FLEXIBLE WORK READINESS ANALYSIS QUESTIONAIRRE

The Questionnaire helps map out future strategy to identify talent capability requirements and plan for University initiatives.

How? By reflecting on the current state and future talent issues, you can uncover workforce implications.

Questions	Responses
1. How does your unit contribute to the larger University's competitive strengths?	▪ ▪ ▪
2. What are your unit's major weaknesses?	▪ ▪ ▪
3. What are the biggest opportunities that you see today as you lead the unit?	▪ ▪ ▪

4. What are the biggest threats you

Questions	Responses
1. What are your key goals for your department over the next two to five years?	▪ ▪ ▪
2. How will you know if your unit is success?	▪ ▪ ▪

Questions	Responses	
8. Are any of the following likely to affect the University over the next three to five years, and, if so, what will be the effect on the workforce?	Impact (Y/N)	How will this affect your talent/skill/capacity needs? Be specific
Changes in Strategy or Direction		
Significant Cost Reductions		
Outsourcing		
Implementing New Technology		
Changing Customer Expectations or Requirements		
New Lines of Business or Products		

Planned Mergers or Acquisitions

Questions	Responses
1. Identify the mission-critical roles, occupations, and groups required to achieve success? (Discuss in terms of key job types.)	▪ ▪ ▪
2. What knowledge or skills are critical to achieving success? (Discuss in terms of capabilities or competency skill sets; confirm list of essential skills for each job type.)	▪