



# SIX STEPS TO MAKE YOUR SKILLS STRATEGY WORK FOR YOU

A skills-based hiring strategy has the power to unlock stronger teams and better outcomes, but only if it moves beyond the planning stage. Putting your skills-based hiring strategy into action can build on your existing strong processes, requiring only a shift in focus rather than a complete reset.

By layering skills into the tools, assessments, and workflows you already use, you can turn your strategy into a practical, repeatable approach. From defining what really matters, to evolving based on data, here are six simple ways to build on your existing processes and weave skills seamlessly into hiring decisions – helping you move from planning to practice with confidence.



## 1 DEFINE

### Identify the skills that matter

► Every business and individual is unique – start by defining what skills mean in the context of your workforce. Establish or tailor a skills framework that integrates skills foundations that reflect an individual's potential to master existing and acquire new skills. Use it to set clear success criteria for roles and levels, balancing job-specific expertise with transferable strengths. Distinguish the skills required on day one from those that can be developed in-role, ensuring a foundation that drives both performance and long-term growth.

#### Examples of skills foundations:

An individual's personality, emotional intelligence and values, alongside their knowledge and experience.

## 2 ALIGN

### Connect skills with roles, and your organizational strategy

► Consider how your strategy and roles will evolve, and align on the ways skills influence performance, business outcomes, and long-term goals. Use data-driven insights to prioritize the skills that matter most across roles, levels, functions, and regions.

## 3 ANALYZE

### Uncover workforce strengths and gaps

► Know your skills. Close the gaps. Use methods such as 360 ratings and skills assessments to see the full picture of your workforce and refine your hiring strategy to target the skills that drive performance.

## 4 ASSESS

### Evaluate skills with confidence

► When evaluating candidates, use valid, fair, and reliable assessments to measure both job-specific and transferable skills at the right stages of the hiring process. Don't just assess skills, assess skills foundations such as ability, motivation, emotional intelligence and values. This approach helps you make stronger hiring decisions today while identifying talent that can grow into future roles.

## 5 MOBILIZE

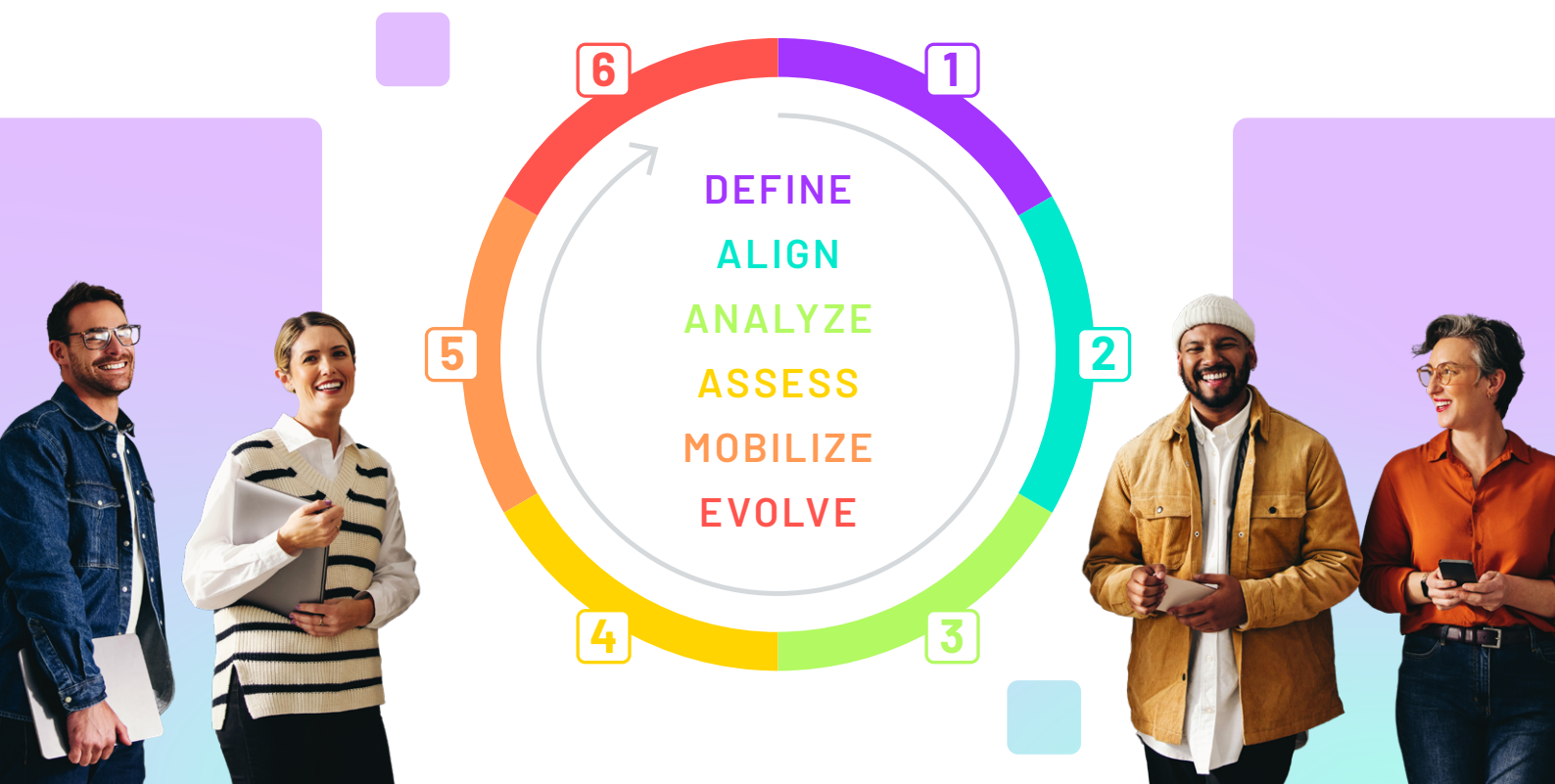
### Leverage skills insights to take action

► Using these skills insights, you can more effectively mobilize talent. Reshuffle teams and resource priority projects while optimizing your existing workforce with targeted skill development and personalized growth journeys. Align your skills development plan with your business goals and strengthening your pipeline for tomorrow.

## 6 EVOLVE

### Use data to drive continuous improvement

► Skills are dynamic, not static. Keep your hiring process relevant and effective, revisiting it regularly, using data across roles, levels and regions to identify which skills drive organizational success and which no longer meet your needs. Create a cycle of continuous improvement by using these insights to update your skills framework and hiring process – ensuring your hiring decisions drive business performance.



**Struggling to make your skills-based hiring strategy stick?  
Talogy helps turn your plan into action.**

Enhance your hiring process by aligning foundational, transferable, and job-specific skills to performance and business success, providing a holistic view of talent potential. With a proven assessment portfolio and expert consulting, Talogy helps you close critical gaps, prioritize the right skills, and build a workforce ready to thrive in a constantly changing world.

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