



Talent pool scorecard

How prepared are you to create and exploit an online talent pool? Think about what is involved and the kind of resources you will need to assess your readiness.

The scorecard lists some of the key factors. Score your organisation's readiness on a scale of 1-4 for each where 1 = poor and 4 = excellent.

Then compare how you rate your understanding of talent pools with the views and scores of others in your recruitment team. The results can then be used to help shape your recruitment strategy

Talent pool scorecard	Score
How strategic is your recruitment team in dealing with what is traditionally a transactional activity?	<input type="checkbox"/>
How compelling is your proposition as an employer to attract individuals into your database?	<input type="checkbox"/>
How far can the skills and experience in an application for which no vacancy exists be used in a different role?	<input type="checkbox"/>
How much of the technical infrastructure do you have in place (i.e. online application systems, database, search engine and communications mechanisms)?	<input type="checkbox"/>
How competent is your team to carry out searches and engage in online dialogue?	<input type="checkbox"/>
How well do you understand the data protection issues when storing candidate's details in a database for a length of time?	<input type="checkbox"/>
How developed are your channels for communicating with potential recruits on a regular basis?	<input type="checkbox"/>
How much have you thought about the contents of these messages?	<input type="checkbox"/>