

Ground Rules for Greatness

A Framework to Set
Boundaries That
Protect Both Business
Focus and Family
Harmony



How to Use

Gather the family members who are active in the business. As a group, agree on 3–5 ground rules that will guide how you handle conflicts, communication, and professionalism at work. This document serves as a living agreement... something you can revisit and refine together.

Step 1: Draft Your Family Ground Rules

Examples:

- No personal disputes during work hours.
- All concerns must be addressed directly, not through others.
- Family roles and business roles are kept separate.
- Confidential business matters stay within the business.
- Decisions are respected once made, even if not unanimous.

Our Agreed-Upon Ground Rules:

1. _____
2. _____
3. _____
4. _____

Step 2: Family Commitment Statement

Write a short statement here that reflects your family's commitment to honoring these rules.

Example: "We commit to building a culture of respect, clarity, and trust by living out these rules together."

Our Family Commitment Statement:

Step 3: Reflect and Discuss

Take a few minutes to answer these questions together:

- How will we remind each other nicely of these rules if we slip?
- When should we revisit and review these rules? (e.g., quarterly)
- What different feelings & actions will we have when following our rules?
- What ways we will celebrate as we are successful?