



Strategic HR Business Partner - Self-Assessment

Developing the competencies and capabilities required to be a successful Strategic HR Business Partner

- This short self-assessment will help you to uncover strengths and areas of development as an HRBP.
- The survey can be taken by anyone - but, as we are based in Japan, we have provided a Japanese translation for some parts.
- This is an Interactive PDF - so you can either type into the form directly, or print out and fill-in by hand

- この自己評価によってあなたのHRBPとしての強みと改善点を探り出すことができます。
- アンケートは誰でも回答いただけますが、日本を拠点としているため、一部和訳の表記があります。
- PDFのフォームに直接入力するか、出力して手書きでご利用ください。

What is a Strategic HR Business Partner?

An HR professional who interfaces with the business, providing human capital solutions to enable the organization to implement its strategy and achieve business and organizational goals

戦略的HRビジネスパートナーは、企業のビジネス戦略や目標達成につながる企業人財の活用法を提案する、HRのプロフェッショナルです。



The goal is to create a Highly-Engaged and High-Performing Organization that Achieves Extraordinary Results

ゴールは、社員のエンゲージメントおよび組織のパフォーマンスを高めることにより、並外れた成果を生み出す組織を創造することです。

HRBP Self-Assessment

How would you evaluate your current capability level as an HRBP?

- 1) Low: I don't have any skills/ knowledge in this area.
- 2) Gaps: I know something about this area, but there are quite large gaps in my skills/ knowledge.
- 3) Mid: I am doing this now, my skills/ knowledge are at mid-level, but I would like to develop them more.
- 4) Doing well: I feel I'm doing well here and am getting good results, but I still want to learn more.
- 5) High: I have strong experience here and can teach other HRBPs how to do this

- 1) 低い: この分野に関するスキル/知識がない。
- 2) ギャップ: この分野について何らかの知識があるものの、スキル/知識にはかなり大きなギャップがある。
- 3) 中間: この分野は実務で行っており、中間レベルのスキル/知識を持つが向上させたいと思う。
- 4) できている: この分野を順調に実行し、良い結果が得られていると感じているが、より伸ばしたい。
- 5) 高い: この分野について多くの経験/実績があり、他のHRBPに方法を教示することができる。

115以上	Excellent - You could teach one of our workshops! 優・素晴らしい- このワークショップを教えることができます!
75~115	You're doing very well. However, identify the top 3-5 areas where developing your skills would have the biggest impact on your ability to help the business implement its strategy and achieve its goals. とても良くできています。ただし、ビジネス戦略の実装と目標達成のサポートに大きな影響を与える3~5のスキル領域を明確にしましょう。
55~74	You're doing quite well, but have some areas for improvement. Identify the top 3-5 areas where you think developing your skills would have the biggest impact on your confidence and effectiveness as an HRBP. 今のところ順調ですが、改善の余地があります。HRBPとしての自信と効果に最大の影響を与えると思われる3~5のスキル領域を見極めましょう。
40~54	Perhaps you are doing well in some areas but not-so well in others. Look for areas where you feel you need to develop and focus on those first. おそらく、あなたはいくつかの分野ではうまくできているものの、他の分野ではそうとは言えません。まずは向上/集中すべき領域を探しましょう。
39以下	You might feel that you have a lot to learn - but don't worry, choose 3-5 key areas in your development plan, and focus on those これから学ぶべきことがたくさんあると感じるかもしれませんが、心配する必要はありません。スキル開発計画で3~5の重要点を選択し、それらに集中してください。

