

## TALENT DIAGNOSTIC QUESTIONNAIRE

***A Talent Diagnostic is an impartial and practical analysis of the level of skill and number of resources required to effectively run the business, compete in your market and most important accomplish the critical goals of your organization.***

1. As a leader, are you visible and available to your employees?
2. As a leader, how would you rate yourself in the following performance metrics?
  - a. Building trust and respect
  - b. Core Interaction skills- Relationship Development
  - c. Communicating & Listening
  - d. Empowering Leadership
  - e. Making Effective Decision
  - f. Leader through Transition & Challenge
  - g. Influencing others
  - h. Guiding Conflict Resolution
  - i. Commitment to Employee Development
  - j. Visibly supporting the success of your employees
  - k. Can you effectively facilitate and drive a meeting to meet its goals?
  - l. Are you an effective and successful negotiator?
3. As a leader, have you clearly communicated goals throughout the organization?
4. As a leader, are you pursuing cross departmental goal alignment?
5. Or are your department heads working in dark tunnels?
6. Does each individual understand how their goals fit into the organization's success?
7. Who owns responsibility in your business for aligning talent to goal achievement?
8. Do you have the right number of resources to achieve your goals?
9. Do your employees have the right skill level to achieve your goals?
10. Are you satisfied with the effectiveness/productivity of your employees?
11. How much time do your management spend fixing people related errors & issues?
12. Would employees "go the extra mile" to support the success of the business?
13. Do you have a problem retaining your most qualified employees?
14. How many times has an employee left because of their boss/manager?
15. Do your managers have the soft skills to effectively motivate and mentor their staff?
16. Do your managers understand the business requirements of the organization?
17. Are managers effectively responding to opportunities, solving problems and taking action?
18. Are managers making wise decision and sticking to them?
19. Do manager provide clear direction to staff about business needs and expectations
20. Do managers model behaviors which are expected of his/her staff
21. Do your managers have the skill to navigate and guide conflict issues?
22. Are your managers taking responsibility for their team's goal achievement?

***DO YOU NEED OUR HELP***

Call for a free consultation

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