



Results-Based Hiring[®] SCORECARD

Name: _____

**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 capabilities to deliver the specific business outcomes we want. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 2. At the beginning of the hiring process, all of our hiring managers effectively define their desired business outcomes, setting clear, accurate, and measurable expectations for “what success looks like” for each new hire. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 3. We are skilled at translating our business needs into the specific capabilities required from our new hires. For every position, we know exactly which capabilities will help our new hires deliver desired business outcomes. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 4. We know how our job opportunities compare with candidates’ other career options, precisely what kinds of candidates are currently available in the job market, who would find our position attractive and why, and what their compensation expectations are. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 5. Our hiring process excels at identifying and attracting a diverse range of candidates, even when they are not actively looking for a new job. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 6. We have a rigorous interviewing process that effectively predicts success on the job. Key hiring managers are always “on the same page” when evaluating candidates, agreeing on which factors will demonstrate both cultural fit and a candidate’s ability to deliver specific business outcomes. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 7. We are extraordinarily efficient in our hiring, eliminating 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 | 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 decisions without hesitation. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | 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 | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ _____ |
| 10. Our hiring process is so predictable that we can pre-schedule interviews on the first day of the search. From the outset, we know precisely how long the hiring process will take. | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ | 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