

Checklist of things to consider if you are going to hire or work with family.

Working with family succeeds...

...when family members have clear expectations of each other.

- Do you and the potential new hire share the same values and vision for the business?
- Do you have a clear agreement as to whether this is a paid or unpaid position and if so what the compensation and expectations are around future raises?

...when each family member stays in their lane.

- Does the job description clearly designate the new hire's role?
- Will it be easy for you to each stay in your designated lane and not cross into the other's role at work?
- Do you generally do well letting others do their job?
- Alternatively: Do you have any trouble delegating?

...when family members have strong relationships, invest in building their connection with each other, and know how to navigate expectations.

- Are you prepared to spend time away from work stepping out of the work relationship and connecting as family members?
- Is there a strong level of trust in your relationship with the new hire and them with you?
- Do either one of you sometimes take the other for granted?
- Do you or they have a relationship of wanting approval from the other?

- Will one of you feel that you owe something to the other?

...when family members can talk to each other and problem solve about work respectfully and professionally

- Can you commit easily to always being professional when speaking with this family member at or about work?
- Do you have a plan for how you can respectfully share negative feedback with each other?
- Do you get more reactive to how this family member behaves than to others who work with you? Will you lose patience with them more easily or make stronger demands of them?
 - If so, do you have the tools to manage your personal reactions so that you can choose responses that will serve the working relationship?
- Do you have communication patterns that tend to repeat and keep you stuck in conversation loops?