



		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1.	The HR professionals in our company understand how the external environment (e.g. technology, economics, and demographics) affects our business.					
2.	Our HR department supports what our investors need from us (only answer if applicable to your firm).					
3.	The HR department work helps us build long-term relationships with our customers.					
4.	Our HR department enables us to build capabilities that transform our strategy, vision, and values into action.					
5.	We have a clear employee value proposition that lays out what is expected of employees and what employees get in return.					
6.	Our HR practices that focus on people (e.g. staffing, training, development) add value to our organization.					
7.	Our HR practices that focus on performance (setting standards, allocating rewards, providing feedback) add value to our organization.					
8.	Our HR practices that focus on work flow (who does the work, how work is done, and where work is done) add value to our organization.					
9.	Our HR practices that focus on information flow inside and outside the firm add value to the organization.					
10.	Our HR department has a strategy that supports business goals.					
11.	Our HR organization is aligned with our business strategy.					
12.	Our HR professionals play value-added roles in our firm.					
13.	Our HR professionals demonstrate value-added competencies in our firm.					
14.	Our HR professionals have been well trained and prepared for their job.					
15.	Overall, HR professionals in our organization work to create and sustain value for our organization.					

**16. Start – Stop - Continue: Please use the space below to give us more information about what we in HR can start, stop, and continue doing to provide higher value to our organization.**

**Start doing:**

**Stop doing:**

**Continue doing:**

**17. What are the greatest strengths of our HR organization?**

**18. If our HR organization could improve in just one area to add more value, what would it be?**