Guide to Reflecting on the Current Hiring Process

Reflect on last year's hiring goals

What were *your* goals for last year's hiring process?	
What challenges did *you* face that prevented you from achieving these goals?	
What were *your school's* goals for last year's hiring process?	
What challenges did *your school* face that prevented it from achieving these goals?	

Where are you now?

Reflect on your talent diagnostic scores and the assessment of your school's best hiring practices. Given where you started, what stands out as the area where you/your school has grown the most?	
What do you want to benchmark current and future hiring practices against?	

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Planning ahead

What are practices that you've started and need to be maintained?	
What are practices that you've done but need to be improved or redesigned?	
What practices that are in place but haven't been fully implemented?	
Which best practices in hiring are not currently being done?	

Prioritize your inputs from "Planning ahead"

High Impact / Low Level of Effort • • • • •	*High Impact / HIgh Level of Effort* • • • • •
Low Impact / Low Level of Effort • • • • •	*Low Impact / High Level of Effort* • • • • •

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Call-to-Action

What are your top 3 hiring priorities for this year and why? • • •
What are your next steps and who will you engage?
What conditions need to be in place at your organization to ensure success of the hiring priorities you named?
What steps do you need to take before you implement this year's hiring process to establish these conditions?

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