

## Self-Evaluation: Is Your Talent Platform Ready for Scale?

Take this quick diagnostic to evaluate whether your current platform is built for strategic impact or just checking boxes. Rate each pillar from **1 (Not at all)** to **5 (Fully covered)**:

Strategic Pillar	Score (1–5)	Quick Reflection Prompt
Talent Lifecycle Coverage		Are all stages from onboarding to succession mapped in one system?
Real-Time Visibility for Managers		Do managers get real-time insights and nudges on team performance?
Predictive Analytics		Can you spot burnout, disengagement, or flight risks before it's too late?
Ease of Adoption		Is the platform used frequently across levels with minimal friction?
Integration Flexibility		Does it sync smoothly with your HRIS, OKR, and payroll tools?
Scalability & Customization		Can it adapt to your org structure, teams, and workflows as you grow?
Security & Compliance		Are you confident about compliance with GDPR, SOC 2, and access controls?

### Score Interpretation:

- **30–35** → You're future-ready. Just double down on adoption and analytics.
- **21–29** → Solid foundation, but missing leverage. Time to optimize.
- **<21** → You're operating in silos. Talent impact is slipping through the cracks.