Self Assessment Survey

Consider the following statements, and the extent to which you agree with them. Be honest in your assessment, this is about identifying areas for improvement that strengthen your ability to recruit and retain the best people. Your score is most relevant when you reassess (and note your progress).

1 = Strongly Disagree 5 = Strongly agree

QUESTIONS: (Tick ✔ Most appropriate rating and telly total score at the end)	1	2	3	4	5
We have a well documented and consistently updated employee value proposition (EVP)					
We have a consistent and well curated business presence on social media					
Our people strategy clearly states the benefits of our location					
Our recruitment & retention challenges are known and actively addressed on a regular basis					
Staff are supported to build skills beyond the boundaries of their current role					
Additional responsibilities are assigned more so on talent than tenure					
Learning and development is something we prioritise					
Promoted staff “backfill their roles” by upskilling others					
We have consistently proven to be a strong developer of talent					
Employees usually leave on good terms and are better for their time here					
Previous employees have taken up more senior roles elsewhere					
We have had examples of people leaving and returning to work for us					
Our work environment encourages and nurtures friendships					
Social activities often incorporate family and loved ones					
We spend significant time together outside of work					
As a collective, we contribute to and engage with our community					
Employee voice is often called for and acted upon					
Core values and climate rules are known and lived into consistently					
Two-way communication is prevalent around individual strengths and weaknesses					
Our recognition processes are consistent and valued by team					
TOTAL:					**/100**

Score summary: **Over 60** - Performing well. **Under 60** - (Significant) room for improvement.

Now what?

- Review your results, consider what areas for improvement exist and what would likely have the most positive impact on your employer brand.
- Identify the 2-3 aspects you deem most important and integrate these into your quarterly business objectives (as/when other priorities allow).
- Discuss with your team how practical and meaningful improvement can be achieved in these areas.
- Look to review this on an annual basis.