not an Issue Moderate	Mild Severe
3. Middle management is weak	Not an Issue Moderate	Mild Severe
4. Communication dilution across levels	Not an Issue Moderate	Mild Severe
5. No systems, only 'hero efforts'	Not an Issue Moderate	Mild Severe
6. Leadership bandwidth crisis	Not an Issue Moderate	Mild Severe
7. Culture drift	Not an Issue Moderate	Mild Severe
8. Losing good people	Not an Issue Moderate	Mild Severe
9. Scaling without predictability	Not an Issue Moderate	Mild Severe
10. Founder burnout and decision fatigue	Not an Issue Moderate	Mild Severe

Scoring Rubric

Score each response as:

- Not an Issue = 0 points
- Mild Issue = 1 point
- Moderate Issue = 2 points
- Severe Issue = 3 points

Total Score Range:

0–7 → Low-Risk Startup (Strong leadership foundation)

8–15 → Moderate-Risk Startup (Needs clarity and system improvements)

16–23 → High-Risk Startup (Leadership bottlenecks are slowing growth)

24–30 → Critical-Risk Startup (Immediate intervention required)

Recommended Next Steps

1. Run a clarity cascade: define and communicate 3–5 strategic priorities.
2. Strengthen middle management through coaching and decision-rights training.
3. Shift from people-dependent execution to repeatable systems and processes.
4. Establish skip-level conversations to detect silent friction points.
5. Review leadership bandwidth and delegate operational tasks.
6. Build a leadership pipeline to reduce founder dependency.
7. Conduct quarterly diagnostic reviews to track improvement.