



# WorkFit Organizational Stress Test Checklist

	L	M	H	N/A
Does your company have a defined, robust human capital strategy?				
Is your organization experiencing a human talent skills gap now?				
Will your organization be experience a future talent skills gap?				
Is your company's strategy and human capital currently aligned?				
Is HR involved with your C--Suite & business planning processes?				
Does your organization experience VUCA issues?				
Are your leaders VUCA capable?				
Are a majority of your people working at 90 – 100% productivity?				
How many issues on the Top Ten List of Talent Loss does your company experience?				
Does your organization routinely invest in people development?				
Would you rehire your current team today?				
Are your people in the right roles?				
Are they delivering 100% on the role requirements?				
Can you forecast your human capital capacity?				
Is your company organizationally agile – can employ people – on demand?				
Is your organization today poised for future growth & opportunity?				

**Please answer only one question. Add up score to determine probability of organizational success: Low-1pt., Moderate-2pts., High-3pts.**

	Probability of Organizational Success with Current Human Capital Capabilities		
Total Score	0 - 17	18 - 34	35 - 51
Value Creation	Low	Moderate	High
Organizational Agility	Limited to Maintenance	Limited for Growth	Can Deploy on Demand
Ability to Meet Market Challenges	Limited to Maintenance	Limited for Growth	High Ability
Growth	Low	Moderate	High
Ability to Change	Low	Moderate	High

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