

Trustee Selection Criteria: Hal's Top 12 Criteria for Selecting a Good Trustee!

Good Person:

- 1) Trustworthy** / honest (Won't steal money, speaks the truth, admits to problems, no balderdash!)
- 2) Dependable** / Responsible / Accountable (Takes a commitment seriously, keeps their eye on the ball, doesn't deflect – takes blame when appropriate, will be there and be inclusive as much as possible.)
- 3) Compassionate** / Ethical / Helpful (Good person, cares enough to do things the right way, not a bully, doesn't make decisions simply to please themselves, provides encouragement.)
- 4) Humility** (Humble, empathetic, not arrogant, not a tyrant / dictator, no edicts, not vindictive, generous - willing to share, makes an effort to be friendly, moderate and not an active disciplinarian (in most cases).)

Good fit:

- 5) Meticulous** (Not haphazard or sloppy, willing to sweat the details, provides record keeping, accurate disclosures etc.)
- 6) Even temperament** (Patient, not difficult to work with, no hostile tirades at other's expense or bad / questionable decisions made in anger, no need to walk on egg shells around them.)
- 7) Aligned with Trust goals** (Agrees with and will support the goals established by the Trust for the Beneficiary.)
- 8) Willingness to serve** (Wants the job but will to do a good job even if they didn't ask for it.)

Intangibles / Red Flags:

- 9) Physical proximity** (Proximity is very important – likely the most important intangible. It enables familiarity, camaraderie and visits, and can build trust – so the closer the better.)
- 10) Similar means and/or lifestyle**, or mindset (It helps to have an understanding of the issues the beneficiary faces, has things in common with the beneficiary, and are not overly not removed/remote and with a significant wealth gap, especially for independent beneficiaries.)
- 11) Familiarity** (Is the potential Trustee familiar with the beneficiary's lifestyle and goals? Do they understand their purchase behavior, tastes in food, clothing and entertainment, etc?)
- 12) Association/fraternization** (Does the potential Trustee associate regularly with the beneficiary? Do they have any common activities? Do they attend events together, have friends in common, or travel together? (If the beneficiary is capable of such things.))

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