



Global expansion readiness scorecard



How to use this scorecard

Use this assessment to evaluate your company's readiness for international expansion. Complete this scorecard with stakeholders to align expectations and identify critical gaps before you launch.

For each category, rate your organization from 1–5:

1 = Not prepared at all

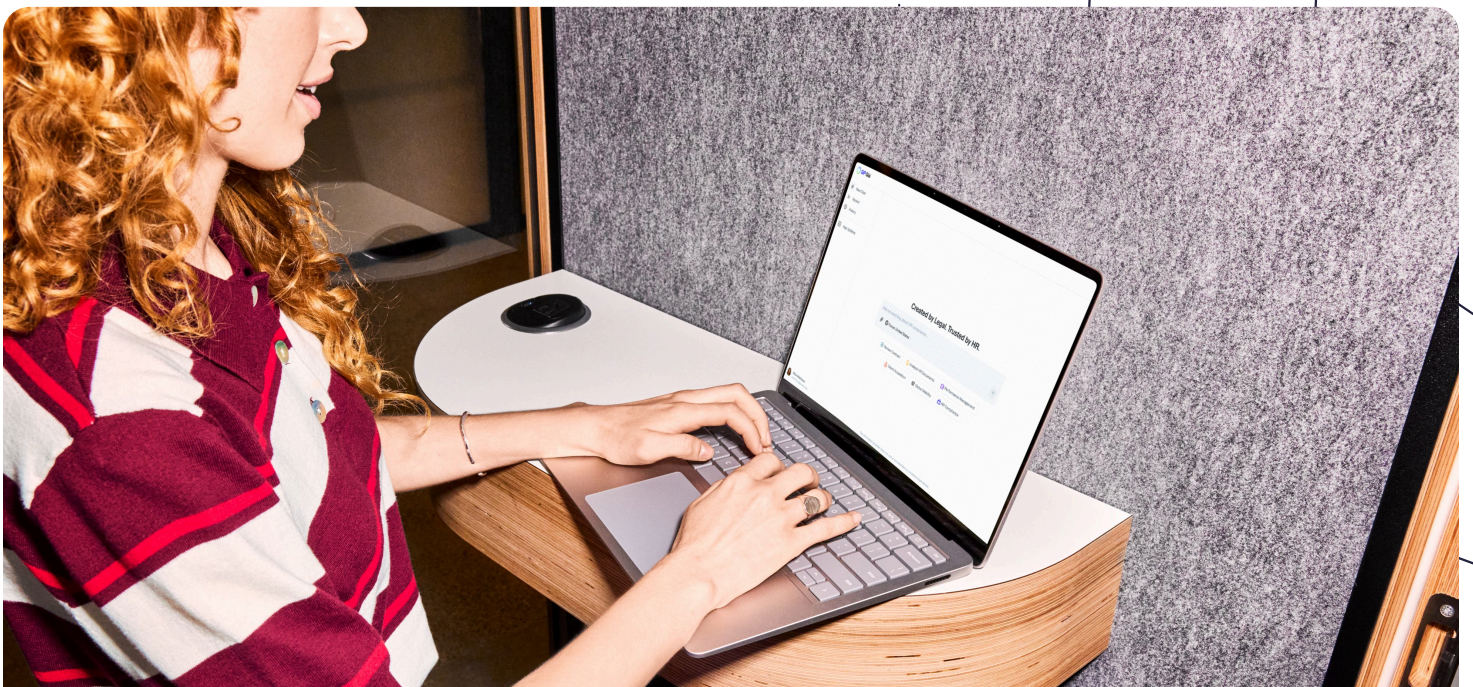
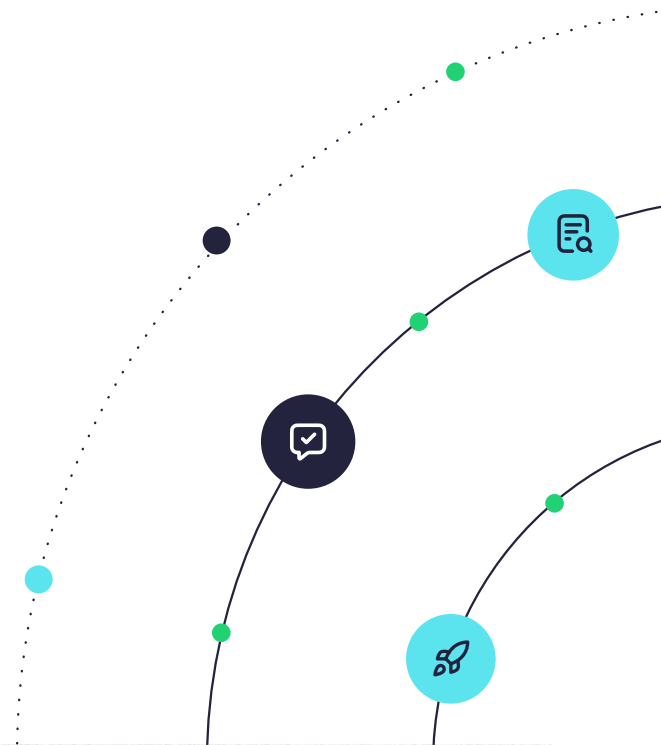
2 = Early stage preparation

