



Results-Based Hiring[®] SCORECARD

Organization Name: _____ SSSSSS _____

**Indicate the degree to which you agree or disagree with the statement below.
Once you are finished, total your score.**

- | | DISAGREE | AGREE |
|---|---------------------|-------|
| 1. We have an efficient, predictable hiring process that quickly and consistently hires people with the right competencies to deliver the specific business outcomes we need. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 2. At the beginning of the hiring process, our managers can effectively define "what success looks like" for each new hire, setting measurable expectations. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 3. We are skilled at translating our organizational needs into the specific knowledge, skills and abilities required from our new hires. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 4. We know how our job opportunities compare with candidates' other career options, what kinds of candidates are currently available in the job market, who would find our position attractive, and what their compensation expectations are. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 5. Our hiring process excels at identifying and attracting a diverse pool of candidates, even when they are not actively looking for a new job. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 6. We have a rigorous interviewing process that reduces systemic bias and accurately predicts a candidate's ability to deliver specific business outcomes. We accurately assess cultural fit without perpetuating bias. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 7. We eliminate unnecessary turnover by getting it right the first time. More than 85% of our hires remain employed for 3 years or longer. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 8. Our hiring process provides hiring managers with the data and perspective necessary to confidently make fully informed hiring decisions without hesitation. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 9. Our hiring process reflects well on our organization, treating candidates with respect and creating minimal disruption to all involved. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |
| 10. Our hiring process is predictable. On the first day of the search, we can predict when managers will need to hold time on their calendars for interviews. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | _____ |

TOTAL SCORE _____

As I consider our overall approach to recruiting and hiring, the area I'm least comfortable with is:

SUBMIT