

## The Talent Obsessed Quiz

The questions in this quiz are designed to help companies think, discuss, and act on improving their organization's culture of talent. This process should be an executive leadership initiative for desired results to be achieved. Results of the assessment can be improved by using an advisor from the outside who brings no biases to the assessment.

### **Do company leaders own the outcomes and processes for talent management?**

- List the leaders responsible for talent management
- Define the outcomes being measured around talent management
- Define the key talent management processes

### **Does the company value their employees as their number one asset?**

- What specific actions demonstrate valuing employees?
- Are the actions consistent across the organization?
- What specific processes support valuing employees?
- How do you measure employee engagement?
- What resources are assigned to employee engagement and development?

### **Do the mission and values of the company support a talent driven culture?**

- What words in your mission statement are proof that talent is key to your mission?
- Which value(s) are employee centric supporting the success of every member of the workforce?
- How do the actions and processes support the mission and values of a talent-obsessed organization?

### **Is there a talent strategy as part of your business strategy?**

- Does the talent strategy include external opportunities and threats?
- Does the talent strategy include succession planning and high potential programs?
- What specific initiatives in the business strategy support the talent strategy?