

FREE ASSESSMENT

The Startup Hiring Readiness Scorecard

A 5-minute self-assessment to evaluate whether your company is ready to scale hiring, and where the gaps are costing you.

01

Process and Structure

Repeatable hiring workflow

02

Capacity and Bandwidth

Time and resources to recruit

03

Candidate Experience

Attracting and closing talent

04

Data and Decisions

Measuring what matters

20 Questions



4 Dimensions



5 Minutes



100 Point Scale

Talent Tide

Embedded Recruiting for Growth-Stage Companies

thetalenttide.com

How to Use This Scorecard

This scorecard evaluates your hiring readiness across four dimensions that determine whether your company can attract, evaluate, and close the right talent at the pace your growth demands.

For each of the 20 statements, rate your company on a scale of 1 to 5:

1	Not in place	This does not exist at your company today.
2	Early stage	You have thought about it but have not formalized anything.
3	Partially built	Some elements exist but they are inconsistent or incomplete.
4	Mostly solid	This is in place and working, with room for improvement.
5	Fully operational	This is well-established, consistent, and producing results.

The Four Dimensions

1. Process and Structure

Do you have a repeatable hiring workflow that produces consistent results?

2. Capacity and Bandwidth

Does your team have the time and resources to run recruiting without sacrificing core work?

3. Candidate Experience

Are you attracting top talent and moving them through a process that sells your opportunity?

4. Data and Decision-Making

Are you measuring what matters and using data to improve your hiring outcomes?

Be honest. The value of this scorecard comes from seeing where you actually stand, not where you wish you were. There are no wrong answers.

Dimension 1

Process and Structure

A strong hiring process removes guesswork and produces consistent outcomes. These five questions evaluate whether your recruiting workflow is built to scale.

1

We have a documented intake process for opening new roles.

1 = No intake process | 5 = Structured intake with clear templates

 1 2 3 4 5

2

Every role has a defined interview plan before sourcing begins.

1 = Ad hoc interviews | 5 = Structured plan with stages and interviewers

 1 2 3 4 5

3

We use consistent evaluation criteria and scorecards for candidates.

1 = Gut-feel decisions | 5 = Standardized scorecards for every role

 1 2 3 4 5

4

We have a clear decision-making framework for extending offers.

1 = Whoever feels right | 5 = Defined criteria with stakeholder alignment

 1 2 3 4 5

5

Our job descriptions are specific, compelling, and regularly updated.

1 = Copy-paste templates | 5 = Tailored, outcome-focused descriptions

 1 2 3 4 5

Dimension 1 Subtotal: _____ / 25

Dimension 2

Capacity and Bandwidth

Even the best process fails without the bandwidth to execute it. These questions assess whether your team has the capacity to recruit at the pace your business requires.

6 **We have a dedicated person (or partner) responsible for recruiting.**
1 = Founders do everything | 5 = Dedicated recruiting function

1 2 3 4 5

7 **Hiring managers spend less than 5 hours per week on recruiting tasks.**
1 = 15+ hours/week | 5 = Under 5 hours with clear ownership

1 2 3 4 5

8 **We can schedule candidate interviews within 48 hours of request.**
1 = Takes a week or more | 5 = Consistently within 48 hours

1 2 3 4 5

9 **We have the sourcing capacity to build pipeline for every open role.**
1 = Only inbound applicants | 5 = Active sourcing across channels

1 2 3 4 5

10 **Our recruiting capacity can flex with hiring surges without breaking.**
1 = We fall behind immediately | 5 = Built to scale up or down

1 2 3 4 5

Dimension 2 Subtotal: _____ / 25

Dimension 3

Candidate Experience

The best candidates have options. Your process is competing against every other company trying to hire them. These questions measure whether your candidate experience is helping or hurting your hiring.

11

Candidates hear back from us within 48 hours of applying.

1 = Weeks of silence | 5 = Same-day or next-day response

1

2

3

4

5

12

Our total interview process takes less than 3 weeks end to end.

1 = 6+ weeks | 5 = Consistently under 3 weeks

1

2

3

4

5

13

We have an employer brand that candidates can research before applying.

1 = Nothing online | 5 = Active career content and strong presence

1

2

3

4

5

14

Candidates report a positive experience even when they do not get the job.

1 = No feedback given | 5 = Personalized feedback and graceful close

1

2

3

4

5

15

Our offer acceptance rate is above 80%.

1 = Below 50% | 5 = Consistently above 85%

1

2

3

4

5

Dimension 3 Subtotal:

___ / 25

Dimension 4

Data and Decision-Making

What gets measured gets managed. These questions assess whether you have the visibility into your hiring funnel to make informed decisions and continuously improve.

16

We track time-to-fill for every role we open.

1 = No tracking | 5 = Tracked and reviewed monthly

1

2

3

4

5

17

We know our cost per hire across different recruiting channels.

1 = No idea | 5 = Broken down by channel and role type

1

2

3

4

5

18

We measure source effectiveness (where our best hires come from).

1 = Not tracked | 5 = Data drives our sourcing investment

1

2

3

4

5

19

We review recruiting metrics with leadership at least monthly.

1 = Never | 5 = Regular reviews with clear action items

1

2

3

4

5

20

We have a system (ATS or equivalent) that captures pipeline data.

1 = Spreadsheets and email | 5 = Configured ATS with clean data

1

2

3

4

5

Dimension 4 Subtotal: _____ / 25

Your Results

Add your four dimension subtotals to get your overall Hiring Readiness Score.

Dimension	Your Score
1. Process and Structure	___ / 25
2. Capacity and Bandwidth	___ / 25
3. Candidate Experience	___ / 25
4. Data and Decision-Making	___ / 25
Total Hiring Readiness Score	___ / 100

What Your Score Means

80-100

Hiring Ready

Your recruiting function is mature. Focus on optimization and scaling. You are ahead of most companies at your stage.

60-79

Getting There

You have a solid foundation with clear gaps. Addressing 2-3 weak areas will significantly improve your hiring outcomes.

40-59

Needs Work

Critical gaps exist across multiple dimensions. Your hiring is likely costing more and taking longer than it should.

20-39

At Risk

Your hiring function needs significant investment. Every open role is harder than it needs to be, and it is holding back growth.

What to Do Next

Your score tells you where you stand. Here is how to use it.

Find your weakest dimension

Look at which of the four dimensions scored lowest. That is where the biggest opportunity lives. A company that scores 22/25 on Process but 8/25 on Capacity has a great playbook that nobody has the bandwidth to run. Fixing the weakest link creates the most immediate impact.

Look for patterns in your lowest-scoring items

If your lowest scores cluster around bandwidth and capacity (questions 6-10), the issue is not your process. It is that nobody has time to execute it. If they cluster around data (questions 16-20), you may be making good hires but have no way to know whether your approach is sustainable.

Pick two items to fix this quarter

Do not try to fix everything at once. Pick the two lowest-scoring items that would create the most downstream improvement and focus there. For most growth-stage companies, that means starting with a structured intake process (question 1) and dedicated recruiting capacity (question 6).

Reassess in 90 days

Run through this scorecard again at the end of the quarter. The goal is not to reach 100. It is to see consistent improvement in the dimensions that matter most for your current stage of growth.

Want help closing the gaps?

Talent Tide provides embedded recruiting for growth-stage companies. We work inside your team on a flat monthly fee to build pipeline, run your process, and make great hires.

No placement fees. No long-term contracts.

Book a free strategy call at thetalenttide.com

No pitch deck. No pressure. Just a conversation about what your team needs.