

## Evaluating Your Consultant's Effectiveness

### An Ongoing Owner's Checklist

#### Clarity & Direction

- Do I clearly understand what we are working on and why?
- Are priorities focused on what matters most right now?
- Is progress visible and communicated regularly?

#### Execution & Follow-Through

- Are commitments being met on time?
- Do recommendations turn into action—not just discussion?
- Are obstacles identified early and addressed quickly?

#### Business Impact

- Is the work producing measurable business results?
- Are decisions becoming easier and more confident?
- Is the business operating with greater consistency or clarity?

#### Team Engagement & Alignment

- Is my leadership team aligned and engaged?
- Do team members understand their roles and responsibilities?
- Is accountability improving across the organization?

#### Practical Use of Data

- Is data being used to inform decisions—not overwhelm them?
- Are insights clear, relevant, and actionable?
- Is information becoming more reliable over time?

#### Adaptability & Judgment

- Does the consultant adjust as conditions change?
- Are tradeoffs and risks discussed openly?
- Do they demonstrate sound judgment in complex situations?

#### Trust & Partnership

- Are conversations honest, direct, and constructive?
- Do they challenge assumptions when needed?
- Do they act in the best interest of the business?

#### Capability & Independence

- Is my team becoming more capable over time?
- Are processes, tools, or decisions sustainable without them?
- Will the business be stronger after the engagement ends?

