



G-P

Global Hiring Readiness Scorecard

Use this assessment to build a compelling business case for global hiring and to make sure you and your organization are prepared for what's next. Complete this scorecard with your stakeholders to align expectations and identify any critical gaps before you launch your global hiring initiative.

How to complete this scorecard:

- ☒ Provide brief, specific answers in each section.
- ☒ Think about your leaders' highest-priority goals and concerns to build your business case.
- ☒ Use real numbers whenever possible to strengthen your analysis and projections.

Strategic alignment

List your company's priorities for the next 1–3 years (e.g., entering new markets, launching new products, scaling revenue).

Business goals

How global hiring supports this

Talent acquisition impact

Identify specific skills that are scarce in your local market.

Skills needed

Target markets with these skills

Time zone benefits from these markets

Financial analysis

Use your preferred currency and fill in actual numbers or the best cost estimate you have at this time.

Cost category

EOR model

Entity model

Contractor model

Initial setup

\$

\$

\$

Annual operating

\$

\$

\$

Compliance risk

Low / Med / High

Low / Med / High

Low / Med / High

Total year 1

\$

\$

\$

Expected ROI timeline:

Implementation timeline

Set realistic dates based on your hiring urgency and internal capacity.

Milestone

Target date

Owner

First hire

Team of 5

Entity setup (if applicable)

Success metrics

Define specific, measurable outcomes that matter to your executives.

Metric type	Specific KPIs	Target
Hiring e.g., time to hire, cost per hire		
Team performance e.g., productivity metrics, retention rates		
Business impact e.g., revenue contribution, market penetration		

Part 2: Company readiness assessment

Rate your readiness in each area from **1 (unprepared)** to **5 (fully prepared)**.

Legal and compliance readiness

Consider your current knowledge and resources for navigating international employment law.

Area	Score (1-5)
We understand worker classification requirements in target countries.	
We have access to compliant employment contracts for each location.	
We have a process for monitoring changing regulations.	
We have a data privacy compliance strategy.	
We have IP protection mechanisms.	
Subtotal:	____ /25

Operational readiness

Evaluate your current systems and processes for supporting international employees.

Area	Score (1-5)
We have a global payroll solution.	
We have cross-border benefits administration.	
Our time zone management approach is ready.	
We have communication tools for distributed teams.	
We've planned for emergency/backup payroll procedures.	
Subtotal:	____ /25

Cultural integration readiness

Assess your company’s ability to build cohesive, inclusive global teams.

Area	Score (1-5)
We’ve done cultural training for managers and teams.	
We have localized onboarding processes.	
We’ve implemented cross-cultural feedback mechanisms.	
We have a global holiday/PTO tracking system.	
We’ve created location-specific recognition programs.	
Subtotal:	/25

Team and technology readiness

Review your internal capacity and infrastructure for global team management.

Area	Score (1-5)
Our HR team has bandwidth for global support.	
We have the technical infrastructure for remote collaboration.	
We’ve identified an executive sponsor.	
We have local HR support (if needed).	
Our existing HR systems support global operations.	
Subtotal:	/25

Total readiness score: /100

Readiness evaluation

If your score is:	Your readiness level is:	Next steps:
85-100	Excellent readiness	Proceed with confidence.
70-84	Good readiness	Address minor gaps and proceed.
50-69	Moderate readiness	Identify the major areas to improve.
Below 50	Low readiness	Focus on building your foundations first.



We can help

- ✓ **For high readiness scores (70-100):** You can build global teams quickly and compliantly with G-P EOR. Hire with confidence while maintaining your strong compliance framework. Scale faster in 180+ countries without sacrificing quality.
- ✓ **For moderate readiness scores (50-69):** Address critical gaps with our AI-powered EOR solutions. You can get compliant employment contracts instantly. Experience effortless employee setup and onboarding. Plus, you can start hiring while strengthening your global operations.
- ✓ **For companies just starting (<50):** Accelerate your learning curve. Our EOR solutions simplify compliance, payroll, and benefits administration. Create a smooth onboarding experience for potential global hires through our industry-leading global employment platform.



See G-P EOR in action.

[Book demo](#)

