



Your Complete Assessment Report

You've completed both assessments. Here's the complete picture.

HR Risk Score

High Risk

66%

Emerging

Your compliance and risk exposure level

Employer of Choice Index

Benchmark: 85%+

33%

Building

How attractive you are to top talent

Your Path to Lower HR Risk

Key areas to strengthen for better compliance

Based on your HR Risk assessment, focus on strengthening compliance practices, documenting policies, and ensuring consistent HR processes across your organization.

Your Path to Employer of Choice (85%+)

You have foundational pieces in place, but top talent has better options today. Addressing your largest gaps is critical for attraction and retention.

For you, the fastest gains will come from focusing on Compensation & Rewards, Benefits & Wellbeing, and Culture & Environment over the next 12-18 months.



Compensation & Rewards

7% (Gap: 78 pts)

Strengthen base pay strategy, performance rewards, and pay transparency.



Benefits & Wellbeing

13% (Gap: 72 pts)

Upgrade health coverage, PTO, and wellbeing programs so employees feel supported.



Culture & Environment

27% (Gap: 58 pts)

Improve recognition, autonomy, and the day-to-day work experience.



EOC Category Breakdown

Your scores by lever (target: 85%+)

Compensation & Rewards	7%	Benefits & Wellbeing	13%
Career Growth & Development	47%	Culture & Environment	27%
Flexibility & Balance	44%	Voice & Transparency	89%

= 85% Employer of Choice target

How Our HR Model Closes the Gap



This assessment is designed to connect directly to a structured HR model that reduces risk and improves the employee experience.



Consistent HR Practices

Standardized policies, documentation, and processes that protect the organization and employees.



Stronger Benefits Access

Access to a benefits strategy that feels like a larger employer, helping you compete for talent.



Ongoing HR Support

Ongoing guidance and tools so managers aren't guessing and changes actually stick.

What This Means

HR Risk: Your score of 66% (Emerging) indicates high risk. Strengthening compliance and documentation will reduce exposure.

Employer of Choice: At 33%, you're at the "Building" level. You have foundational pieces in place, but top talent has better options today. Addressing your largest gaps is critical for attraction and retention.

Your advisor will follow up with a detailed action plan tailored to your organization.