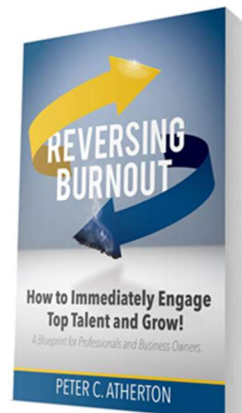


## Winning The Talent War Worksheet

In our busyness, we often don't take the time to "check the scoreboard" to identify any gaps that exist between where we are and where we need to be. The following questions will help you reflect on your organization's position in terms of winning the talent war:

Have you heard the word burnout spoken in your organization within the past year?	Yes / No
Have references to burnout been made in general or toward a specific group or person? Name any specific group or person.	_____ _____
Have you lost employees to a competitor over the past year?	Yes / No
Did you lose them for: money, growth, lifestyle/culture, or just to be somewhere new?	_____
What has most attracted experienced talent to your organization over the past year: money, growth, lifestyle/culture, or just to be somewhere new?	_____
Are more than 80% of the comments posted on popular work-related internet websites positive about your organization?	Yes / No
Do your current employees refer and recruit their friends and colleagues to your organization?	Yes / No
Do your former employees serve as ambassadors for your organization and even refer others to you?	Yes / No
What are 3 words your most recent clients would use to honestly describe your organization to a trusted peer?	_____ _____ _____
What are 3 words a client 10 years ago would use to describe your organization?	_____ _____ _____
What are 3 words your competitors would use amongst themselves to describe your organization today?	_____ _____ _____



## Winning The Talent War Worksheet

In terms of “doing the extra” that is often needed to succeed today at work, would you describe your team as generally: compelled, driven, or inspired?	
Think of 3 top performers and use these words to describe the motivation behind their efforts over the past 6 months:	
Performer 1: _____ Performer 2: _____ Performer 3: _____	_____ _____ _____
In the past year, have you considered creating a flexible “4-10s” or “9-9s” workweek or having rotating sabbaticals for top talent?	Yes / No
What percentage of your top talent is in a work season of:	
“Mastering their craft” (say 1-10 years experience):	_____
“Making their name” (say 10 to 20/25 years experience):	_____
“Making a difference” (say 20/25 years to 35/40 years experience):	_____
“Leaving a legacy” (say 35/40+ years experience):	_____
What percentage of your top talent is in a life season of:	
“Me or We”: “Raising a Family”: “Empty-Nesting”: “Grandchildren”:	_____ _____ _____ _____
Describe how your organization is best known within a 10-mile radius of your office(s): not known; our signage; our event sponsorships/corporate donations; or through our direct engagement:	_____
In the past year, have press releases for your community-related activities matched the number of press releases for staff hirings and business marketing?	Yes / No

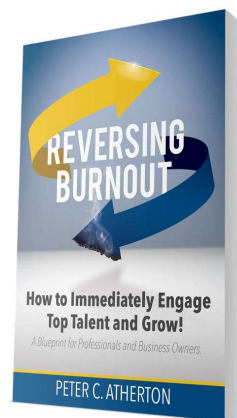
These types of questions are a component of the first element of ActionProve’s I.M.P.A.C.T.™ process related to Inventory. Other elements are related to Mission, Planning, Authenticity, Capacity, and Triggering action.

Connect with us to learn more about how we can help you and your organization win today.



[www.actionsprove.com](http://www.actionsprove.com)

To Your Winning,



[www.reversingburnoutbook.com](http://www.reversingburnoutbook.com)