



ACE Model Questionnaire

Take the self-assessment to see where your company can make the most improvement. We can help you determine the areas to concentrate on first, whether fine-tuning the selection process or making changes during the first 90 days of employment.

ACQUIRE

During the acquisition process you focus on selecting candidates who ...	YES	NO
1. fit within the culture of your organization		
2. have the right skills necessary for success in the specific position		
3. are aligned with your culture and values		
4. have the fit and skills necessary to accomplish the work		
After the offer is accepted and before day 1 ...		
5. you have processes and tools in place to connect new employees to your organization		

CONNECT

During the first 90-days of employment, your new employees ...	YES	NO
1. understand and know how to accomplish their goals and objectives		
2. understand the culture of your organization which includes unwritten rules, what is valued, what is not valued and how the organization is structured and accomplishes the work		
3. knows who to contact for help to get their goals accomplished		
4. gains the skills and knowledge to accomplish their goals		
5. can execute on their work in alignment with policies, procedures and practices		

ENGAGE

After the first 90-days of employment, your employees ...	YES	NO
1. use efficient and effective process to accomplish their work		
2. are rewarded based on the mission, vision and values of your organization		
3. are provided with training for their current role and development opportunities for future roles		
4. understand how their work contributes to the greater focus of the organization and how they are doing in accomplishing their goals		
5. have leaders who are aligned with the organization’s mission, vision and values when leading their employees		

The first place to start is the section with the most “No’s.” We can help you pinpoint how to make quick progress and set the course for long-term gain. If you have mostly “Yes” boxes, there is always room to improve, grow and teach for continued success.

Contact Jackie for an appointment today: hello@jackieweathers.com

