



Considerations Regarding CEO Tenure

Answer the following questions by placing a checkmark in either column A or column B

	A	B
1. How long have you served as the Executive Director?	10+ years	<10 years
2. Who, primarily, recruits your board members – you or members of the board?	I do	Board does
3. How well do you delegate to others – that is, empower them to take full responsibility for some aspect of your organization?	Not as well as I would like	Very well
4. Does your board ever challenge you or push you outside your comfort zone?	Rarely or never	Yes sometimes
5. How much of your time do you spend keeping things stable vs. instigating change?	More time keeping things stable	More time instigating change
6. Who sets direction for your organization – you or your board (primarily)?	Me/staff	The board
7. Do you ever talk with your board about leadership transition?	No	Yes
8. How strongly do you have to manage your board?	Very strongly – they need me to function	Not much – they are good at running themselves
9. Have you thought about who might succeed you if you were to leave?	No	Yes

Total answers in column A:

Total answers in column B:
