Internal Mobility

Diagnostic for Identifying Improvement Opportunities

Click box if you agree

Category	Statement	☐
Vision & Strategy	We have a clear vision and strategy for internal mobility aligned with our business goals.	☐
	Our internal mobility objectives are well-defined and communicated across the organization.	☐
Culture & Support	Our organizational culture actively encourages and values internal mobility.	☐
	Managers are incentivized to support their team members' internal career moves.	☐
Transparency & Comms	Internal job opportunities are widely and proactively communicated to all employees.	☐
	We advertise jobs internally before posting for external recruitment.	☐
Technology & Tools	We utilize effective technology platforms to facilitate internal job matching and applications.	☐
	Employees have access to tools that help them explore internal career opportunities.	☐
Skills Development	We offer robust training and development programs to support employees' career growth.	☐
	There are clear pathways for employees to acquire new skills needed for different roles.	☐
Data-Driven Approach	We use data analytics to identify potential internal candidates for open positions.	☐
	Mobility decisions are informed by employee skills, performance, and career aspirations data.	☐
Career Support	We provide personalized career development support, including mentoring and coaching.	☐
	Employees have regular opportunities to discuss their career goals and aspirations with mgrs.	☐
Cross-Functional	We encourage and facilitate cross-functional projects and rotations.	☐
	There is strong partnership between HR and business leaders in driving internal mobility.	☐
Evaluation & Improvement	We regularly assess the effectiveness of our internal mobility programs.	☐
	We actively seek and incorporate employee feedback to improve our internal mobility.	☐
Policies & Processes	We have clear, standardized processes for internal applications and moves.	☐
	Our eligibility criteria for internal mobility are well-defined and fair.	☐

Use the space below to insert actions to take for any gap areas (areas where you have no checkmarks).