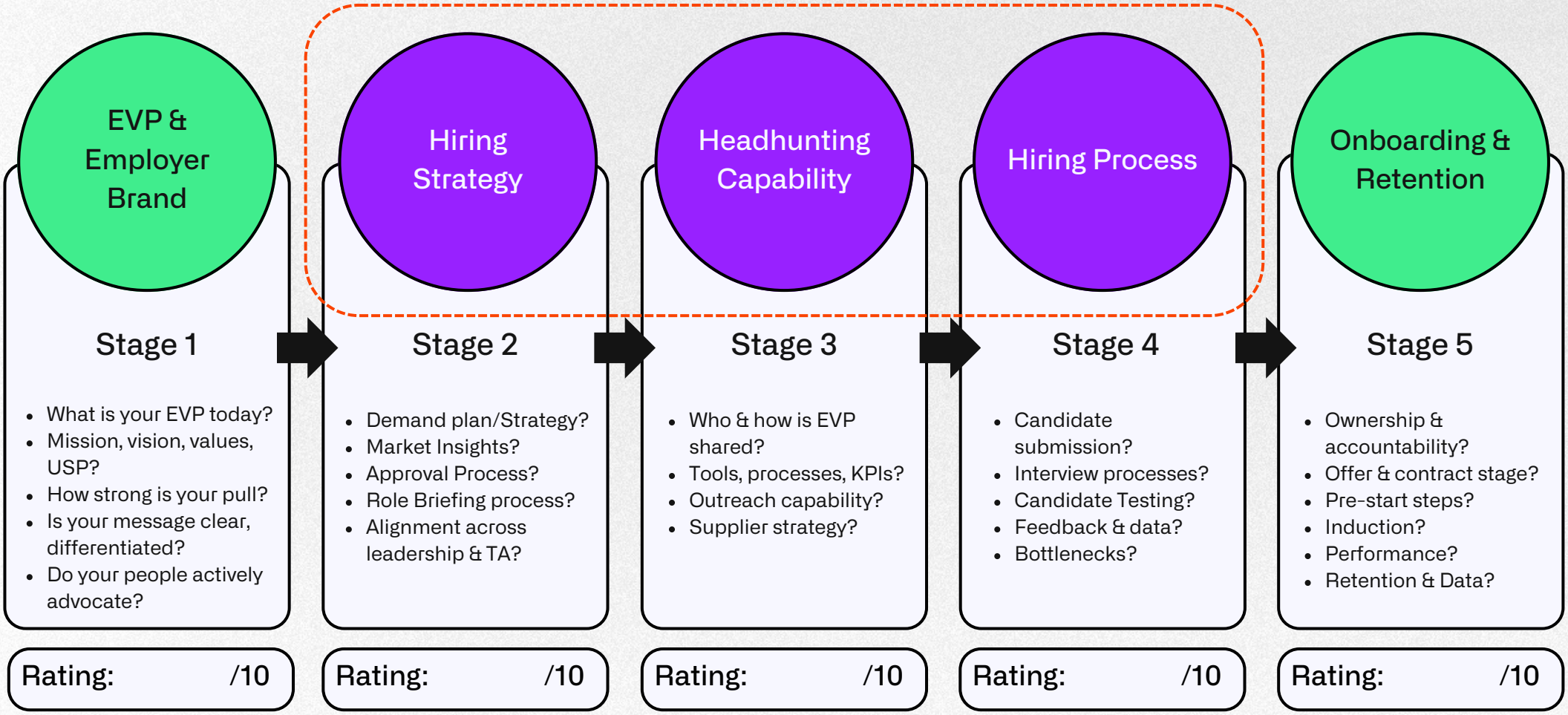
How scale-ready is my business?

The 5 Stage Scale Audit: Hiring Framework

HOUSE OF VISIONARIES SCALE



HOUSE OF VISIONARIES SCALE

Stage 1

EVP & Employer Brand

Your EVP is your pull in the talent market.

✗ Hiring is about moving people from one job to another.

✓ Great hiring is about moving hearts and minds

Why is it important?

- Candidates choose stories, not salaries
- EVP sets the bar
- Attract before outreach
- Compounds, good or bad
- Weak EVP = overpay, over-sell

Key considerations

- What is your EVP today?
- Mission, vision, values, USP?
- How strong is your pull?
- Is your message clear, differentiated?
- Do your people actively advocate?

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NETFLIX airbnb patagonia

Weak (1-3)

✗ EVP unclear or debated internally
✗ Brand unknown or poorly perceived
✗ Heavy convincing required
✗ Reliance on outbound and incentives

Inconsistent (4-6)

✓ EVP exists but varies by speaker
✓ Brand is known, not compelling
✓ Advocacy is leadership-led
✓ Candidates are interested, but cautious

Strong (7-10)

✓ EVP is clear and emotionally engaging
✓ Inbound interest is consistent
✓ Employees advocate unprompted
✓ Candidates reference mission or culture

HOUSE OF VISIONARIES
SCALE

Stage 1 – Audit

EVP & Employer Brand

Rating: /10

What are we doing well?	Where are we falling short?	My immediate focus areas

HOUSE OF VISIONARIES SCALE

Stage 2

Hiring Strategy

Who are we actually hiring, and why?

