

Internal Mobility — Audit



Identifying Barriers and Potential Actions in Response

Barrier and Description	Check Box if This is a Barrier for Your Org	Provide More Detail/Examples for Barriers You Checked	What are 2-3 next steps you can take to remove the barrier
Lack of Transparency and Visibility Employees often do not know about internal opportunities or career paths due to limited information.			
Restrictive Internal Mobility Policies Policies that limit internal movement (e.g., mandatory tenure in current role or other eligibility criteria).			
Lengthy or Complex Processes Internal moves require complicated or unnecessary steps, discouraging both managers and employees.			
Insufficient Technology Lack of platforms or tools for matching employees with internal opportunities.			
Overly Narrow Selection Criteria Criteria for internal roles are too specific or not relevant, unnecessarily limiting the talent pool.			
Talent Hoarding by Managers Managers resist internal moves to retain high performers, fearing productivity loss or team disruption.			
Recruiter Focus on External Talent Recruiters prioritize external candidates and lack visibility of internal talent.			
Limited Employee Career Mindset Employees focus only on promotions or roles in their current area, overlooking lateral or cross-functional moves.			
Incomplete or Outdated Information Organizations lack up-to-date information on employees’ skills, experiences, and interests.			