



# Talent Acquisition Discipline Scorecard™

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Instructions: Score each pillar from 1–5 based on your organization's current reality. Be disciplined and objective. The value is in honest evaluation.

## Scoring Scale:

- 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

Pillar	Description	Score (1-5)
Pillar 1: Standard Definition	Behavioral non-negotiables, performance expectations, cultural alignment criteria clearly defined before hiring begins.	
Pillar 2: Ownership Clarity	Final decision authority explicit, veto power clarified, escalation structure established.	
Pillar 3: Response Discipline	Defined internal Service Level Agreement, review timelines, feedback windows, decision deadlines enforced.	
Pillar 4: Discernment Integrity	Structured behavioral interviewing, assessment guardrails, AI oversight, leadership retains final judgment.	
Pillar 5: Bench Alignment	Hiring standards aligned with long-term leadership expectations and succession planning.	

## **Total Score:**

Add all five pillar scores. Maximum possible score: 25.

Score Interpretation:

- 21–25: Disciplined Talent Architecture
- 16–20: Emerging Structure, Inconsistent Execution
- 11–15: Reactive Patterns Under Pressure
- 5–10: Delegated, Diffused, and Compromised

## **30-Day Leadership Commitment**

Which pillar requires the most immediate attention?

What specific action will leadership take within 30 days?

Who owns the correction?

How will improvement be measured?