✗ Hiring is about filling headcount as fast as possible.

✓ Hiring is about making intentional decisions under constraint.

Why is it important?

- Aligns what “good” looks like
- Prevents panic hiring & churn
- Protects culture
- Improves quality, not just speed
- Aligns talent to business

Key considerations

- Demand plan/Strategy?
- Market Insights?
- Approval Process?
- Role Briefing process?
- Alignment across leadership & TA?

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amazon Meta Google

Weak (1-3)

- ✗ No clear hiring strategy
- ✗ Reactive and ad hoc hiring
- ✗ Interview scope is inconsistent
- ✗ Hiring timelines frequently slip

Inconsistent (4-6)

- ✓ Hiring strategy exists but is vague
- ✓ Planning happens but lacks rigor
- ✓ Interview standards vary by role
- ✓ Gaps or delays regularly happen

Strong (7-10)

- ✓ Proactive demand planning
- ✓ Data-driven market insights
- ✓ Robust briefing
- ✓ Consistent role-based interviews

HOUSE OF VISIONARIES SCALE

Stage 2 – Audit

Hiring Strategy

Rating: /10

What are we doing well?	Where are we falling short?	My immediate focus areas

HOUSE OF VISIONARIES SCALE

Stage 3

Headhunting Capability

"If your dream candidate never applies, how do they hear your story?"

"Can you actually reach the people you want?"

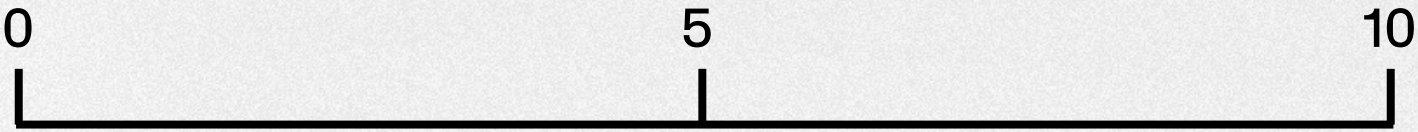
Take your story to market, credibly, consistently, and at scale

Why is it important?

- The best talent is NOT applying
- EVP is only as strong as shared
- Poor outreach damages the brand fast
- Capability sets the talent bar

Key considerations

- Who & how is EVP shared?
- Tools, processes, KPIs?
- Outreach capability?
- Supplier strategy?



OpenAI NETFLIX NVIDIA

Weak (1-3)

- ✗ Little or no direct sourcing
- ✗ Heavy reliance on job ads
- ✗ Equation is "post & pray"
- ✗ Pipeline is empty, so speed beats quality

Inconsistent (4-6)

- ✓ Sourcers exist but are underused
- ✓ Sourcing is a backup to ads
- ✓ Pipeline is lumpy, with few passive candidates
- ✓ Inconsistent candidate approaches

Strong (7-10)

- ✓ Clear, consistent EVP
- ✓ Proactive, skilled headhunters
- ✓ Specialist partners that add value
- ✓ Consistent passive talent pipeline
- ✓ Influential, creative approaches

HOUSE OF VISIONARIES SCALE

Stage 3 – Audit

Headhunting Capability

Rating: /10

What are we doing well?	Where are we falling short?	My immediate focus areas

HOUSE OF VISIONARIES SCALE

Stage 4

Hiring Process

Great candidates don't lose to salary. They lose to process.

Hiring is a decision-making system. Every step should increase signal and confidence.

Why is it important?

- Top candidates move fast
- Slow processes kill momentum
- Poor signal leads to poor hires
- Experience directly impacts brand

Key considerations

- Candidate submission?
- Interview processes?
- Candidate Testing?
- Feedback & data?
- Bottlenecks?

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LinkedIn

Weak (1-3)

- ✗ Lengthy and disjointed steps
- ✗ Prolonged gaps between decisions
- ✗ Interviews unstructured and ad hoc
- ✗ Poor candidate experience

Inconsistent (4-6)

- ✓ Process exists but varies by role
- ✓ Decisions made slowly or unevenly
- ✓ Some structure, often poorly executed
- ✓ Candidate unsure of status or next steps

Strong (7-10)

- ✓ Fast-track, streamlined steps
- ✓ Blend of human judgement & data
- ✓ Structured, relevant interviews
- ✓ Positive candidate experience

HOUSE OF VISIONARIES SCALE

Stage 4 – Audit

Hiring Process

Rating: /10

What are we doing well?	Where are we falling short?	My immediate focus areas

HOUSE OF VISIONARIES
SCALE

Stage 5

Onboarding & Retention

The first 90 days decide if people stay or disengage.

