

60 second Recruitment Health Check!

Start with these 4 simple questions.

		Circle	
		Yes	No
1	Do you accept that the only clear point of difference an organisation can truly have, is it's people?		
2	That within an organisation it's the people that deliver competitive edge?		
3	And that the best team wins?		
4	And do you agree that the best team is the team that has the best talent?		

Ok, that was a nice easy start – so let's advance a bit now.

These are the questions you'll score.

		Circle		
		Yes	Maybe	No
1	Do you know how to clearly define great talent – how to write a great Selection Criteria?			
2	Do you know how to attract great talent – how to write a great job ad?			
3	Can you confidently say you know great talent when they see it – do you have a great recruitment process?			
4	And does your recruitment process take objective measurements of ability [intelligences + skillsets] and energy [behaviours + attitudes]			

Time to add up your score:

Yes = 1 point
 Maybe = ½ point
 No = 0 point

Is your Recruitment Function healthy?

Total Score

- 4** Congratulations! You are definitely on your way to achieving the best team and creating competitive edge! Recruitment is well and happening in your organisation.
- 2 - 3.5** You're on the right track with your recruitment – but there are still opportunities to be better. Consider some changes. Draw focus on the areas you answered 'no' or 'maybe' on. We can help you these if you get stuck.
- <2** Oh dear, recruitment is in trouble – and your organisation is at a high risk of a bad hire. And, bad hires are expensive...they attack your bottom line and erode your competitive edge. You need to change. We can contribute and have a significant impact here.