

Talent Optimizer Organizational Checkup

For each of the following statements provide a rating on yourself or your organization on a scale of 0 to 5, where 0 is very poor, and 5 is excellent

	0	1	2	3	4	5
1. As an organization, we encourage each employee to share their personal aspirations and visions for their futures. This policy is understood and embraced by employees at all levels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. As a leader, I have a clear vision for my future. I know where I want to be in 5–10 years and what steps I need to take to achieve my personal vision. I know my Why, and I share it with my employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. As a leader, I know the personal aspirations and visions of my direct reports. I know their whys. I actively take steps to support the development of my people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Our company has a clear company purpose/reason-for-being/mission. It is aspirational as it connects our people to a meaningful cause, and it is clearly communicated in writing to all employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. As an organization, we have clearly defined, well-differentiated core values. These core values are unique to our company, and they explain what makes our culture different from other companies in our industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. All employees clearly understand our core values. If asked, any random person in the company will be able to recite them on the spot. Our people can give examples of what they look like in action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Our company culture is part of our brand. We share our company's purpose and core values openly with the world on our website and social media channels. Our culture attracts unsolicited applications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. As a company, we hire, reward, promote, and fire based on core values. As a result, all people in our company fit with our culture and live by our core values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. We have a structured interview process, complete with a hiring scorecard. We have questions with objective scoring metrics to assess candidates for fit to core values. Our hiring managers are trained to screen for core values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Our company has a validated behavioral assessment solution in place. Senior leadership and hiring managers have been trained to use the system to support the hiring, onboarding, and management of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	0	1	2	3	4	5

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11. We create behavioral job targets for all roles before we begin recruiting. We use this target to craft a custom job posting for each new position to attract ideal candidates and repel poor fits.

12. We use behavioral assessment data to guide our structured interview. We have questions with objective scoring metrics to assess job candidates for fit to role.

13. All of the people in our organization are in the “right seat” as defined by their abilities and behavioral fit to role.

14. We use skills assessments or assignments with objective scoring metrics to assess skills proficiency during our hiring process.

15. We actively cultivate a talent pipeline through our company website, about us page, talent community, and social media channels.

16. We have a structured reference checking process for all hires, and our hiring managers are trained to conduct a structured reference check.

17. We have programs to support living our values, and we collect stories of our culture in action. We publish these stories for employees to reference. Example: we have a culture yearbook or culture slack channel.

18. We have a structured onboarding process to integrate new hires into our culture. New hires sign a commitment to live the core values.

19. We have a training program for each new hire complete with checklists and timelines, and we conduct ongoing skill training at least twice a year.

20. We have a process/scorecard to track how our leaders and employees live our core values. Our leaders give feedback to our people on how they are living the core values.

Total number for each score 0-5

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Multiply by the number above

x0	x1	x2	x3	x4	x5

Add the above numbers together to determine your current level of Talent Optimization for your company _____%