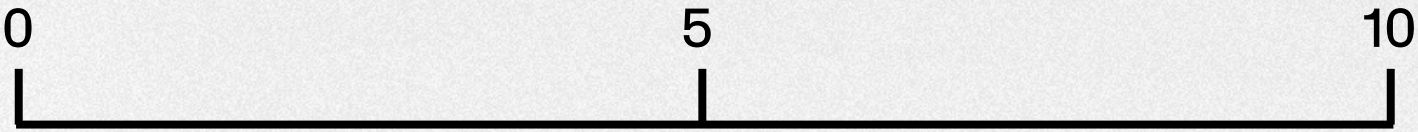
On-boarding turns belief into belonging

Why is it important?

- The first 90 days define success
- Poor onboarding kills confidence
- Early attrition is most expensive
- Retention compounds performance

Key considerations

- Ownership & accountability?
- Offer & contract stage?
- Pre-start steps?
- Induction?
- Performance?
- Retention & Data?



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Weak (1-3)

- ✗ Little of no on-boarding
- ✗ Sink or swim mentality
- ✗ High turnover overlooked
- ✗ Low engagement, risk of exits

Inconsistent (4-6)

- ✓ Onboarding exists but is limited
- ✓ Support varies by role or team
- ✓ Turnover is seen as unlucky, not controlled
- ✓ New hires question culture or fit

Strong (7-10)

- ✓ Structured on-boarding
- ✓ Welcome and supported
- ✓ Retention issues are tackled early
- ✓ Continuous improvement

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Stage 5- Audit

Onboarding & Retention

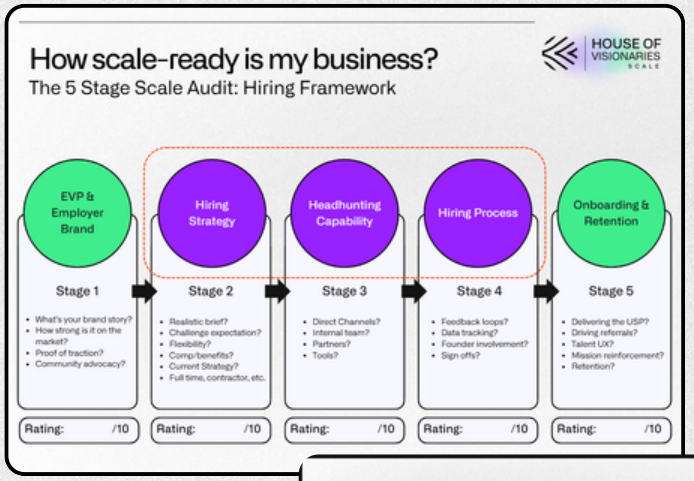
Rating: /10

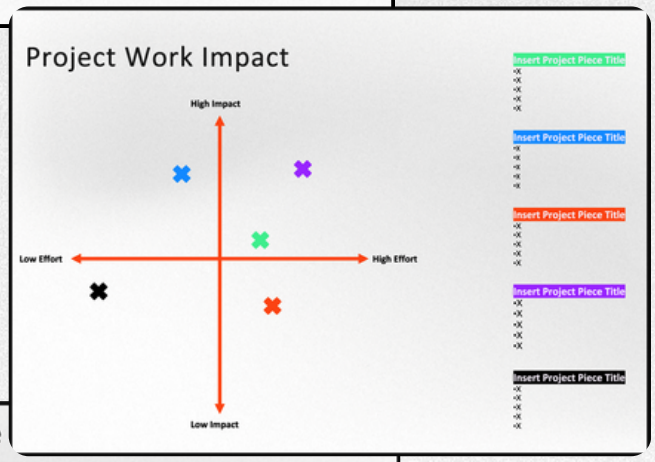
What are we doing well?	Where are we falling short?	My immediate focus areas

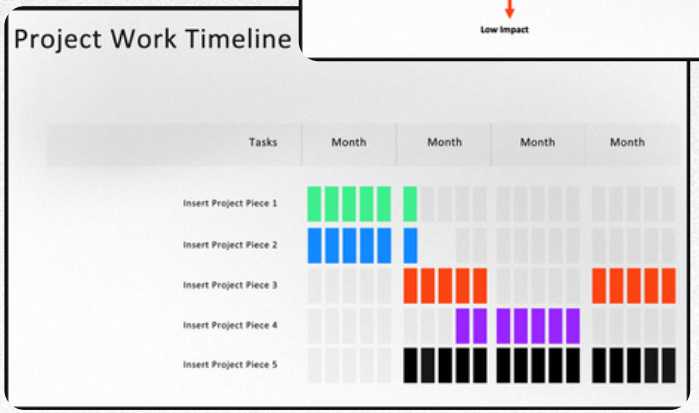
What next? Take Action.

Free smoke:

- Digital download 5-Stage Scale Audit
- Impact Effort Framework
- Project Timeline to turn insight into action
- Practical templates from Bond talent toolkit
- Real life audit examples







Designed to help you leave with clarity, focus, and momentum.

Sabrina Battiston
Community Manager

Contact:

Reach out to Sabrina
for access + more information
sabrina.battiston@bond-global.com