



Founder Pain Point Diagnostic

Clarity • Leadership • Scale

Founder Pain Point Diagnostic (Fillable)

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