

RECRUITMENT CHECK SCORECARD

RED, AMBER, BLUE, GREEN - YOUR CURRENT RECRUITMENT STRENGTHS AND PAIN POINTS

Instructions

1. Print this chart and assess your performance for each recruitment driver.
2. Using red, amber, blue and green pens, mark your perceived level for each driver
3. Connect your colored dots to visualise your current strengths and pain points, creating a clear picture of where to focus your improvement efforts.

Key

- Green for peak performance drivers
- Blue for strengths or areas performing well
- Amber for areas needing improvement
- Red for pain points or significant challenges

The 16 Recruitment Performance Drivers

	EVP & Brand Marketing	Candidate Care	TA Team Capability	Hiring Manager Capability	Suppliers & Agency Terms	Reporting & Metrics	Process & Policy	On Boarding & Offer Letters	
	○	○	○	○	○	○	○	○	
	○	○	○	○	○	○	○	○	
	○	○	○	○	○	○	○	○	
	○	○	○	○	○	○	○	○	
	○	○	○	○	○	○	○	○	
NOTES									NOTES

Use your chart as a guide to prioritise actions, allocate resources, and track progress.

The 16 Recruitment Performance Drivers

	Social Media	Careers Website / Gov Jobs Site	ATS Systems Training	Diversity & Inclusion	Bulk Recruitment	Automation & HR Tech Stack	Recruitment Strategy & 2yr Road Map	Induction	
NOTES									NOTES

Take a moment to review your completed chart

Here's how to interpret your results

- Excelling (Green):** Celebrate these areas! Think about how you can leverage these strengths further.
- Strengths (Blue):** These show what's working well in your recruitment process. Can you build on these successes?
- Improvement Areas (Amber):** These are opportunities for growth. What steps can you take to move these drivers into the "Green" zone?
- Pain Points (Red):** These highlight critical challenges. Addressing these first will have the biggest impact on your overall recruitment performance.

Your Next Step

Schedule a discovery call with Rachel Hill about one of our TA Strategy Days. Scan the QR code or email rachel@hillconsultinghrs.com.au

Our 4D Recruitment Improvement Model



Our proven **4D Model** provides a structured pathway organisations looking to improve recruitment processes, hiring manager capability, workforce planning, and talent acquisition performance.

Scan the QR code to schedule your discovery call

