HR AGILITY SCALE

Developed by Murad Salman Mirza

	Questions	Response	
		Yes	**No**
1	Does it generally take a long time to make a strategic decision in your organization?		
2	Does it generally take a long time to operationalize a strategic decision in your organization?		
3	Do you often struggle with having a good understanding of your functional strengths and weaknesses?		
4	Do you often feel you are underutilizing your functional strengths?		
5	Are you frequently confused, unclear or uncertain about the key aspects or features of existing or new products or services of your organization?		
6	Are most of your initiatives corrective in nature, rather than, preventive in nature?		
7	Do you often have to struggle with lack of clear and effective communication channels throughout the organization?		
8	Are you mostly trying to reach out to employees yourself in terms of understanding and addressing their concerns, rather than, they having the confidence to come to you proactively?		
9	Are you mostly an invisible, undervalued, marginalized function within your organization?		
10	Is it hard to formally change, refine or eliminate an HR policy, procedure or process that has lost its effectiveness or relevance?		

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11	Do you feel a chronic lack of recognition for your functional achievements in the success of your organization?		
12	Do you lack informal ways of sensing emerging issues within the organization?		
13	Are you often ignored/overlooked/overruled in terms of having a significant role in formulating business strategies?		
14	Do you find it hard to convert business goals into HR imperatives?		
15	Is the term "deadline" a flexible concept for you?		
16	Are you frequently requesting extensions on agreed timelines for completion of assignments?		
17	Do you often feel pulled in different directions by multiple influential forces within your organization in terms of completing assignments?		
18	Do you have an ineffective means of studying and analyzing your performance parameters?		
19	Do you frequently struggle in terms of maintaining healthy ongoing and productive relations with former employees who have left on amicable terms?		
20	Do you find it difficult to run effective recruitment drives to attract desirable talent in a competitive market?		

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21	Are you often quoted examples from other companie by "client" functional heads in terms of efficient and effective HR practices?		
22	Do you lack a periodic system of updating employee records, especially, in terms of current skill levels, completed trainings and necessary development activities?		
23	Do you lack a progressive system of improvement based upon key lessons from past experiences and current or emerging techniques, methods or approaches?		
24	Is failure considered a negative trait within your organization?		
25	Do you face significant hurdles or resistance in experimenting with new tools, techniques, methods or approaches that have been proven to work elsewhere?		
26	Is there a high rate of attrition among desired talent in your organization due to 'avoidable' circumstances?		
27	Do you frequently struggle to find/retain suitable internal successors for senior/top leadership positions in your organization?		
28	Do you avoid conducting employee exit interviews?		
29	Do you discourage or resist employees from other functions to explore career options in HR?		
30	Are you lacking appreciable Diversity & Inclusion practices within your own function?		