HIRING READINESS SELF-CHECK · MMM TRAINING

Hiring Season Starts Before You're Ready

90 SECONDS

Tick what's already in place for the next role you have to fill.

The best time to fix your hiring process is when you don't urgently need it.

TICK ONLY WHAT IS TRUE TODAY — NOT WHAT YOU INTEND TO FIX

- ☐ **I could post the role today without writing anything from scratch.**
  If not: urgency will write the job description, and urgency writes badly.
- ☐ **We know what a strong candidate looks like before interviews start.**
  If not: you'll compare candidates to each other instead of to the job.
- ☐ **Interviewers ask a consistent set of questions.**
  If not: you're comparing different conversations and calling it a decision.
- ☐ **The decision path is clear — who decides, and by when.**
  If not: your best candidate accepts elsewhere while you're still aligning internally.
- ☐ **Onboarding is ready before the offer goes out.**
  If not: you've won the hire and set them up to struggle.
- ☐ **I know what the last vacancy actually cost us in lost work.**
  If not: hiring feels expensive and vacancy feels free, which is exactly backwards.

Now count the boxes you left empty.

Hiring under pressure is how businesses end up with the wrong person and a process that produced them.

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0–1 blank
You're in good shape
Tighten the one gap before it becomes the one that costs you.

2–3 blanks
This is most businesses
Real money is sitting here. The fix is usually writing things down, not hiring.

4–6 blanks
Your business runs on you
Nothing is broken yet. That is exactly why now is the cheap moment to fix it.

WHAT THIS USUALLY COSTS

A vacancy costs more than a bad hiring process.

Both are avoidable, and both are documentation problems. The SOP Buildout makes your hiring repeatable before the next resignation forces the issue.

SOP + Training Buildout
From $2,500
Book at mmmtraining.org

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