

Your Recruiting Scorecard

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|----|---|---|---|---|---|---|---|---|---|---|----|--|
| 1 | We have no real feedback loop to understand how our employer brand is seen in the outside world | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We have a clear picture of how our brand is perceived by candidates |
| 2 | We have no benchmark or anecdotal information as to what the best companies are doing to attract talent | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We have a clear understanding of what the best companies are doing to attract talent |
| 3 | We don't use any specific metrics to evaluate our recruiting process | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We continuously collect metrics to improve our recruiting processes |
| 4 | We've had the same employee referral program in place for years now | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We continuously keep our referral program top of mind with our staff |
| 5 | The percentage of really excellent candidates we've hired in the last year (1=10%, 2=20%, 3=30% etc.) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | The percentage of really excellent candidates we've hired in the last year |
| 6 | We put everyone through an exit interview | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | In addition to exit interviews, we follow up with great employees a few months later to get a better understanding of why they left |
| 7 | We don't solicit feedback from candidates re our recruitment process | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We're continuously soliciting information on how we're doing in our recruitment process |
| 8 | Our hiring managers have no formal training in hiring | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Our hiring managers are experienced interviewers and do an excellent job. They're shadowed by our best hirers to ensure this is the case |
| 9 | Once we've interviewed someone we have no additional contact with them | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We regularly stay in touch with good candidates and use them as a continuous source of talent |
| 10 | We feel that search firms add very little value | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | We use search firms strategically when needed and get excellent value from the ones we work with |
| | Add up the circled numbers from each column in this row | | | | | | | | | | | Sum of all the columns |

Your score out of 100

80+ - you're doing well, focus on the areas that you scored lower

70-80 -you need to delve deeper in a number of areas

Under 70 -there's room for improvement