

# Action Checklist for Talent Acquisition in a Hybrid World



SHL.

Hiring and onboarding talent in a hybrid world can be challenging, especially since we have witnessed a shift in motivation across the global workforce, as revealed in our [insight report](#).

For those involved in the talent acquisition field, we have created an action checklist to help leaders and hiring managers accelerate transformation in their [talent acquisition strategy](#) to deliver success in a hybrid world.

## Step 1:

### Commit to fair and transparent talent processes using objective data.



#### How to do it:

**Give your teams the gift of insight through online psychometric assessment tools**, and complete these yourself, especially as many personalities and motivations have changed in recent years (See SHL's [MQ](#), [OPQ](#), and [RWQ](#)). This will help managers provide the optimal mix of experiences to stimulate engagement, learning, and belonging.

**Encourage recruiters and managers to make full use of assessment insight at key transition points** (e.g., hiring, onboarding, promoting, return to work) in addition to the initial hiring decision.

For example, personalized psychometric feedback reports can help guide onboarding and development plans to make them more meaningful and enable positive experiences.

**Look for growth potential in different ways**, as many motivational drivers have shifted. For example, taking a broader approach to hiring and assessing fit to behavioural competencies could help identify individuals with potential to develop and grow who still need to build specific skills and experiences.



## Step 2:

### Critically evaluate your culture, prioritizing trust and belonging.



#### How to do it:

##### **Review your attraction and hiring of applicants across diverse groups.**

Are there gaps? Identify actions you can take to build more diverse talent pools and ensure fair and objective hiring decisions, e.g., examining existing hiring tools and processes to ensure diverse and qualified individuals are involved in a robust hiring experience.

##### **Don't be tempted to fast-track hiring processes by removing objective**

**assessment.** The insight gathered provides a fair and transparent way of evaluating candidates from very different backgrounds

and often enables both individuals and recruiters to make more valid and reliable predictions of role fit.

##### **Make recruiting experiences as fast and easy as possible by meeting candidates**

**where they are** through using virtual tools and building the optimal blend of in-person and virtual interaction. Getting the process right is critical for each role and the current market demands. In a candidate-led market, making applications simple and fast to progress will be key to attracting and hiring diverse and talented employees.

## Step 3:

### Facilitate continuous learning and connection.



#### How to do it:

**Provide each recruit with personalized feedback from the assessment tools completed during the hiring process, and ensure managers have access to this information too.** This insight can help inform on-boarding and development planning to ensure new-recruits feel supported and can hit the ground running.

**Consider including assessments of motivations (e.g. SHL's MQ) and remote work (SHL's RWQ) in the first 90 days of a new role** to enable further on-boarding and skill development conversations as individuals continue their journey.



## Step 4:

### Redefine the role of managers, empowering them to lead with empathy.



#### How to do it:

**Review your existing manager job descriptions, paying particular attention to the behaviors and skills listed as essential for success.** Do these capture the capabilities required in a hybrid world of

work? Now is a great time to refresh this to ensure you are recruiting managers with the behavior and potential to shape an engaging and sustainable culture.

## Step 5:

### Build objective and dynamic people data to optimize organizational agility.



#### How to do it:

**Make objective assessment a key priority in your organization** today, whether it is in talent acquisition or talent management.

Ask yourself if you are making the best use of people data captured in talent management to improve your approaches and inform your next steps.

**Evaluate the effectiveness of your processes on a regular basis** and identify opportunities to use people data to personalize employee experiences, e.g., onboarding, learning, progression, etc.

**Ensure you have the optimal technology in place** to provide a platform where talent data connects and can be used by HR and Leadership teams to model future scenarios.



**Download our report for more insight on how to build a happy and sustainable hybrid work environment where talent flourishes.**

[Download Report](#)

