

READINESS ASSESSMENT

FACET OF EXCELLENCE:

Total Rewards

For this Facet, each Category is outlined with questions that are intended to gauge your organization's level of readiness to apply. It is not a definitive way of determining whether or not your application for this Facet will be scored high enough to receive an award. It is a tool that has been designed to provide an overview of the types of questions you will be expected to answer with sufficient supporting detail when completing the actual Facet.

If you choose to complete this Readiness Assessment, you are not expected to submit it to the Paragon panel of examiners. It is for your company's internal use to assist you in determining whether you are prepared to apply for this Facet. If you determine that you are not ready now, this tool will provide you with an overview of the areas in which you may need further action and development.

The "State of Readiness" on the assessment form is a subjective response that you will need to determine for each question, with "Red" being an answer of "No, not ready yet"; "Amber" being an answer of "Maybe, we could be ready or are close"; and "Green" being an answer of "Yes, we are ready". There is no magic number of Green responses that will determine whether or not you should apply. Your organization will determine readiness based on your level of comfort with the responses and what details you can provide to support your answers when an application is submitted.

You are encouraged to involve various members of your leadership team when considering your responses to these questions. This will elevate the level of awareness and involvement within your organization to complete the application process and may increase the depth of your responses by using diverse and cross-departmental input.

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Elements of a Successful Facet	Evidence of Progress	State of Readiness			Further Actions Required
		Red	Amber	Green	
Category: <i>Direct Compensation</i>					
Does your organization have a philosophy or approach to implementing compensation programs (i.e., base pay, incentives, bonus)?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are your compensation programs assessed and revised over time?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you measure the effectiveness of your compensation programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you gauge employee satisfaction levels with the compensation programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you assess the on-going impact of your compensation systems on the individual employee's performance? On the organization's performance?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you use the information you gather to improve the compensation philosophy?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Category: <i>Recognition (Non-Monetary)</i>					
Do you have a process or formal program for making non-monetary employee recognition program decisions?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do your recognition programs support your organization's strategic objectives?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are your recognition programs assessed and revised over time?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you measure the effectiveness of your employee recognition programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you gauge employee satisfaction levels with the employee recognition programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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		Red	Amber	Green	
Do you assess the ongoing impact of your recognition programs on the individual employee's performance? On the organization's performance?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you use the information you gather to improve your employee recognition programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Category: <i>Benefits and Wellness</i>					
Does your organization have a formal program or committee you utilize when making benefits and wellness program decisions?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are your benefits and wellness programs assessed and revised over time?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you measure the effectiveness of your benefits and wellness programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you gauge employee satisfaction levels with the benefits and wellness programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you assess the ongoing impact of your benefits and wellness programs on the individual employee's performance? On the organization's performance?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you use the information you gather to improve your benefits and wellness programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Category: <i>Workplace Safety</i>					
Does your organization have a formal program or committee you utilize when making decisions related to safety in the workplace?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Elements of a Successful Facet	Evidence of Progress	State of Readiness			Further Actions Required
		Red	Amber	Green	
Are your workplace safety programs assessed and revised over time?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you measure the effectiveness of your workplace safety programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you gauge employee satisfaction levels with the workplace safety programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you assess the ongoing impact of your workplace safety programs on the individual employee's performance? On the organization's performance?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do you use the information you gather to improve your workplace safety programs?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	