



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

