



Checklist:

How effective is your Talent Management for Attracting and Retaining Talent?

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Is it important to you to attract, retain and develop the talent in your organization? Are you spending this time and energy efficiently? This checklist will help you find out where the gaps may be for your organization in terms of talent management.

How does the checklist work?

Answer yes or no to all 24 questions divided over 2 different sections. Once you've checked all the boxes you can check your score by counting all yesses per category.

If you have a few too many 'noes' you might want to pay some extra attention to our recommendations.

Scroll down to
see the checklist

Attract the right talent

Score yourself: Tick yes or no and then give yourself 1 point for each yes.

Yes No

Do you have a hiring process that is effective, fair, and inclusive at every level?

Are job descriptions clear and accurate, and have you well thought through job architecture frameworks?

Is a CSR or ESG plan not only in place but also making a difference?

Do you employ not only for culture fit but for culture add?

Candidate experience is key. Do you engage new or potential hires before they even start?

Do the company values and culture make you an employer of choice?

Do you have a flexible workplace environment?

Do you offer excellent benefits and competitive compensation packages?

Is transparency at the forefront? Are you avoiding to over-promise on what you cannot deliver?

Are incentives and values consistent with your organization's goals?

Does everyone who leaves the organization feel positive about their experience with you? Talent may come back to you later; it is, therefore, important that talented individuals feel they could come back later, or they can tell others about how great it was to work at your organization.

Do you use valid and reliable psychometric assessments that help you discover the unique talents and strengths of your applicants?

Total

Retain your best talent

Score yourself: Tick yes or no and then give yourself 1 point for each yes.

Yes No

Do managers and leaders listen to their employees and show a high level of care and support? This may include leaders being trained up to coach and mentor others.

Does the onboarding process fast-track your new employees' understanding of the organization and their role but also helps you build an in-depth understanding of their unique talents, career motivations and values?

Are work performance and expectations transparent and sustainable?

Do you offer valuable career development and advancement opportunities that allow your employees to take ownership of their development and thrive in their careers?

Do you offer upskilling or reskilling opportunities so your talent's skills remain relevant?

Do employees have the autonomy to get their work done?

Are employees' health and mental health needs met?

Do employees find their work meaningful and fulfilling?

Do you recognize and reward good performance and effort?

Do you build morale by celebrating every victory, no matter how small?

When your employees make mistakes, do you support them and help them to learn from them?

Do you make use of psychometric assessments that help your employees discover and optimize their talents and strengths?

Total

Useful blogs:

Why talent and strengths-based assessments are ideal for our rapidly changing world of work

How positive leaders create conditions where people thrive

The importance of tackling overused talents and strengths

Useful tools:

The Manager's Role as a Career Coach - A Guide

Career Development Workbook

Useful course:

TalentPredix™ Strengths Practitioner Training

We would be keen to explore these areas with you to help you supercharge your Talent Management process. Email us at info@talentpredix.com to book a free consultation call.

References:

- <https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/gone-for-now-or-gone-for-good-how-to-play-the-new-talent-game-and-win-back-workers>
- Thriving at work in the post-pandemic world, Leaders can take four steps to show employees how valued they are and ease the trauma of COVID-19. By Darren Overfield and Wanda T. Wallace
- Korn Ferry FOW report