

Your Talent Acquisition: A Health Check

Talent acquisition plays a critical role in business performance, from securing the skills needed to meet changing demands, to building a workforce that supports long-term growth. As talent markets evolve and hiring priorities shift, recruitment strategies need to adapt to remain effective. Regularly reviewing your approach can help identify gaps, improve efficiency and ensure your talent acquisition strategy continues to meet your objectives.

Is your talent acquisition function equipped to deliver?

Complete our practical health check to assess key areas of your talent acquisition strategy and score yourself using the following criteria:

1-2: Significant gaps in capability, resource and effectiveness.
3-4: A solid foundation, but there are opportunities to improve.
5: Strong capability and a well-optimised approach to talent acquisition.

1. Is your talent acquisition team delivering on hiring needs?

Effective talent acquisition relies on having the right skills, knowledge and capacity to meet recruitment demands. Do your recruiters have the expertise to identify and engage the right talent, adapt to changing business priorities and work effectively with hiring managers? Without the right capabilities in place, organisations can struggle to fill roles efficiently and meet hiring targets.

How effectively is your talent acquisition team delivering the hiring results your business needs?

1	2	3	4	5

2. Is technology and AI being utilised effectively?

Recruitment technology should make hiring more efficient, not add unnecessary complexity. From your existing applicant tracking systems to AI technology and automation, are your tools being used to their full potential? Gaps in adoption or outdated systems can create inefficiencies, limit visibility and make it harder to optimise the recruitment process.

How effectively are you leveraging AI and technology to support recruitment efforts?



3. Are your recruitment processes efficient?

Well-defined recruitment processes help create consistency, improve efficiency and ensure hiring teams can respond to changing business needs. Are workflows standardised across your talent acquisition function while allowing flexibility where needed? Regularly reviewing how recruitment operates can help identify bottlenecks, reduce unnecessary steps and improve the overall hiring experience.

How efficient is your current end-to-end recruitment process?



4. Are you attracting and engaging the right talent?

Attracting the right talent requires a clear understanding of what makes your organisation appealing to potential candidates. A strong employer brand and compelling employee value proposition (EVP) help communicate this, while targeted recruitment campaigns ensure your opportunities reach the right audiences. The experience candidates have throughout the hiring process also plays an important role in maintaining their interest.

How effectively are you showcasing your employer brand to prospective candidates?



5. Is recruitment data being utilised effectively?

Effective talent acquisition relies on accurate, accessible data to understand hiring demand, track performance and identify opportunities to improve. From forecasting future workforce needs to monitoring time-to-hire and cost-per-hire, recruitment reporting should provide clear, actionable insights rather than simply numbers.

How much can you rely on your recruitment data to guide your future hiring strategy?



What's your total score?

Add up your scores from each section to assess the effectiveness of your talent acquisition function. Your total score can help highlight areas of strength and identify where improvements could make the biggest difference.

5–10 points: Gaps in your current approach may be affecting hiring outcomes, creating inefficiencies or making it harder to meet business demand.

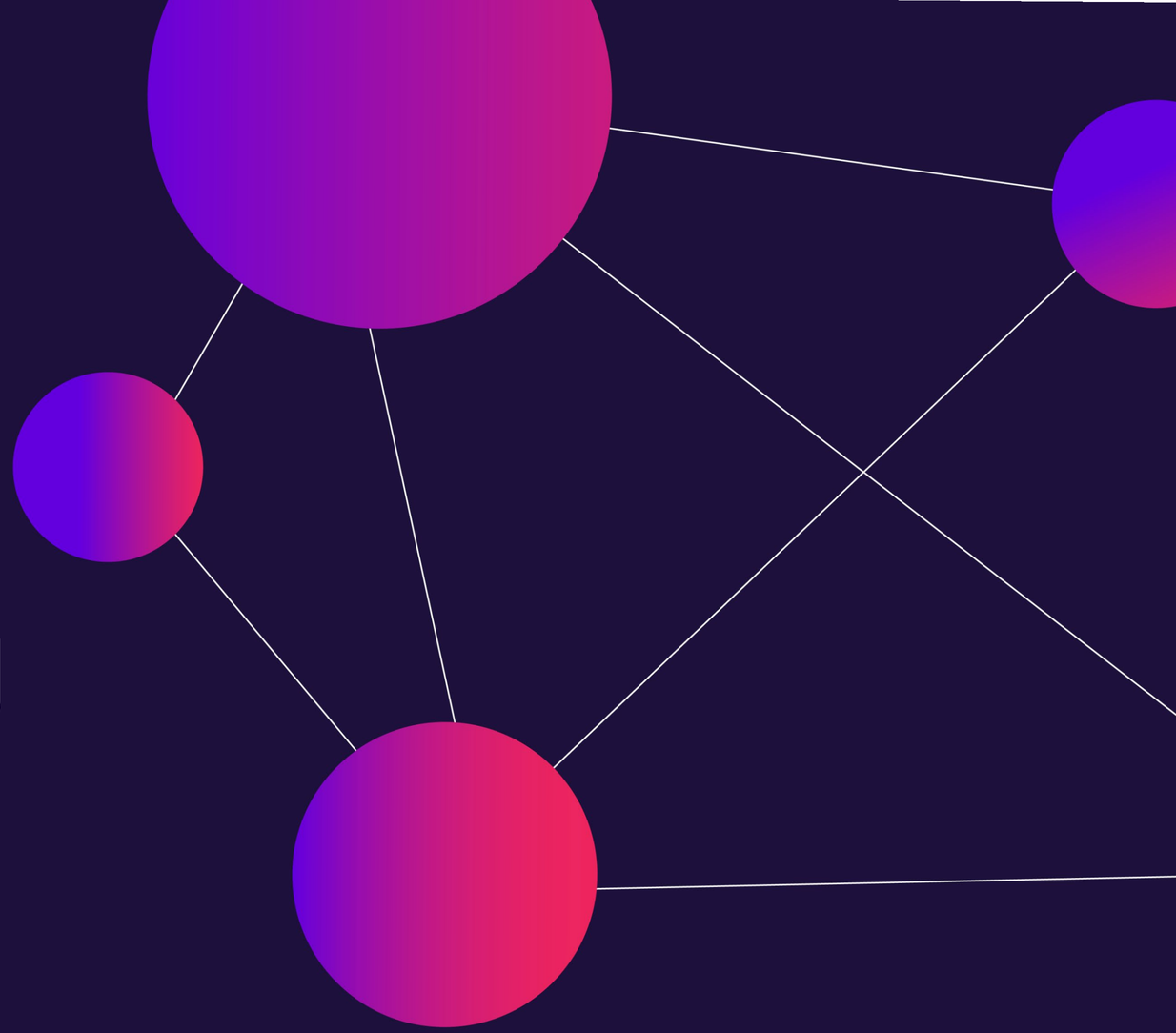
11–18 points: Some aspects of your talent acquisition are working well, but there are opportunities to strengthen capability, improve processes and make better use of data and technology.

19–25 points: With efficient processes, the right capabilities and clear insight into recruitment performance, your talent acquisition function is well positioned to attract the right talent and meet workforce demands.

Is your current talent acquisition strategy equipped to keep pace with changing demands?

If our health check has identified areas for improvement, get in touch with us and we'll help you strengthen your approach, improve efficiency and maximise the impact of your recruitment efforts.

talent works | Strategic Talent Solutions



Contact us to explore the key areas that could benefit from attention.

Website: talent-works.com
Email: stuart.white@talent-works.com
Calendar link: lp.talent-works.com/meetings/stuart-white