

Corporate Vision & Mission Questionnaire

1. What is the overall vision of your company and how do you see it shaping the future of your industry?
2. How would you describe the mission of your company and what specific goals do you aim to achieve in the next few years?
3. What core values do you prioritise within your organisation, and how do they influence decision-making and company culture?
4. How do you ensure that your employees and stakeholders align with and embody the company's vision, mission, and values?
5. Can you share an example of a recent project or initiative that reflects the company's commitment to its vision, mission, and values?
6. How do you communicate your vision, mission, and values to employees and other stakeholders to maintain a shared sense of purpose?
7. How often do you review and update your company's vision, mission, and values to ensure they remain relevant in a rapidly changing business landscape?
8. How do you encourage innovation and creativity among your employees in line with your company's overall vision?
9. What steps do you take to measure and track the progress towards achieving your company's mission and goals?

10. How do you handle challenges and obstacles that may arise while striving to fulfil your company's vision and mission?
11. How does your company's rhythm, or the regular cadence of operations, support the execution of your long-term vision and mission?
12. How do you involve employees at all levels of the organisation in shaping and embodying the company's values and culture?
13. What role does leadership play in driving the vision, mission, and values throughout the organisation?
14. How do you ensure that your company's vision, mission, and values are reflected in your marketing and brand identity?
15. Can you provide examples of how your company's values have influenced decisions or actions in the past?
16. How do you engage with your customers and clients to ensure their needs align with your company's vision and mission?
17. How do you foster a sense of purpose and belonging among your employees in support of your company's mission?
18. How does your company's rhythm of planning and execution contribute to long-term sustainability and growth?

19. What steps do you take to ensure that your company's values are consistently upheld by all employees, even as the company expands?
20. How do you involve your employees in defining and refining the company's vision, mission, and values over time?
21. How do you hold individuals and teams accountable for upholding the company's values and contributing to its mission?
22. How does your company's rhythm of feedback and performance evaluation align with your vision and values?
23. How do you integrate corporate social responsibility (CSR) initiatives with your company's vision, mission, and values?
24. How do you ensure that your company's vision, mission, and values are reflected in your hiring and onboarding processes?
25. Can you describe a specific instance where your company's vision and values guided a significant decision or strategic direction?

Company's Specific Goals & Aims Questionnaire

1. What are your company's current business goals and how do you envision them evolving over the next few years?
2. How do you plan to adapt to changes in the job market and industry trends in the coming years?
3. What specific strategies do you have in mind to attract top talent to your organisation in the future?
4. How do you see your company's recruitment process evolving to be more efficient and effective in the coming years?
5. Are there any new markets or industries you plan to target for recruitment services in the future? If so, which ones?
6. How do you plan to enhance your employer brand and reputation in order to attract a broader range of candidates?
7. Will your company be incorporating new technologies, such as AI-driven recruitment tools, to improve your recruitment processes? If yes, what are your plans in this regard?
8. Are there any specific diversity and inclusion goals you aim to achieve within your recruitment company in the next few years?
9. How do you plan to retain and nurture the talent you recruit, especially in a competitive job market?

10. What measures do you intend to take to stay ahead of your competitors in the recruitment industry?
11. How do you envision the role of remote work and flexible work arrangements affecting your recruitment strategies in the future?
12. Will you be expanding your team or opening new offices in different locations to support your growth plans?
13. How will you measure the success of your recruitment efforts in the years to come?
14. How do you plan to foster a positive candidate experience throughout the recruitment process in the future?
15. Are there any specific training or upskilling programs you intend to implement to ensure your recruitment team remains competitive and skilled?
16. What are your thoughts on utilising data analytics and insights to drive recruitment decisions in the future?
17. Do you anticipate any challenges or obstacles that might hinder your company's recruitment goals in the next few years, and how do you plan to address them?
18. How will your company leverage social media and online platforms to engage with potential candidates and build your talent pipeline?

19. Are there any plans to collaborate with educational institutions or partner with other organisations to attract fresh talent to your company?
20. What are your goals regarding the overall employee satisfaction and engagement within your recruitment firm in the future?
21. How will you ensure compliance with changing labour laws and regulations that may impact your recruitment practices?
22. Do you have any plans to expand your service offerings beyond traditional recruitment, such as talent consulting or employer branding services?
23. How will your company maintain a balance between human interaction and automation in the recruitment process going forward?
24. What role do you see employee referrals playing in your recruitment strategy in the next few years?
25. How do you plan to communicate and showcase your company's future goals and achievements to potential clients and candidates?