



Merger Repair Rapid Assessment:

Completing the following scorecard will provide a quick, high-level view of the extent to which your organization needs merger repair.

Steps to complete the assessment:

1. Rate each item on a scale of 0 (OK) to 10 (Danger).
2. Make notes for each item to explain the rationale for the numerical rating.
3. Add all ten scores to get a TOTAL SCORE (maximum score = 100).

Rating scale:

- 0-25 = Integration has been handled well
- 26-65 = Identify and address lingering “hot spots”
- 66-100 = Implement “merger repair” corrective actions immediately

SYMPTOM	RATING										NOTES	
	OK	Caution								Danger		
1. Service levels are suffering	0	1	2	3	4	5	6	7	8	9	10	
2. Customers are confused and exiting	0	1	2	3	4	5	6	7	8	9	10	
3. Performance targets have not been achieved	0	1	2	3	4	5	6	7	8	9	10	
4. Stock price is languishing	0	1	2	3	4	5	6	7	8	9	10	
5. Integration project milestones have slipped	0	1	2	3	4	5	6	7	8	9	10	



6. The organization cannot handle additional acquisitions	0 1 2 3 4 5 6 7 8 9 10	
7. Roles and responsibilities overlap	0 1 2 3 4 5 6 7 8 9 10	
8. Key executives and employees are leaving	0 1 2 3 4 5 6 7 8 9 10	
9. Company core values are not being demonstrated	0 1 2 3 4 5 6 7 8 9 10	
10. Management and employees keep referring to "us and them"	0 1 2 3 4 5 6 7 8 9 10	
Total Score		