

Remote Talent Advantage Assessment

Audit Current State

- Map your current talent sources geographically
- Review last 10 hires - what predicted success vs. struggle?
- Identify workflow bottlenecks caused by location/timezone constraints

Expand Access

- Test one new global talent platform
- Ask top performers for referrals outside your geographic area
- Research talent concentrations in your industry globally

Improve Evaluation

- Add written communication assessment to your process
- Create work simulation exercise for key roles
- Develop async collaboration test scenarios

Optimize Workflows

- Document one process for async handoffs
- Test one cross-timezone workflow improvement
- Survey remote employees on what attracts them to your org

Success Metrics to Track:

- Candidate source diversity
- Time-to-hire changes
- Quality of hire improvements
- Employee referral rates