

Our team, our family

One shared document for the whole journey. Do the tests on the web separately – then fill in pages 1 and 2 together. Page 3 is the contract – sign it and put it on the fridge.

Step 1 · Our test results

Do the Mirror (10 min) and the saboteur test (5 min) on the web separately – then fill in a row each here.

Each of us: drive, strengths, saboteur

From the Mirror's summary and the saboteur test. Short, in your own words: name · strongest drive (People/Results/Order) · strengths under pressure · strongest saboteur.

Team member 1

Team member 2

Team member 3

Team member 4

How we differ

From the comparison in the Mirror, where you see the profiles side by side: where are we furthest apart – and how does that difference become a division of labour instead of irritation? (What you do when a saboteur takes over is decided on page 3: the pause word.)

Our biggest differences – and what we do with them

Step 2 · Understand each other

Filled in together, with page 1 done.

Our biggest tensions right now

Each of you put a number 1–5 (money/pay · working hours/season · roles · home versus work · decisions · relatives) — write the 2–3 biggest gaps here.

Tensions

What if

One sentence per question: what if someone wants to leave · hits the wall · under-delivers · we completely disagree. (Good material for the partnership agreement at the lawyer's.)

Our answers, worked out in advance

What is enough?

What each of us wants in 1/3/5 years — and what is enough, even if it never gets big.

Enough for us

Step 3 · Our team and family contract

Version 1.0 — reviewed every 90 days. One page you live by beats ten perfect ones.

Roles and decisions

Final say on operations · on money · on the brand

Decisions that need both of us

The meeting rhythm

The farm meeting isn't the dinner table — work gets its own times.

Weekly meeting (day/time) · Monthly meeting (day/time) · Family council (quarterly)

The conflict routine

We pause when someone slides out of the zone — raised voice, "always/never", repetition.

Our productive zone (e.g. 4–6) · Our pause word

Boundaries and money

Work-free zones and times

Our money principle (pay and drawings are discussed openly at the monthly meeting)

Signatures

We promise each other to live by this — and to review it in 90 days. Put the page where you see it every day.

Date · 90-day check booked for

Signatures