

Talent management survey

Please leave your name off this sheet. Answer for how this organization hires, grows and keeps people, as you have seen it yourself.

Department _____

Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
1 People hired onto my team are a good fit for the work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
2 My last review gave a fair picture of my work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
3 I know how people are chosen for talent programs here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
4 I have a development plan my manager and I revisit.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
5 My manager puts real time into developing our team.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
6 My current role makes good use of my strengths.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
7 Staff here get a real chance at roles that open up.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
8 Outstanding work here gets noticed and rewarded.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

9 Has anyone told you whether you are in a talent pool?

- ☐ Yes, I am in one ☐ Yes, I am not in one ☐ No one has told me ☐ We have no talent pool
☐ Not sure

10 How long do you plan to stay with this organization?

- ☐ Under 1 year ☐ 1 to 2 years ☐ 3 to 5 years ☐ Over 5 years ☐ Not sure

11 Which would do most to keep you here?

- ☐ A clear next role ☐ Better pay ☐ More training ☐ More flexibility ☐ More recognition

12 What would make you more likely to stay and grow here?

Thank you. Your answers are anonymous.

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Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Hiring and your first 90 days

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
13 The interviews gave me a realistic view of the job.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
14 My manager set clear goals for my first 90 days.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
15 How long did it take you to feel fully up to speed?	☐ Under a month ☐ 1 to 3 months ☐ 3 to 6 months ☐ Over 6 months ☐ Not there yet				

Reviews and potential

16 How often do you get useful feedback on your work?

☐ Weekly ☐ Monthly ☐ Every few months ☐ Once a year ☐ Rarely or never

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
17 My review ended with clear goals for the next period.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
18 Ratings are applied the same way across teams.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
19 I know how my manager rates my potential.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

Talent pools and succession

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
20 Someone could cover my role well if I left tomorrow.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
21 Our leaders are often promoted from within.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
22 People outside talent programs still get noticed.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
23 Would you like to be considered for a leadership role?	☐ Yes, as soon as possible ☐ Yes, in a year or two ☐ Maybe later ☐ No, I prefer an expert path				

Thank you. Your answers are anonymous.

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Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Learning and growth

24 Which of these helped you grow in the past year? (tick all that apply)

- ☐ Formal training ☐ Coaching or mentoring ☐ A stretch assignment ☐ A move or rotation
☐ Learning from peers ☐ None of these

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
25 My development includes real projects, not just courses.	1	2	3	4	5
26 Everyone here gets a fair shot at development.	1	2	3	4	5

Staying or leaving

27 In the last three months, have you looked at other jobs?

- ☐ No ☐ Browsed a few ads ☐ Applied for one or more ☐ I have an offer

28 If you left in the next year, what would be the main reason?

- ☐ Pay ☐ Career growth ☐ My manager ☐ Workload ☐ Flexibility ☐ Personal reasons

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
29 My manager has asked me what would keep me here.	1	2	3	4	5

About you (optional)

30 How long have you worked here?

- ☐ Under 1 year ☐ 1 to 2 years ☐ 3 to 5 years ☐ 6 years or more ☐ Prefer not to say

31 Which best describes your role?

- ☐ Individual role ☐ Supervisor or team lead ☐ Manager ☐ Senior leader ☐ Prefer not to say

Thank you. Your answers are anonymous.

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Your talent profile (named)

32 Which moves would interest you in the next two years? (tick all that apply)

- ☐ A promotion in my area
- ☐ A move to another team
- ☐ Leading people
- ☐ A deeper expert role
- ☐ A short project or secondment
- ☐ Staying in my role

33 What work here would stretch you in a good way?

34 Your name and current job title

HR and leadership practice audit

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE		
35 We have named the roles that matter most to our plans.	1	2	3	4	5	
36 Each critical role has a successor ready within a year.	1	2	3	4	5	
37 Managers are judged on how well they grow people.	1	2	3	4	5	
38 We tell people if they are in a talent pool, and why.	1	2	3	4	5	

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