

Talent Intelligence on a *Shoestring*

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No seven-figure tech stack required. Your data is already telling the story — learn how to hear it.

\$9T
COST OF
DISENGAGEMENT

41%
TURNOVER COST
REDUCTION

59%
WORKFORCE NEEDS
NEW SKILLS

50–200%
OF SALARY TO
REPLACE ONE PERSON

70%
HR LEADERS SAY
ANALYTICS =
ADVANTAGE



The convergence no dashboard is capturing: Burnout, AI disruption, and talent scarcity are arriving simultaneously — while most HR teams still report what happened instead of what will happen. Rate yourself honestly on the four diagnostics below. Each section reveals a distinct risk type and ends with your single next action.

● SECTION 01 — BURNOUT RISK INDEX

Are You Measuring *Exhaustion or Exit?*

Check every condition that is *true today* in your organization. Tally your H/M/L exposure across the right column.

RISK LEVEL → ● **H** Act now
● **M** Monitor monthly ● **L** Sustain

- ☐ Overtime hours have trended up ≥ 2 consecutive quarters **H**
- ☐ Engagement score dropped > 0.5 points YoY **H**
- ☐ No formal manager wellbeing check-in protocol exists **H**
- ☐ EAP utilization is unmeasured or unreported **M**
- ☐ PTO utilization rate is below 70% of entitlement **M**
- ☐ Leaders model healthy work-life boundaries consistently **L**

YOUR ONE NEXT ACTION

Pull **last 12 months of overtime + voluntary turnover data** by department. Look for the overlap — that is your burnout heat map. Share with your CEO in the next 7 days.

● SECTION 02 — AI DISRUPTION READINESS

Do You Know Which *Roles Are at Risk?*

Only 27% of executives have a comprehensive AI strategy (Gartner, Dec 2025). Check your current state.

RISK LEVEL → ● **H** Act now
● **M** Monitor monthly ● **L** Sustain

- ☐ No inventory of AI-exposed roles exists in your org **H**
- ☐ L&D curriculum has not been updated for AI skills in 12+ mo **H**
- ☐ No reskilling roadmap linked to 3-year strategic plan **H**
- ☐ AI adoption is ad hoc — no governance structure in place **M**
- ☐ Employees report anxiety about AI job security (pulse data) **M**
- ☐ Skills gap vs. AI-adjacent roles mapped and prioritized **L**

YOUR ONE NEXT ACTION

List your org's **top 3 strategic priorities for 18–24 months**. For each, name the skill most at risk from AI displacement. Decide: **Build, Buy, or Borrow** — and assign an owner today.

SECTION 03 — TALENT SCARCITY EXPOSURE

Where Is Your *Flight-Risk Concentrated?*

The 5 early warning signals live in data you already have. Check how many are unmonitored right now.

RISK LEVEL → ● **H** Act now

● **M** Monitor monthly ● **L** Sustain

- ☐ Employees with 18–36 mo tenure not flagged in any system **H**
- ☐ No tracking of manager changes in last 6 months **H**
- ☐ High performers with no promotion in 2+ years unmonitored **H**
- ☐ Succession bench depth below 1 ready-now candidate per critical role **M**
- ☐ Flight-risk data surfaced annually rather than monthly **M**
- ☐ Top 20 critical roles scored on a flight-risk matrix **L**

YOUR ONE NEXT ACTION

Pick **one department**. Export tenure, performance, promotion history, and manager change data. Plot against the **5 signals**. Count how many people carry 3 or more flags. That number is your agenda item for next week's leadership meeting.

SECTION 04 — STRATEGIC INTELLIGENCE QUOTIENT

Can You Write a *Board-Ready Brief?*

The best analysis fails if it doesn't change a decision. Check how board-fluent your current HR storytelling is.

RISK LEVEL → ● **H** Act now

● **M** Monitor monthly ● **L** Sustain

- ☐ HR reporting leads with headcount, not cost or risk scenarios **H**
- ☐ No dollar value attached to current voluntary attrition trend **H**
- ☐ No engagement-to-performance correlation tracked **H**
- ☐ Skills Gap Coverage Ratio not reported to the C-suite **M**
- ☐ Talent data reviewed quarterly rather than monthly **M**
- ☐ Board brief uses Trend → Cost → Risk → Rec → Ask formula **L**

YOUR ONE NEXT ACTION

Draft your board brief in **exactly 5 sentences** using the formula below. Identify the **one number** in your workforce data that would most concern your CEO — then make it defensible, credible, and actionable before you present it.

01
TREND

What changed & over what period



02
COST

Dollar impact at your avg. salary



03
RISK

Strategic consequence if ignored



04
REC.

Targeted action, specific roles



05
ASK

Investment + projected cost avoidance

30-Day Commitment: "Within 30 days I will bring

ONE talent intelligence insight my leadership team has never seen in a dashboard before."

My insight: _____ · My data source:

_____ · My deadline:

Well-Being Maturity Curve™ Assessment
pearm.com/leadership-assessment

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