

DBC Team Economics Worksheet

Will your next hire improve the business?

Use this worksheet to calculate a consistent baseline, find the weakest assumption in your staffing plan, and test one proposed hire against its full cost. Type into the fields or print it and work in pencil. Use the same profit definition and staffing method every time you recalculate, so a change in method never looks like a change in performance.

Reporting period and profit

Period start

Period end

Prepared by

Profit definition used (choose one and keep it)

☐ Net profit ☐ Operating profit ☐ Gross profit

(A) Profit for the period, \$

Monthly FTE count

Convert part-time schedules with one full-time standard, such as 40 hours per week. Count working owners in this internal view.

Month 1

Month 2

Month 3

Month 4

Month 5

Month 6

Month 7

Month 8

Month 9

Month 10

Month 11

Month 12

(B) Average FTEs (total ÷ 12)

(C) Working owners included

Revenue for the period, \$ (optional)

Owner labor

(D) Owner pay already expensed, \$

(E) Market cost to replace the role, \$

(F) Owner adjustment = E minus D, \$

Include employer taxes and benefits in E. When no owner pay is expensed, F equals E. Never deduct the full replacement cost twice.

Your results

Recalculate quarterly on a trailing twelve-month basis.

Reported profit per FTE

 $A \div B$

Owner-adjusted profit per FTE

 $(A \text{ minus } F) \div B$

Revenue per FTE

 $\text{Revenue} \div B$

Example: $\$240,000 \div 10 \text{ FTEs} = \$24,000 \text{ per FTE}$. With an \$80,000 owner adjustment, $(\$240,000 \text{ minus } \$80,000) \div 10 = \$16,000 \text{ per FTE}$. Figures are illustrative.

The DBC Team Economics Check

Score each area 0 when the answer is unknown, 1 when it is estimated or inconsistent, and 2 when it is documented and reviewed. Then note the evidence behind the score, because the evidence is what you will act on.

Area and question	0	1	2	Evidence behind the score
Profit clarity Do we use one profit definition and explain unusual items?	☐	☐	☐	
Workforce clarity Do we match average FTEs to the profit period and identify working owners?	☐	☐	☐	
Owner labor Do we know what replacing the owner's operating work would cost?	☐	☐	☐	
Delivery economics Can we see which services and customers contribute profit?	☐	☐	☐	
Hiring case Does the proposed role have measurable benefits, full costs, and a ramp plan?	☐	☐	☐	
Durability Are quality, cash, and owner hours tracked beside the financial result?	☐	☐	☐	

Total score of 12

0 to 4

Build the baseline before any optional expansion.

5 to 8

Test the weak assumptions with a limited experiment.

9 to 12

Model the hire and monitor the outcome.

These bands are practical discussion prompts and have not been validated as benchmarks. A zero on owner labor or durability deserves attention whatever the total.

Your weakest assumption and one experiment

The weakest assumption behind our staffing plan is

The experiment we will run in the next 30 days (repricing, a repaired handoff, change-order collection, less rework)

Owner of the experiment	Due date	Expected effect, \$	Quality guardrail

Test the proposed hire

Complete this page before you set a budget for the role. Ask what this person will change, what the role will cost in full, and when the benefit should show up.

Proposed role

Target start date

Full cost of the role

Annual wages, \$

Taxes and benefits, \$

Recurring tools, \$

(G) Fully loaded cost, \$

Recruiting, \$

Onboarding and training, \$

Equipment, \$

(H) One-time costs, \$

For full-time private-industry workers, benefits averaged 31.5% of total compensation cost in June 2026 (U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation). Use your actual payroll and benefit quotes when you have them.

Incremental contribution

(I) Contribution margin, %

(J) New annual revenue, \$

 Break-even = $G \div I$, \$

(J × I) minus G, \$

☐ The margin excludes this role's own wages, so nothing is counted twice

☐ The new revenue is genuinely additional and our team can deliver it

If the role does not create sales directly, how does it pay off? (fewer callbacks, retention, capacity, owner time)

Cash, authority, and owner time

Months to full productivity

Cash needed before payback, \$

Days from work to payment

Owner hours released per week

Decisions that will leave the owner's desk once this person is in the role

Decision

☐ Hire

☐ Continue the experiment

☐ Change the operating model

Review date

Want a second set of eyes on the numbers?

A discovery call connects your margins, staffing, and owner workload before you commit to the role.

[Schedule a discovery call](#)
denverbusinesscoach.com/schedule-a-call

This worksheet is a planning tool. It is not accounting, tax, or legal advice, and the scoring bands are not validated benchmarks. Read the full guide at denverbusinesscoach.com/profit-per-employee.