

Are you holding yourself back? Use this checklist to see how you compare with the HR Quotient of great HR executives:

1. I probably spend more time reading about HR activities performed at other companies than conducting experiments at my own. True False
2. I am probably not really trying to promote myself or my potential for strategic initiative, as much as I could, because I am not sure it is worth the hassle. True False
3. I probably do not try as much as I could or should to initiate contact with other executives in my company to better understand their needs. True False
4. I would avoid giving a presentation to the executive team if I could. True False
5. I have difficulty understanding financial statements. True False
6. I really don't know the following: the cost of new hires, cost of poor hires, turnover rate, cost of turnover, the increase in our productivity over the last year, our Work Comp MOD, employee job satisfaction and other critical HR benchmarks. True False
7. I have never provided my CEO and executive team with a monthly or quarterly scorecard addressing our HR practices. True False
8. I seem to need some time to psych myself up before I approach my CEO. True False
9. I am concerned about testing new programs or procedures for fear they may backfire on me. True False
10. I have a fear of outsourcing administrative functions because I may not have work to do afterwards. True False
11. I spend time learning from the hands on experience of strategic HR executives in my community. True False
12. I help my CEO communicate the company vision, mission and goals through the ranks. True False
13. I have designed a process for assessing the employee experience. True False
14. I know the three most significant issues affecting our workforce and have a plan to address them. True False
15. I have our hiring process reduced to writing. True False
16. I have our orientation process reduced to writing. True False
17. I have our disciplinary process reduced to writing. True False
18. I have our termination process reduced to writing. True False
19. I have started a project to help brand our company from the employee perspective. True False
20. I work with my marketing department to help with the branding process. True False
21. I refuse to work in an environment where I can't fully exploit my talent. True False
22. I read at least two books per quarter: One on HR and one on a completely unrelated field. True False

Conclusion

You should be able to answer at least half of numbers 1-10 with "false" and numbers 11-22 with "true." The great HR executive will of course be able to answer all 1-10 with "false" and 11-22 with "true". What's your HRQ?