



Expanded Talent Strategy Goals Worksheet

How important is each of the following to your organization? Rank from 1 "Not a concern" to 4 "Critical."

	1	2	3	4
Filling job openings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retaining employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Upskilling incumbent workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversifying talent pipeline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For what job title(s) do you have goals?

How can you quantify your need? (Answer only where relevant)

	Low estimate	High estimate
HIRING: Approximately how many openings per year do you need to fill?	<input type="text"/>	<input type="text"/>
NEW HIRE TRAINING: About how many new hires do you need to train per year?	<input type="text"/>	<input type="text"/>
RETENTION: How many employees are currently in the role you are seeking to retain?	<input type="text"/>	<input type="text"/>
UPSKILLING: How many incumbent employees would you like to upskill?	<input type="text"/>	<input type="text"/>
DIVERSITY: About how many additional applicants would be needed to diversify your talent pipeline?	<input type="text"/>	<input type="text"/>

