

# BUILDING THE PERFECT BOARD: A GAP-IDENTIFICATION GRID

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*Use this grid to identify critical leadership gaps on your board. Begin by listing down the vertical axis those characteristics you would like represented on your board – characteristics that would give you the diversity to accomplish all your dreams. You need to determine those characteristics that would best strengthen your board. Consider characteristics related to emotional intelligence. You can weight these characteristics, perhaps using an asterisk for the basic requirements, a plus sign for the added bonus and a minus sign for a real negative. On the horizontal axis, list each of your current board members. Put a check mark where a match currently exists. The empty boxes will plainly show the characteristics you should be targeting in potential board members. This will help you identify people more easily because your search will be limited.*

		CURRENT BOARD MEMBERS						POTENTIAL BOARD MEMBERS						
WEIGHT	CHARACTERISTICS	/ / / / / / / /						/ / / / / / / /						