

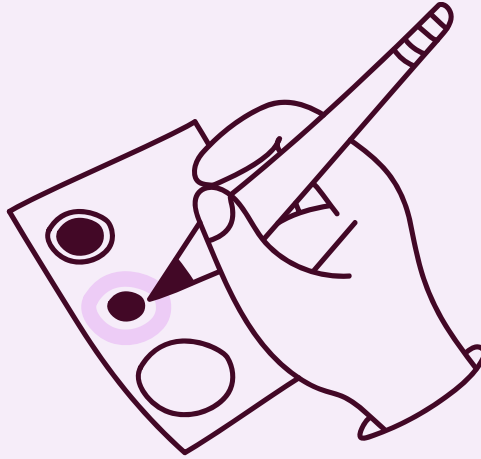
Quiz

How Strong is Your Talent Management Game?

How's your talent management game? Are you already rocking it or do you need to level up?

What's inside:

Take our quick quiz to benchmark where you're at and get some pointers on how to quickly move the needle and extend your performance management process into talent management too.



How do I calculate my results?

Answer each question to the best of your ability, and write down the answer that best represents your business.

Once you have all your answers, compare your total answers with the results chart in page XX to get your result.

Get in touch...

If you wish, you can discuss your results with our team and see how Appraisd can help you with your Talent Management game. Feel free to book a call directly with our team [here](#).



Roly Walter
Founder of Appraisd
[Schedule a call](#)

1. Does your organisation have a way to display the performance and potential of all the talent in the business?

Answer A

No, it's piecemeal and in varied HR systems so we lack an overview that can be used in talent management.

Answer B

Kind of, we have the data but it's in Excel or our HRIS so we can't see it and analyse it all in one place.

Answer C

Yes, we have a visual way to plot performance and potential that forms the basis of talent management conversations.

Your answer: _____

2. Does performance management data feed into talent management?

Answer A

No, we only collect performance data. Talent management is a separate exercise or isn't done at all.

Answer B

Kind of, we have performance ratings and potential ratings but no way of connecting them.

Answer C

Yes, we connect performance ratings and potential scores and feed them into talent management discussions.

Your answer: _____

3. Do you know what the critical roles are for your organisation?

Answer A

No, we don't ask managers to identify these.

Answer B

Kind of, we know what the critical roles are but we don't know about the potential and flight risk of individuals in those roles.

Answer C

Yes, we've mapped out critical roles and understand the risks for the organisation associated with them.

Your answer: _____

4. Do you hold objective discussions about promotion?

Answer A

No, we hold discussions but they're too much swayed by opinion and proximity bias.

Answer B

Kind of, we bring performance data into discussions but the data itself isn't enough to form a basis for talent management conversations.

Answer C

Yes, we have qualitative and quantitative data on performance and potential so we can minimise bias and maximise objectivity in talent conversations.

Your answer: _____

5. Are your managers advocates for talent management?

Answer A

No, many of them lack the confidence to have a developmental career conversation with team members.

Answer B

Kind of, managers ask employees about their aspirations but there's no system to connect that to talent management.

Answer C

Yes, outcomes from performance discussions are collated ahead of talent planning discussions, meaning we can do better workforce planning for the organisation.

Your answer: _____

Calculate your score:

Question:	Answer:		
Question 1:	A	B	C
Question 2:	A	B	C
Question 3:	A	B	C
Question 4:	A	B	C
Question 5:	A	B	C
Total:	Type in the answer you had the most:		

Check next pages for clarification on your score

Mostly A's

There's room to level up! It's all about getting the basics in place and that's easy with our help.

To move the needle, start by identifying the critical roles that are truly essential to your organisation's success. These are positions that, if vacant or underperforming, would cause serious disruption.

Think about roles that have a disproportionate impact on the strategic direction of the organisation, operationally critical roles, or roles that deliver extreme value. Try [The Appraisd Guide to Identifying Critical Roles](#) for a framework.

Secondly, define clear, objective criteria for both performance and potential. Performance can be assessed based on measurable KPIs, while potential can be evaluated using a framework that focuses on skills like Learning Agility, Leadership and Influence, Drive and Ambition, Critical Thinking, and Emotional Intelligence for example.

Check out [The Appraisd Guide to using the 9-box grid](#) as a place to start and, once you're ready, the Appraisd form library – template for promotion readiness provides a consistent template to assess readiness.



