**HR PHILOSOPHY**

**REFLECTION QUESTIONS**

What Is Your Leadership Philosophy /Vision Regarding the Following (I’ve included sample statements)?

1. Labor Law/Compliance (e.g., we play by the book and take it very seriously; no stupid lawsuits)
2. Job Descriptions/Role Responsibilities (e.g., complete clarity on what success means)
3. Recruiting/Hiring (e.g., slow to hire to ensure there is a good fit; keep looking until feels right)
4. Employee Onboarding/Orientation (e.g., we make them feel welcome and set-up for success)
5. Progressive Discipline (e.g., same process applied consistently throughout; records kept)
6. Firing (e.g., employee should see termination coming; no surprises)
7. Employee Retention/Turnover (e.g., we strive to keep our “A” players; industry avg. with others)
8. Promotions/Advancement (e.g., merit based instead of driven by tenure and/or loyalty; well defined career paths)
9. Compensation (e.g., we pay at market rate for B players and top quartile for A players)
10. Benefits (e.g., in line with industry standards; fair but not too generous)
11. Performance Incentives/Rewards (e.g., every employee should have some potential for upside)
12. Education and Training (e.g. we take training very seriously and invest accordingly; ROI mindset)
13. Performance Management/Reviews (e.g., KPIs for everyone; on-going process with frequent conversations not an annual event)
14. Internal Communication (e.g., frequent using all available channels/tools)
15. Workplace Environment/Culture (e.g., work hard, play hard)