

This tool helps court leaders evaluate current practices and the importance of this topic. For each statement, rate the level of importance or practice in your court or work unit.

1. Court leaders understand the components of workforce management and their alignment with the court's mission, vision, and goals.		
1	3	5
Low	Somewhat	High

  

2. Court leaders know and apply job analysis methods to create accurate job descriptions in order to recruit qualified candidates.		
1	3	5
Low	Somewhat	High

  

3. Court leaders utilize performance management appraisal system that fosters a high-performance work culture.		
1	3	5
Low	Somewhat	High

  

4. Court leaders employ a strategic workforce plan to address current and future staffing needs.		
1	3	5
Low	Somewhat	High

  

5. Court leaders know of compensation and benefit structures, including their design and strategic alignment with court objectives.		
1	3	5
Low	Somewhat	High

  

6. Court leaders possess proficiency in evaluating risks to court personnel, creating effective resolution strategies and implementing mitigation practices in addressing employee relations challenges.		
1	3	5
Low	Somewhat	High

  

7. Court leaders have skill in analyzing employee relations issues and creating effective resolution strategies.		
1	3	5
Low	Somewhat	High

  

8. Court leaders are committed to fostering a positive court culture, employee satisfaction, and productive workplace relationships.		
1	3	5
Low	Somewhat	High

**Scoring:** Tally the score for all statements. Total: \_\_\_\_\_. Use the following legend to identify actions.

**Score of 33-40:** Current workforce management practices are strong; continue refining and implementing strategies.

**Score of 17-32:** Identify specific areas for improvement and focus on expanding knowledge or implementing better practices.

**Score of 0-16:** Consider comprehensive training and review of workforce management principles and practices.