[Talk to us](#)

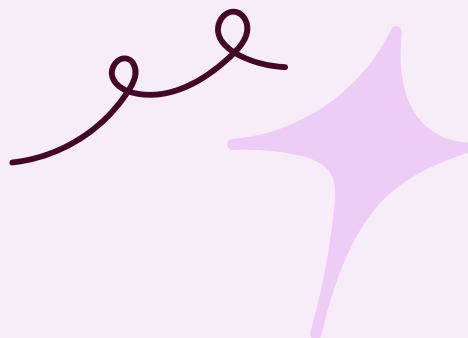
Mostly B's

You're half way there! You have all the right things in place – you just need to connect them.

Take talent planning to the next level by reviewing risk – are there employees in critical roles you think might leave soon? Is there high turnover in certain areas? Deciding which roles have incumbents with an elevated risk of departure will help you prioritise which positions to focus on first. Also, consider what the key skills are in these critical roles – knowing this can help you work out who might be a suitable successor and where they might need to develop. Try [The Appraisd Guide to Conducting a Talent Review](#) to get structure into these conversations.

Take the next step on succession planning by holding calibration meetings with managers and HR to review and discuss each employee's placement on the 9-box grid. This ensures that placements are justified, biases are challenged, and standards are consistent across the organisation. Calibration discussions should focus on ensuring all managers are applying the criteria fairly. During calibration, if one manager consistently rates their employees highly, HR can challenge this to ensure fairness and comparability across teams. To add structure to this process, take a look at the [Appraisd form library - template for succession planning](#).

On talent development, once potential successors have been identified, ensure tailored development plans are in place for each person. This could involve giving them new or stretch projects, leadership training, mentorship or coaching. It's about preparing them for the responsibilities of the critical role they're being considered for. Appraisd has [a career planning template in our form library](#).



[Talk to us](#)

Mostly C's

You're rocking it!

To move the needle, take another look at critical roles. Look at your current employees to see who might be ready, or close to ready, to step into those critical roles in the future. Are they excelling in their current role? Do they show signs of leadership ability or adaptability? Would they be interested in taking on more responsibility? Even if you don't have sophisticated tools, you can still use simple methods like the 9-box grid or simply consider the readiness of potential successor (e.g. emergency cover, ready now, soon, long-term). Check out the [Appraisd form library – template for promotion readiness](#) as a framework.

On succession planning, keep an eye on how successors are progressing. Are they hitting the milestones that were set? Are they gaining the necessary experience? If not, ensure their development plans are updated accordingly. Be flexible: Sometimes things don't go as planned - people leave and strategies shift, so be ready to revisit and adjust your succession plan as needed. Get managers involved in the process and consider sending them the [The Appraisd Guide for Managers on Talent Planning](#) to help them understand what the process is about.

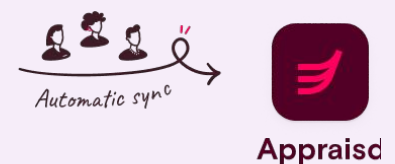
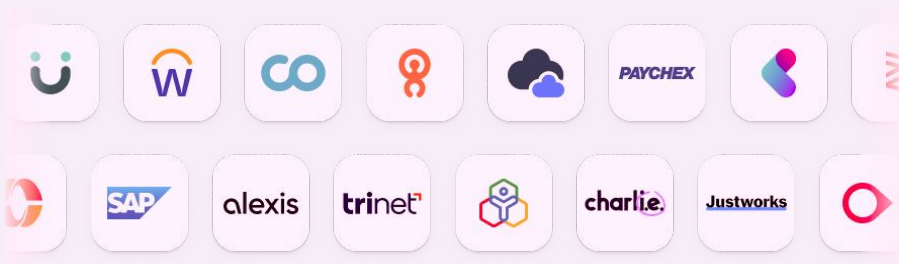
When it comes to mapping potential, instead of using the 9-box grid as a one-time evaluation tool, implement a process of regular reviews or validations (e.g., quarterly or biannually). Employees can move between boxes over time as they develop new skills or face new challenges. This ensures that the assessment remains more dynamic and reflects ongoing employee development. The Appraisd grid presents a picture of where skills are and where development is needed.



[Talk to us](#)

Why choose Appraisd?

- Configured to fit your business and your process
- Templates to give managers confidence in every conversation
- An app that users love
- Dedicated Customer Success Manager
- Customisable reports for HR
- Integrates with your existing tech



Appraisd integrates with the tools you already use, including MS Outlook, Slack, Teams and 25+ leading HRIS providers like Workday, Breathe, CharlieHR, People HR, Cascade and SAP.

Take a tour of Appraisd

Book a demo of Appraisd to see the system in action.

