

Approach to People Development – Self Assessment

This short checklist is a simple tool to help you determine your organisation's current approach to people development. All you have to do is assess each statement on a scale of **1** to **4** where **1** = **totally agree** and **4** = **totally disagree** and add up your total score

Once completed, add up your total score and use the table below to interpret your results. There is no wrong place to be on this spectrum but the output from your checklist may help you identify the main areas you need to focus on if you wish to move to a different level.

Total Score	Level
0-15	A real embedding culture exists. This indicates a very positive environment for converting your investment in developing your people into measurable business benefits. Your challenge will be to sustain this by continuing to drive activity from close partnership with your business leaders
16-30	Strong focus on learning. Suggests an appetite and opportunities exist for closer alignment with the business but further work needed to close some specific gaps.
31-45	A development based approach focused on improving individual skills although not necessarily ensuring this translates into measurable benefits for the business
46-60	L&D investment centred on providing portfolio of training opportunities seen as necessary rather than as a real lever to deliver benefit to the business or the individual.

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Self Assessment	Statement	Score
Development Objectives	<ul style="list-style-type: none"> ▪ Development objectives are regularly reviewed and set in consultation with line managers ▪ Line managers are clear about the specific capabilities needed in their teams ▪ Capability improvement objectives are closely aligned to bottom-line performance goals 	<p>-----</p> <p>-----</p> <p>-----</p>
Organisational Culture	<ul style="list-style-type: none"> ▪ Learning & development is viewed as an investment rather than a cost ▪ People development is recognised as a business critical process rather than a short-term fix ▪ Developing our people is considered to be a business responsibility rather than one for the L&D team 	<p>-----</p> <p>-----</p> <p>-----</p>
Line Manager Engagement	<ul style="list-style-type: none"> ▪ Our line managers have the capability and resource to fully develop their team members ▪ Our business leaders willingly invest their own time in developing their people ▪ Our line managers have the coaching skills needed to fully support and get the best from their people 	<p>-----</p> <p>-----</p> <p>-----</p>
Our People	<ul style="list-style-type: none"> ▪ Skills development is recognised as my own responsibility rather than something that HR does to me ▪ Learning is seen as a positive career step rather than a response to a perceived weakness ▪ Our people are keen to self-nominate for learning rather than be pushed from above 	<p>-----</p> <p>-----</p> <p>-----</p>
Current Development Activities	<ul style="list-style-type: none"> ▪ We offer a full range of development opportunities rather than just regular training courses ▪ Development activities consistently lead to measurable improvement in individual performance ▪ Our L&D investment makes a measurable improvement to our organisational performance 	<p>-----</p> <p>-----</p> <p>-----</p>
TOTAL SCORE		