

RIZING Recruiting Self-Evaluation



Assessing yourself can be hard. That's why we put together this worksheet – so that you can determine how well your current recruiting tools and processes meet your needs.

Circle the number score you feel best answers each question based on each scale. At the end of the worksheet, use the scoring table to interpret your results.

1. How confidently do you feel in your current recruiting management tool?

Not Confident 1 2 3 4 5 6 7 8 9 10 Very Confident

2. When demand staffing needs change, how well equipped do you feel to respond?

Not Well Equipped 1 2 3 4 5 6 7 8 9 10 Very Well Equipped

3. How confidently do you feel in your recruiting marketing or career site builder tools?

Not Confident 1 2 3 4 5 6 7 8 9 10 Very Confident

4. How up-to-date do you feel with your data privacy consent statements and policies?

Out of Date 1 2 3 4 5 6 7 8 9 10 Up to Date

5. How much control do you have in managing someone's consent to receiving content marketing job opportunities?

Little Control 1 2 3 4 5 6 7 8 9 10 A Lot of Control

Fill in your scores for each question and follow the formula to calculate your overall score. Use the table on the next page to interpret your results. A higher score indicates a stronger recruiting program.

$$\left(\frac{\quad}{Q1} + \frac{\quad}{Q2} + \frac{\quad}{Q3} + \frac{\quad}{Q4} + \frac{\quad}{Q5} \right) \div 5 = \frac{\quad}{\text{FINAL SCORE}}$$

How did you score in your evaluation?



If your final score was:

1-4

Your recruiting processes don't seem to be meeting basic needs and legal requirements. They need some work.

5-7

Your recruiting tools and processes seem to be in good shape, but there's always room for improvement.

8-10

Your recruiting tools and processes are on their way to becoming a competitive advantage for your company.

Depending on how you scored each question, we've provided some quick recommendations:

Your selected score

	1-2	3-4	5-6	7-8	9-10
Question 1	Prioritize a search for a new holistic recruitment solution	Look into enhancements or extensions that can compliment your solution	Integrate fragmented processes in the recruiting pipeline for a cohesive employee experience	Incorporate best practices to streamline your processes and make them more efficient	Identify measures to make your solution unique from competitors'
Question 2	Prioritize a search for a new solution with more flexibility and customizability	Evaluate ability to manage passive and active talent through candidate profiles	Level-up your current solution by complementing it with CRM functionality	Ensure your processes are both flexible and resilient (scale up/down quickly)	Use your solution to plan for and protect against unexpected changes in business demands
Question 3	Prioritize search for a new solution or extension with standard career site building blocks	Ensure your are leveraging all features of your current career site builder tool	Integrate your recruiting marketing with your recruiting management processes	Templatize best practices to attract the right talent into your recruiting pipeline	Create an seamless and positive experience your job candidates
Question 4	Prioritize search for a new solution that managed compliance and legal requirements	Outline governance for your privacy consent policies to adapt to changing legal requirements	Incorporate enhancements like data import templates and pre-built reports	Specify permissions, capture select data, and manage privacy for each candidate	Leverage reporting and analytics to better understand data generated on your talent pool
Question 5	Prioritize search for a new solution with abilities to capture and track consent data	Define candidate consent statuses throughout their hiring experience	Set up alerts and mine data to gain line of site on talent pipeline as they apply or get hired	Templatize and automate email marketing campaigns to select talent pools	Enable automatic updates to recruiting marketing actions based on data changes

[Have questions? Contact Us](#)

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