



Talent Acquisition Discipline Scorecard™

Context

This tool is based on the principles outlined in the eBook: Talent Acquisition is a Leadership Discipline.

It is designed to help leaders evaluate whether hiring is being treated as a structured, disciplined process, or something that shifts based on urgency, pressure, or individual preference.

What This Tool Is

The Talent Acquisition Discipline Scorecard™ helps leaders assess how consistent, structured, and disciplined their hiring process actually is.

It evaluates whether expectations are clearly defined, consistently followed, and actively owned by leadership.

Why This Matters

Hiring outcomes are not driven by effort — they are driven by discipline.

When discipline is missing:

- Decisions become inconsistent
- Standards shift under pressure
- Hiring quality becomes unpredictable

This scorecard highlights where structure exists — and where it breaks down.

How to Use This Tool

Score each pillar from 1–5 based on your current reality — not your intention.

- 1 — Reactive, undefined, personality-driven
- 2 — Partially defined, inconsistently applied
- 3 — Structurally present, inconsistently enforced
- 4 — Clearly defined, mostly disciplined
- 5 — Fully defined, consistently enforced, leadership owned

Once complete:

- Total your score
- Identify where discipline breaks down
- Use those gaps to guide leadership action

Scorecard

Pillar	Description	Score (1-5)
Pillar 1: Standard Definition	Behavioral expectations and hiring standards clearly defined before hiring begins.	
Pillar 2: Ownership Clarity	Decision authority, escalation paths, and accountability clearly defined.	
Pillar 3: Response Discipline	Timelines, feedback expectations, and decision speed consistently enforced.	
Pillar 4: Discernment Integrity	Structured evaluation with leadership maintaining final judgment.	
Pillar 5: Bench Alignment	Hiring aligns with long-term leadership needs and succession planning.	

Score Interpretation

21–25 — Structured, Disciplined, and Leadership-Owned

The hiring process is clearly defined, consistently followed, and reinforced by leadership.

16–20 — Structure Exists, Discipline Breaks Down at Times

Core elements are in place, but consistency is not maintained.

11–15 — Inconsistent Process, Dependent on Situation

Some structure exists, but it is not reliable.

5–10 — Reactive and Unstructured

No consistent hiring discipline. Decisions are driven by urgency or preference.

30-Day Leadership Commitment

Based on your score, identify where discipline is breaking down — and what leadership will do to address it.

Which pillar requires the most immediate attention?

What specific action will be taken within the next 30 days?

Who is responsible for driving this change?

How will progress be measured or observed?