



CHRO influence index self-assessment

Instructions: Check all statements that are currently true. More checks = more power in that area.



Driving business performance

- ☐ I help shape overall business strategy, not just talent plans
- ☐ HR strategy is aligned with revenue, margin and growth goals
- ☐ Talent initiatives are designed with input from the CEO/CFO/COO
- ☐ AI or automation is used to reduce cost, increase speed, or improve engagement
- ☐ Workforce decisions are made with clear business outcomes in mind

Total:



Securing workforce stability

- ☐ We monitor turnover, absence and engagement as leading indicators
- ☐ I can identify roles or teams at risk of destabilizing strategy
- ☐ We have succession plans for key positions
- ☐ We've reduced regrettable attrition through intentional programs
- ☐ Talent risk is included in enterprise risk conversations

Total:



Leading with data authority

- ☐ I use business cases, not just logic, to drive talent decisions
- ☐ Our HR analytics go beyond dashboards to deliver actionable insights
- ☐ I regularly bring workforce data into C-suite or board-level discussions
- ☐ I combine quantitative and qualitative data for better decisions
- ☐ Data helps me influence and explain HR's role in outcomes

Total:



Delivering tech-driven ROI

- ☐ I co-lead or own the HR tech strategy, including vendor decisions
- ☐ We evaluate tech for usability, adoption and business impact
- ☐ Our external partners are selected for strategic contribution, not just cost
- ☐ We've modernized core systems to support flexibility and scale
- ☐ HR tech enables the business to act faster, not just more efficiently

Total:



Next steps

Count your checks per section

4–5: Strategic strength

2–3: In progress

0–1: Needs focus

Where are you strongest?

Where's your next power move?