

	LOW	MEDIUM	HIGH	N/A
HUMAN ASSET MANAGEMENT STRATEGY AND BUSINESS ALIGNMENT				
Has your organization made progress toward building a workforce to meet future business objectives?				
Does your company have a defined, robust human capital strategy?				
Do you have human capital structures in place to align human capital with strategy / growth?				
Will your organization be experiencing a human talent skills gap in the future?				
Is your company's strategy and human capital currently aligned?				
Is your organization experiencing Change / Growth and / or VUCA issues?				
Does your organization engage in focused human-capital planning?				
HUMAN CAPITAL CAPACITY MANAGEMENT				
Are a majority of your people working at 90 – 100%?				
Are your leaders Change / Growth and / or VUCA capable?				
STRUCTURES SUPPORTING A HUMAN ASSET MANAGEMENT STRATEGY				
Are your job descriptions 100% current and relevant?				
How robust and detailed are your job descriptions?				
Are your interviewing and hiring efforts conducted in conjunction with job descriptions?				
Is your Performance Assessment Process directly tied to detailed job descriptions?				
Are employee development plans directly tied to detailed job descriptions and performance review results?				
Have employees signed and dated their job descriptions so they acknowledge they fully understand the job?				
Are your performance reviews directly aligned with your detailed job descriptions?				
Are your individual development plans directly aligned with your job descriptions and performance reviews?				
Does your Employee Handbook clearly and specifically support your business goals, and your employee-related issues?				
Is your Employee Handbook current?				
HUMAN CAPITAL GAP ANALYSIS AND CONTINUOUS IMPROVEMENT LOOP				
Does your organization routinely invest in people development?				
Would you rehire your current team today?				
Are your people in the right roles?				
Is your organization experiencing a human talent skills gap now and in the future?				
Is your company organizationally agile and can deploy people, on demand, to meet growth requirements?				
Is your organization's growth potentially limited by a lack of skilled employees?				