

HR Pulse Check

Align your people systems with the culture you're building.

To build a thriving workplace, HR must go beyond compliance. This Pulse Check will guide you to reflect on your strategic impact and envision how you can add more value to the health of your organization.

| | 1 Strongly Disagree | 2 Disagree | 3 Unsure | 4 Agree | 5 Strongly Agree |
|--|------------------------|---------------|-------------|------------|---------------------|
| Our organizational structure and roles are clear. People know what success looks like in their position. | 1 | 2 | 3 | 4 | 5 |
| We have an accurate, recent pulse on employee engagement and satisfaction. We've gathered meaningful feedback — and acted on it. | 1 | 2 | 3 | 4 | 5 |
| We know who our top performers are — and why they stay. We can name them and describe what drives their performance and retention. | 1 | 2 | 3 | 4 | 5 |
| We have clear insight into employee turnover. We know why people are leaving — and have acted on those insights. | 1 | 2 | 3 | 4 | 5 |
| Our talent strategy is aligned with our business strategy. People decisions aren't made in a silo. | 1 | 2 | 3 | 4 | 5 |
| We hire with the future in mind. Our recruitment and onboarding reflect the culture and competencies we need to grow into. | 1 | 2 | 3 | 4 | 5 |
| Our leaders are equipped to lead today's workforce. We've invested in leadership development, coaching, and emotional intelligence. | 1 | 2 | 3 | 4 | 5 |
| Our culture is defined — and it shows. Employees can articulate what our culture is, and it aligns with our business goals. | 1 | 2 | 3 | 4 | 5 |
| We're measuring what matters. Our performance systems include the right KPIs and feedback loops to drive growth. | 1 | 2 | 3 | 4 | 5 |
| Our people systems are built for growth. We aren't relying on legacy or reactive processes to scale. | 1 | 2 | 3 | 4 | 5 |
| We have succession plans for key roles. If someone critical left tomorrow, we wouldn't panic. | 1 | 2 | 3 | 4 | 5 |
| HR functions as a strategic business partner. It's driving outcomes — not just handling compliance and paperwork. | 1 | 2 | 3 | 4 | 5 |
| We use real data to make people decisions. Not just gut feelings or anecdotes. | 1 | 2 | 3 | 4 | 5 |
| Our compensation strategy reinforces performance and retention. It motivates and rewards the behaviors we want to see. | 1 | 2 | 3 | 4 | 5 |
| Our workforce is being built for the future. We're investing in upskilling, innovation, and internal mobility. | 1 | 2 | 3 | 4 | 5 |

After scoring each question (1–5), tally your totals.
Then use this scale to evaluate:

*63–75: High Alignment – Strong
foundation with room for optimization*

*48–62: Moderate Alignment – Gaps are
present but fixable with focused effort*

*33–47: Low Alignment – Misalignment
likely causing real pain and confusion*

*15–32: Critical – Major disconnect
between systems and strategy; urgent
intervention needed*