HRBP Self-Assessment		1 (low) - 5 (high)
How would you evaluate your current capability level as an HRBP?		
Business Acumen		
1.	I understand the future vision and strategy of the company 会社の将来へのビジョンと戦略を理解している	
2.	I demonstrate a good understanding of the business environment ビジネス環境をよく理解している	
3.	I keep up to date with trends inside and outside my sector which may have business implications ビジネスに影響を与え得る自身の分野の内外トレンドを常に把握している	
4.	I help to shape the direction of the business in line with strategic priorities 戦略的優先事項に沿ってビジネスの方向性を示すことができる	
Talent Development		
5.	I effectively develop the next generation of leaders 次世代のリーダーを効果的に育成している	
6.	I am skilled at identifying talent issues before they affect the business ビジネスに影響が出る前に、個人の才能を見極めることができる	
7.	I build high-performing teams with my internal customers 社内の顧客とともに高いパフォーマンスを生むチームを作っている	
8.	I am proficient at implementing training & development activities トレーニングと人材育成活動の構築/実施に慣れている	
9.	I feel comfortable in coaching the leadership team of my business group 自身が所属するグループのリーダーチームを指導することができる	
Networks & Internal Relationships		
10.	I develop good internal networks 優れた社内ネットワーク(人間関係)を構築している	
11.	I build strong relationships with clients quickly 顧客と強い関係性を迅速に築くことができる	
12.	I build trust by getting to know their needs well 相手のニーズをよく知ることによって信頼を築けている	
13.	I respond quickly and effectively to manager questions & inquiries 上司からの質問や照会に迅速かつ効果的に応えている	
14.	I can effectively deal with difficult or unreasonable managers 気難しい/不合理な上司にうまく対処できる	
Organizational Development		
15.	I know how to conduct an organizational capability assessment 組織の能力評価を実施することができる(方法を知っている)	
16.	I understand how to align HR strategy to the business strategy HRの戦略をビジネス戦略に沿わせることができる	
17.	I am comfortable using HR data to make the business case 事業計画の作成にHRのデータ/資料を利用することができる	
18.	I can effectively present HR solutions to the business ビジネスに対してHRからのソリューションを効果的に示すことができる	
19.	I feel comfortable presenting organizational designs and/or structures 組織の設計/構造を抵抗なく提示できる	
20.	I am proficient at leading change initiatives 変化への取り組みを導くことができる	
21.	I understand how to conduct workforce planning ワークフォース・プランニングの実施について理解している	
22.	I effectively communicate organizational values 組織の価値感を効果的に伝えることができる	
Employee Support		
23.	I deal effectively with interpersonal conflicts 対人関係の争いとうまく対処できる	
24.	I effectively handle employee issues, e.g., harassment ハラスメントなどの労働問題を効果的に処理できる	
25.	I respond quickly and effectively to employee needs 従業員のニーズに迅速かつ効果的に応えることができる	
Total ->		

Complete your personal development plan to become an even more effective HRBP



Some Ideas to get you started

	Actions I'll Take in The Next 6-12 months
Business Acumen	<ul style="list-style-type: none"> • Read the Company Report • Study the Vision, Strategy, Objectives, Results - from Internal publications, Scorecards, etc. • Conduct a SWOT/ PEST Analysis • Review HR Data and Metrics for my business customers • Read Newspaper, Internet, Magazine articles, Press releases, etc. • Interview my business customers to understand their priorities and concerns • etc.
	Actions I'll Take in The Next 6-12 months
Talent Development	<ul style="list-style-type: none"> • Study how to be a Coach • Start Coaching • Conduct a Leadership Assessment • Get Certified in Hogan, DiSC, PI, Lumina, Discover, Garuda, Saville Wave or other profiling tool • Conduct team-building events with my internal customers • Do a full talent review • Learn as much as possible about talent development • etc.
	Actions I'll Take in The Next 6-12 months
Networks & Internal Relationships	<ul style="list-style-type: none"> • Build stronger relationships with my internal customers through regular 1:1 meetings • Study "Consulting Skills" - to better understand how to respond to their true needs • Examine current trust levels - what's missing, what do I need to do to build trust? • Track response times to customers, and resolution rate • Take an "Assertive Communications" workshop to help deal with difficult managers • etc.
	Actions I'll Take in The Next 6-12 months
Organizational Development	<ul style="list-style-type: none"> • Conduct an Organizational Capability Assessment • Work with the HR Director to develop the HR strategy • Take a Presentation Class • Study Change Leadership and lead a key organizational change project • Work on a merger, acquisition or other initiative to understand how these changes will affect the workforce • Lead the response to the Employee Engagement Survey • etc.
	Actions I'll Take in The Next 6-12 months
Employee Support	<ul style="list-style-type: none"> • Take an "Assertive Communications" workshop to help deal with interpersonal conflicts • Study harassment • Lead a harassment investigation • Study the Employee Engagement survey to uncover employee issues and needs • etc.

Note: Pick 3-5 key actions, otherwise it may be too much!

Business Acumen	Actions I'll Take in The Next 6-12 months	Date Due/ Success Measures
Talent Development	Actions I'll Take in The Next 6-12 months	Date Due/ Success Measures
Networks & Internal Relationships	Actions I'll Take in The Next 6-12 months	Date Due/ Success Measures
Organizational Development	Actions I'll Take in The Next 6-12 months	Date Due/ Success Measures
Employee Support	Actions I'll Take in The Next 6-12 months	Date Due/ Success Measures

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Our services are designed to develop and improve leadership, management and communication skills for people working in international environments.

Our training services are continually developed and improved to ensure the highest possible standards of training and support materials.

