

# The Hiring and On-Boarding Process Diagnostic

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## *Your Pre-Flight Check List*

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The following Hiring & On-Boarding Process Checklist is a diagnostic evaluation of your company's current ability to attract, hire and keep the best people in your industry. It is designed to provide you with real information about your "people process" and whether it is effective.

If you would like a consultative evaluation and recommendation, call 770-662-5700.

*Please include* your name \_\_\_\_\_ phone number \_\_\_\_\_.

**Select (circle if hardcopy) the most appropriate answer to the statements on the pages that follow.**

**1= Strongly Disagree | 2= Do Agree | 3= Somewhat Agree | 4= Agree | 5= Strongly Agree**

## The Hiring and On-Boarding Process Diagnostic

1. We consistently attract the top sales talent in our industry.

1	2	3	4	5
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2. Our sales recruiting organization is compensated to attract and keep only the top talent, not just to fill sales slot vacancies.

1	2	3	4	5
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3. Sales management has a high degree of satisfaction from our recruiting efforts.

1	2	3	4	5
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4. Sales management takes an active role in recruiting and has the final say in all sales hiring decisions.

1	2	3	4	5
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5. Sales management does a good job on selling the organization to top talent.

1	2	3	4	5
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6. Sales management influences how the sales recruiting process is performed and expresses their satisfaction and helps with making corrections.

1	2	3	4	5
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7. Our organization provides a clear and an attractive career path for top performers.

1	2	3	4	5
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8. Our organization offers multiple career paths for sales performers other than a sales management path.

1	2	3	4	5
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9. We identify challenges and strengths early in a person's sales career.

1	2	3	4	5
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10. We have a clear and multiple phase "on-boarding" process for our sales hires and they are never left to figure things out on their own.

1	2	3	4	5
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11. After 45 days of hiring the person into the position, we re-interview the person to find out how the person is performing and determine the gaps in expectations.

1	2	3	4	5
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12. After 45 days of hiring the person into the position, we interview the person to find out how the position and our company's processes are different (better/worse) than their previous company in order to learn better practices.

1	2	3	4	5
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13. We provide to all our new hires a multi-day "our way of getting things done" indoctrination process.

1	2	3	4	5
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14. We set clear objectives over the course of 30, 60 and 90 days from the person's date of hire.

1	2	3	4	5
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15. We assign a mentor to each sales position we hire to.

1	2	3	4	5
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16. If someone is failing or not performing we review the manager, the hiring process, the environment and not just the individual.

1	2	3	4	5
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