

# TALENT MANAGEMENT ASSESSMENT

“An organization that is obsessed with developing their talent will out-perform their competitors who don’t.”

	STATEMENT	YES/NO
ORGANIZATION	Talent development is part of the strategic plan.	
	Developing employees to their full potential is a core value of the company.	
	A strategic workforce plan is developed in conjunction with the business strategy.	
INDIVIDUAL	A written plan for development is created annually for each employee.	
	Employees have input into their development plan.	
	Employee are responsible for their professional development.	
	Development goals are clearly written with defined outcomes, specific time frames and metrics	
	Development plans are reviewed at least 4 times a year.	

LEADERSHIP	The CEO/President understand how to build a world-class executive team.	
	The CEO/President looks for opportunities to delegate authority that are appropriate for developing other direct reports.	
	The CEO/President is responsible for developing his/her people.	
	The executive team conducts self-audits annually.	
	The CEO/President coaches his/her direct reports.	
<b>TOTAL 'YES'</b>		

**Self-Scoring**

Less than 5 =  
 Seriously deficient in talent development, unsustainable model

6 – 9 =  
 talent development practices need major improvement to retain employee

10 – 13 =  
 talent development practices need improvement to retain employees

14+ =  
 talent development is superior



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