

Self-Assessment: Circle Low, Medium, High Degree to Which Your Organization Possesses Needed Skills

Internal Talent Availability Risk	The degree existing staff have needed skills.	L	M	H
External Talent Availability Risk	The degree the labor market offers needed skills.	L	M	H
Professional Development Risk	The degree current staff are being developed in needed skills	L	M	H
Engagement Risk	The degree current staff with needed skills are engaged	L	M	H
School Supply Risk	The degree new graduates with needed skills are graduating	L	M	H
Retirement Risk	The degree employees with needed skills plan to retire	L	M	H
Succession Plan Risk	The degree a plan exists to fill roles when needed talent leaves	L	M	H
Internal Opportunities Risk	The degree there are internal opportunities within the organization	L	M	H
Retention Risk	The degree that retaining needed skills will be difficult	L	M	H