

Recruiting & Selection Systems Assessment



Reflect back to determine how frequently your organization practices each of the following best practices and check the corresponding box. When finished, add the point value of all your responses and use the scale at the bottom to determine your organization's effectiveness in this particular area.

	STRONGLY AGREE	AGREE	SLIGHTLY AGREE	DISAGREE	STRONGLY DISAGREE	
1 We communicate our organization's values and mission in the recruiting and selection process.						
2 Our leadership team is aware of each team member's annual recruiting goals.						
3 We discuss progress towards our recruiting goals in our monthly leadership team meetings.						
4 We have a clearly defined process for identifying the activity required to reach our recruiting goals.						
5 We have an effective system for tracking candidates as they proceed through the recruiting and selection process.						
6 We have an accountability structure in place to help members of the leadership team achieve their goals.						
7 Our organization is effective at obtaining advisor referrals to potential recruits.						
8 Members of our leadership team are effective at Center of Influence development for recruiting purposes.						
9 Our organization is effective at promoting the career opportunity in our local community.						
10 Members of our leadership development are required to provide a certain number of recruiting leads per month.						
11 Potential recruits meet with successful advisors during the recruiting process.						
12 Our organization has a formalized selection process that is implemented consistently throughout the organization.						
13 We regularly communicate the value of organizational growth to our advisors and associates.						
14 We typically have a good balance of career changers and college graduates in a given recruiting year.						
15 We utilize multiple, objective selection and profiling tools in our selection process.						
16 We utilize structured, in-depth behavioral interviews in our selection process.						
17 Our organization determines a candidate's financial feasibility during the selection process.						
18 We have a written ideal candidate profile that is communicated.						
19 We discuss expectations with potential recruits during the selection process.						
20 We have tools to help potential recruits begin to identify their potential markets during the selection process.						
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GRAND TOTAL						

100-92= **HIGHLY EFFECTIVE** | 91-75= **VERY EFFECTIVE** | 74-46= **EFFECTIVE** | 45-29= **SLIGHTLY EFFECTIVE** | 28-20= **INEFFECTIVE**