



## Measure Your Company's Recruiting Skills

Based on the "A Player" concept from the book, *Who*,  
by authors Geoff Smart and Randy Street

### Scorecard

Have you created a scorecard for the position you want to fill?

- a) We have created a scorecard including a mission for the role, outcomes we want to see, and competencies. We're all on the same page as a company about this scorecard and agree it's fit for the position we're looking to fill.
- b) We have created a scorecard for the position with the proper items included, but there is still debate whether or not the mission and outcomes are appropriate for the role.
- c) We have created a scorecard but it doesn't include everything necessary to define the role we need for our company.
- d) We are still working on a scorecard for the position but keep putting it off.
- e) We have never heard of a scorecard and don't know how to create one.

### Source

Where do you find candidates for your position?

- a) We use a wide range of resources to build a source pool. We gather referrals, hire recruiters and researchers, and use other sourcing systems to find the very best people for our company.
- b) We have used a few different resources to find good people for our company, but we still find ourselves settling in some positions.
- c) We have started using a referral system but have not expanded to outside networks or tried outside resources to expand our sourcing.
- d) We rely on one source to find people for our company and have not bothered trying anything else.
- e) We have no idea how to even begin sourcing for positions.



## Select

How do you select the right person for the role?

- a) We do complete screening, top-grading, and focused interviews, and we check in with their references to make sure they're the right fit. We then analysis this profile against our original scorecard to make sure it's a match for the position we're looking to fill.
- b) We do a couple of interviews and check references and think we've found a great person, but we forget to check our scorecard to make sure it's the right fit for the position.
- c) We base our selection decisions off of their interview personality and how exceptional their resume appears.
- d) We conduct interviews and base our selections off of how much we like their personality and how fun we think they'd be at company parties.
- e) We do not have a selection process and are not sure where to start.

## Sell

Are you selling the position to seal the deal?

- a) We have recognized what matters to our candidate and know how/when to address it when selling the position. We do not give up on selling the position until we know our candidate is on our team and it is the best fit for both them and our company.
- b) We know when to sell the position to the candidate and what matters to them, but we have failed to properly address it.
- c) We have not identified what matters to our candidate and therefore, are unable to sell our position appropriately.
- d) We are not sure how or when to sell the position to the candidate and will probably fail to get them on board.
- e) We have expected the candidate to want to join us without even trying to sell the position and have created no interest for them.