3 = Moderately prepared

4 = Nearly ready

5 = Fully prepared

Be honest. This assessment helps you identify gaps before they become problems.



Strategic readiness

Factor	Score (1-5)	Notes
Clear business case for expansion		
Defined target market with research		
Expansion aligns with company strategy		
Board and leadership support		
Success metrics defined		
Subtotal (max 25)		

Financial readiness

Factor	Score (1-5)	Notes
12+ months cash runway		
Budget allocated for expansion		
Cost projections completed		
Financial systems can handle multiple currencies		
Understanding of total employment costs		
Subtotal (max 25)		

Operational readiness

Factor	Score (1-5)	Notes
Documented, repeatable processes		
Product demand in target market		
Support capacity for new time zones		
Technology infrastructure can scale		
Recruiting process ready		
Subtotal (max 25)		

Legal and compliance readiness

Factor	Score (1-5)	Notes
Understanding of local employment laws		
Alignment with data privacy requirements		
IP protection strategy in place		
Contract templates available		
Compliance monitoring plan		
Subtotal (max 25)		

Leadership and team readiness

Factor	Score (1-5)	Notes
Executive sponsor identified		
Program manager assigned		
Cross-functional team engaged		
Experience with remote/distributed teams		
Bandwidth to manage expansion		
Subtotal (max 25)		

Vendor readiness – if using an employer of record (EOR)

Factor	Score (1-5)	Notes
EOR evaluation criteria defined		
Vendors researched and shortlisted		
Security and compliance requirements clear		
Integration needs confirmed		
Contract terms negotiated		
Subtotal (max 25)		

Your total score

Add all subtotals: _____ /150

Score interpretation

Score range	Interpretation	Recommended approach
120-150 points	Ready to launch	You're well-prepared for global expansion. Move forward with confidence. Focus on execution and maintaining momentum.
90-119 points	Nearly ready	You have a solid foundation, but gaps remain. Address medium-scoring areas before launching. Expect a 30–60 day preparation period.
60-89 points	Significant gaps	You need more preparation before expanding successfully. Focus on scores below three. Consider a 60–90 day readiness sprint.
Below 60 points	Not ready	Expansion would be high-risk. Strengthen your foundation first. Revisit this scorecard in 3–6 months after addressing critical gaps.



Next steps

For high readiness scores (120–150): You can execute global expansion quickly and compliantly with G-P EOR. Launch with confidence while maintaining your strong strategic framework. Scale faster in 180+ countries without losing momentum on lengthy entity setup.

For good readiness (90–119): Address remaining gaps with our proven EOR solutions. With us, you get a compliant employment infrastructure instantly. Experience seamless international hiring and onboarding. Plus, you can start expanding while strengthening your operational capabilities.

For companies building readiness (60–89): Accelerate your preparation timeline. Our EOR solutions immediately provide the legal compliance and entity infrastructure you need. Create a smooth expansion experience while building your internal capabilities.

For early-stage companies (<60): If your scores are low in legal and compliance readiness or operational readiness, an EOR can immediately close those gaps. An EOR like G-P gives you the legal infrastructure and expertise to move forward without the risk or the 6–9 month wait.

Let's accelerate your global expansion

As the creators of the EOR industry, we've helped companies of all sizes hire, onboard, and manage teams in 180+ countries. We handle payroll, benefits, and compliance across your global team, so you can focus on growing your business.

The result: International expansion becomes a competitive advantage, not an operational burden.



See G-P EOR in action.

[Book a demo](#)

