ntler Nordics - Founder Track-Out	Score	card						
	Score	caru						
tructions								
1. Make a copy of this document for your own team								
Each co-founder should fill in the scorecard individually at first								
3. Discuss each section as a team and rate your overall level of agreement (it's				noment you track out - this	should be a living document)			
Continue to "Roles & Responsibilities" and fill in your answers > then fill in yo	ur answers und	ler "Problem & I	ldea"					
5. Upload the complete sheet to the Antler hub and book your track-out meeting v	with the Antler t	eam						
	Founder 1	Founder 2	Foundar 2					
	Founder I	Founder 2	Founder 5			We need to	We do not	We fully
						spend more	fully agree but	
				Level of agreement	Comment	time to agree	will make it	
Working style & preferences	Founder 1	Founder 2	Founder 3					
Why do you want to start a company — in general, and in particular right now?								
What is success to you? What motivates you personally?								
Is control or success more important? (i.e. Are you willing to step aside if the								
company is more likely to have a financially successful outcome or is it important								
for the founders to stay in control of the company's destiny?)								
Is there anything your co-founders should know that may materially affect your								
time or legal status as a founder? (e.g. visa, green card, criminal record)								
Will this company be your primary activity? Do you have any other time								
commitments? If so, how much time will you spend on external commitments,								
and for how long will you do so?								
What is your expected time commitment right now? How do you see that								
changing in the next 6 months? 2 years? 5 years?								
What times of the day would you prefer to work (le. start 7am or 10am; not work								
past 6pm, etc)? How do you feel about working on weekends?								
How many hrs are you prepared to put in on weekly basis building our company?								
What sounds good? What sounds like hell? Do you have different expectations								
for different phases of the company's lifespan? (i.e. willing to work harder in the								
beginning)								
Where should your startup be based? Where do you incorporate it?								
Team and culture	Founder 1	Founder 2	Founder 3					
What are 3 words to describe the team culture you want to create (e.g. open,								
hard-working, eccentric)?	L							
How do you feel about remote or distributed teams? If you have a physical office,								
how much would you want to work from home? How much would you expect your employees to work?								
What processes or techniques would you use to get the most out of your team?								
For example, how would you help them become better managers or achieve their								
goals?								
How much of your time do you hope to spend either working or socializing with			+					
coworkers? How close or distant would you keep the relationship (ie. Purely								
professional? Should you all be best friends?)								
How important is diversity & inclusion? Concretely, how would you put that into			+					
action?								
Conflicts and decision making	Founder 1	Founder 2	Founder 3					
How do you react to extreme external pressure?								
Can one co-founder fire another co-founder? Can someone else fire a founder?								

			1	1		1	1
What do you need to re-charge?							
How would you resolve personal conflict between co-founders? How about							
stalemates?							
In case this becomes part of your partnership's evolution, how would you go about							
handling a startup divorce? Who would leave and who would stay with the							
company?							
What happens in the scenario where you aren't growing? How would you							
diagnose the problem? How have each of your capabilities and approach							
contributed to growth failures in your pasts?							
How will decisions be made? Are our voices equally valubale, or can someone							
outvote the other?							
How do you think we should give feedback to each other (frequency, channel)?							
How would you think about bringing on a third (or N+1) cofounder?							
Business idea & Problem	Equador 4		Foundar 2				
	Founder 1	Founder 2	Founder 3		1		
How well developed is the business idea currently in your opinion (1 = Very raw							
and fundamental aspects may still change; 10 = The idea is very clear and we are							
ready to execute)							
What are the key challenges and risks to realize your ambitions?							
Is there a part of our plan that you are unwilling to change (e.g. the product being							
built, market addressed, etc)?							
Why are you the right team to build this company?							
Who do you think the first 5 hires will be?							
If you don't have a clear idea, what is your timeframe and deadline to come up							
with an idea (or go back to untracked)							
What problem are you adressing							
Do you have any experience of the problem yourself?							
Why are you passionate about this problem?							
What is your proposed solution?							
what is your proposed solution:							
Funding & equity	Founder 1	Founder 2	Founder 3				
How should founder equity be set? What's your philosophy on an employee equity							
pool?							
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What are your weeknesses that your co-founder will need to support you with?				
Are you allowed to take on any roles outside of the company?				
Areas of Responsibility Exercise. Rank yourself in the following areas on a scale of 1=low 10=high. Then rate your passion in each of the above areas on a scale of none to high. (e.g. "I'm an 8 in sales, but hate it so none"). Note: Key is to decide this early-on for key functions for the business you are building. Less crucial functions can be decided or even shifted later.				
Sales				
Marketing				
Product				
Strategy				
Design				
Engineering				
Operations				
Fundraising				
Recruiting				
Legal				
Specific Skills (*Domain or technology-specific skills (e.g. Healthcare,Machine Learning, etc.) -add more rows if multiple exist				